

# INX FUTURE INC.

Employee Performance and Attrition  
2023 - '24

1200

Total Employees

Average Percentage of Salary Hike for  
the Last Year

15

32.80

Average Age for Attrition

Correlation between Distance from Home and  
Attrition



Department

Select all

Development

Human  
Resources

Sales

Data Science

Finance

Research &  
Development

Female

63

Attrition

2.83

Average PR

Male

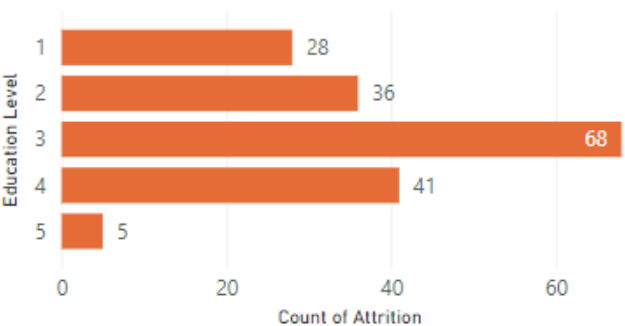
115

Attrition

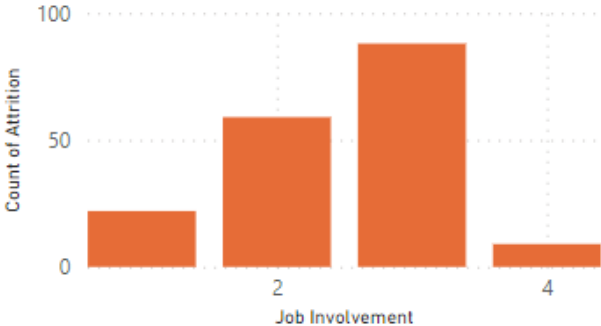
2.94

Average PR

Attrition by Education Level



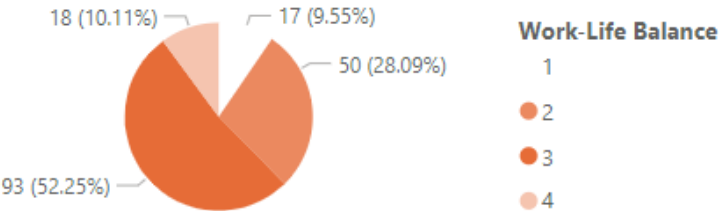
Attrition by Job Involvement



Number of Previous Companies Attrition Avg Performance Rating

Number of Previous Companies	Attrition	Avg Performance Rating
1	80	2.93
0	15	3.13
7	13	2.92
2	12	3.17
Total	178	2.90

Attrition by Work-Life Balance



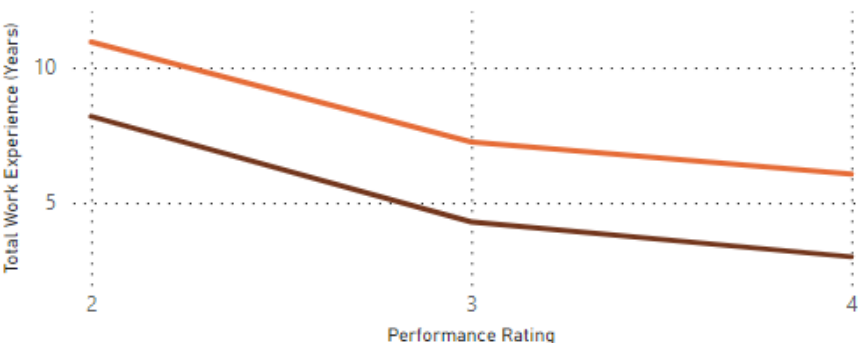
Job Role










Attrition

Job Role	Attrition
Sales Executive	44
Developer	40
Sales Representative	24
Laboratory Technician	13
Research Scientist	13
Total	178

Average Work Experience (in Years) by PR

Legend ● Total Work Experience (Years) ● Experience Years at INX Future Inc.



-  **Sales Dept. has high attrition level and low performance rate (PR)**
-  **Attrition is high for sales executives and developers**
-  **Attrition decreases with increasing distance of the office from home**
-  **Employees holding bachelor degree tend to have higher level of attrition**
-  **Mid-level job involvement has more number of attrition**
-  **Employees who had worked in one company before joining INX Future Inc. have the highest level of attrition**
-  **The less work experience an employee has, the better performance rating they would obtain i.e. employees having less work experience perform better**
-  **Interestingly, employees are more inclined to attrition when they have "better" work-life balance**
-  **The less work experience an employee has at INX Future Inc., the better performance rating they would obtain i.e. employees working for a few years with the organization perform better**