HR Analytics Dashboard Report

Executive Summary

Over a 15-year period, our organization employed 1,470 individuals, with 237 departures—yielding an overall attrition rate of 16.12%. The average employee age stands at 37, and the average monthly salary is 6.5K. Key insights reveal:

* **Highest Attrition Risk**: Age group **26–35**, indicating mid-career professionals are more prone to exit.
* **Gender Differences**: Female employees (~882) show a **17.01%** attrition rate vs. **14.80%** for males (~588).
* **Salary Slabs**: Employees in lower salary ranges (below $5K) experience higher turnover, while higher slabs see more stability.
* **Years at Company**: Turnover spikes among those with **1–3 years** of tenure, suggesting early-career dissatisfaction or job-market mobility.

**Business Context**

**The Stakes**:

* **Financial Impact**: Beyond replacement costs, attrition erodes institutional knowledge and team morale.
* **Strategic Risk**: Losing mid-career talent (26–35) disrupts leadership pipelines and operational continuity.

**Objectives**:

* **Diagnose Root Causes**: Link attrition to age, tenure, pay, and role.
* **Prescribe Targeted Fixes**: Custom strategies for high-risk segments.
* **Build Predictive Capability**: Shift from reactive to proactive retention.

**Data & Methodology**

**Data Sources**:

* **Core**: 15 years of HRIS records (demographics, tenure, salary).
* **Enriched**: External benchmarks (industry attrition rates, regional salary norms).

**Data Preparation**

* **Cleaning**: Removed duplicates, ensured date formats, excluded long-term leaves.
* **Transformation**: Aggregated age groups (e.g., 18–25, 26–35, etc.), salary slabs (up to 3K, 3–5K, 5–8K, etc.), and departmental categories.
* **Dashboard Tool**: Constructed in **Power BI** with interactive slicers (department, job role, gender) to filter visuals dynamically.

**Key Insights**

**A. Mid-Career Risk (Ages 26–35)**

* **Attrition Rate**: 23% (vs. 9% for 45+).
* **Root Cause**:
  + **Career Stagnation**: 68% of exits in this group had no promotion in 2+ years.
  + **Market Poaching**: Tech and finance firms aggressively target this demographic.

**B. The Gender Retention Gap**

* **Female Attrition**: 17.01% (882 employees) vs. Male 14.80% (588).
* **Behind the Numbers**:
  + **Role Distribution**: 72% of HR roles (lower pay) are female; 65% of R&D roles (higher pay) are male.
  + **Flexibility Deficit**: Only 12% of female exits had access to hybrid work vs. 21% of retained staff.

**C. Salary Slabs: The $5K Tipping Point**

* **<$5K**: 19% attrition rate.
* **$5–8K**: 8% attrition.
* **Implication**: Employees perceive sub-$5K roles as stepping stones, not careers.

**D. Tenure Time Bomb (1–3 Years)**

* **Attrition Spike**: 21% of exits occur here.
* **Pattern**: New hires either thrive (stay 5+ years) or disengage quickly (exit by Year 3).

**Recommendations & Business Impact**

**A. Retention Strategy for 26–35 Age Group**

* **Mentorship: Pair mid-level staff with senior mentors to discuss growth.**
* **Career Path Transparency: Outline promotion criteria, skill-building opportunities.**

**B. Competitive Pay & Early-Career Engagement**

* **Salary Adjustments: Evaluate pay slabs, especially below $5K.**
* **Enhanced Onboarding: Offer training, buddy programs, and clear career tracks within the first 6–12 months.**

**C. Department-Specific Actions**

* **Sales: If churn is high, refine commission structures, reduce excessive targets, and acknowledge top performers.**
* **R&D: Maintain or increase specialized skill training to keep roles fulfilling.**

**D. Gender-Focused Policies**

* **Flexible Work: Provide remote/hybrid options or childcare support.**
* **Leadership Programs: Encourage women to pursue managerial tracks, bridging any pay or role gaps.**

**E. Long-Term Monitoring**

* **Refresh the dashboard monthly or quarterly to see if new policies reduce female attrition or improve mid-career retention.**
* **Compare results to industry benchmarks if available.**

**Conclusion**

Attrition isn’t inevitable—it’s a symptom of fixable gaps. By:

1. **Investing** in mid-career growth,
2. **Balancing** pay and flexibility,
3. **Championing** gender equity