

HR ANALYTICS



OBJECTIVE

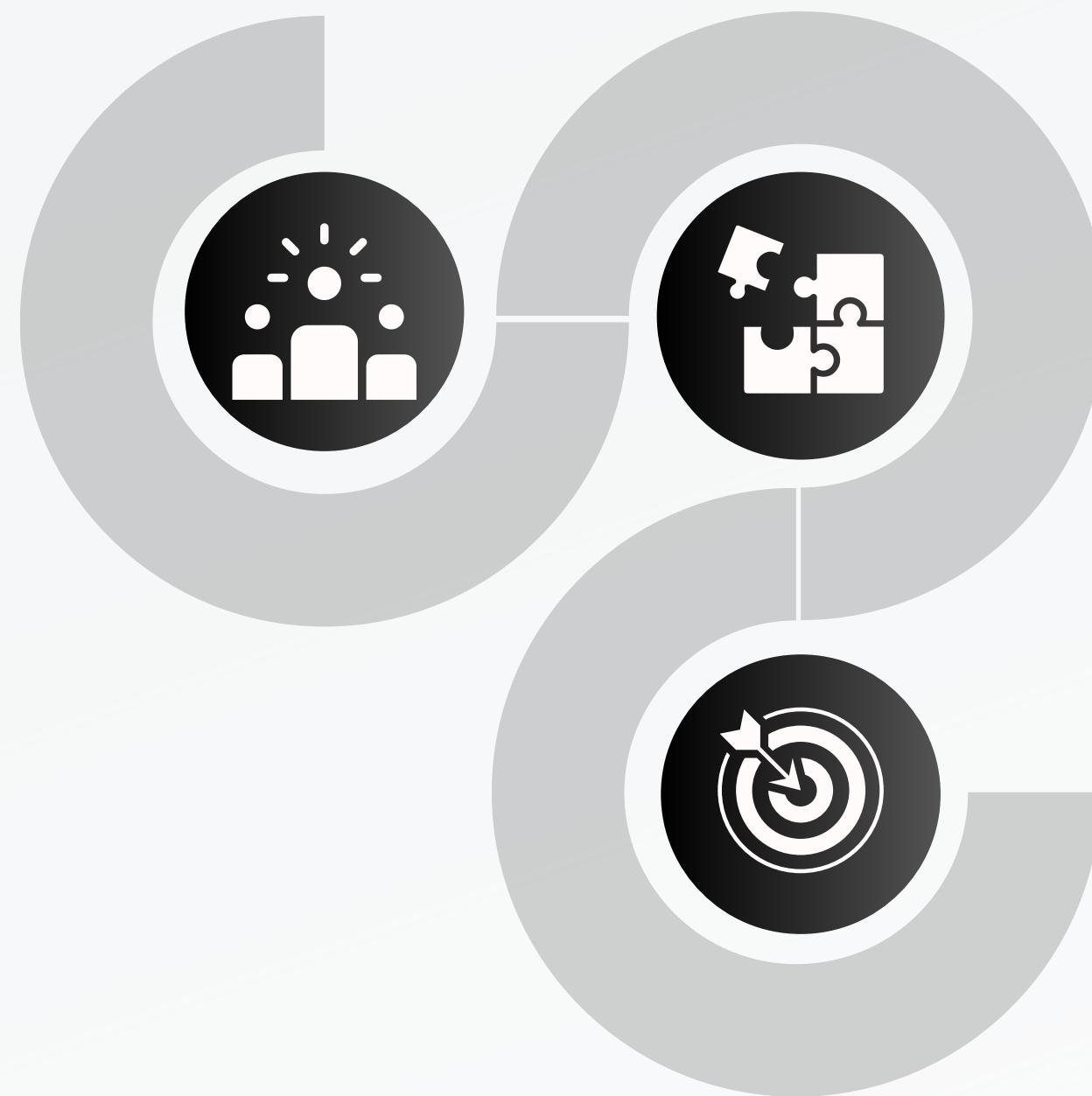


Help an Organization to improve Employee Performance and Retention (reduce attrition) by creating HR Analytics Dashboard.

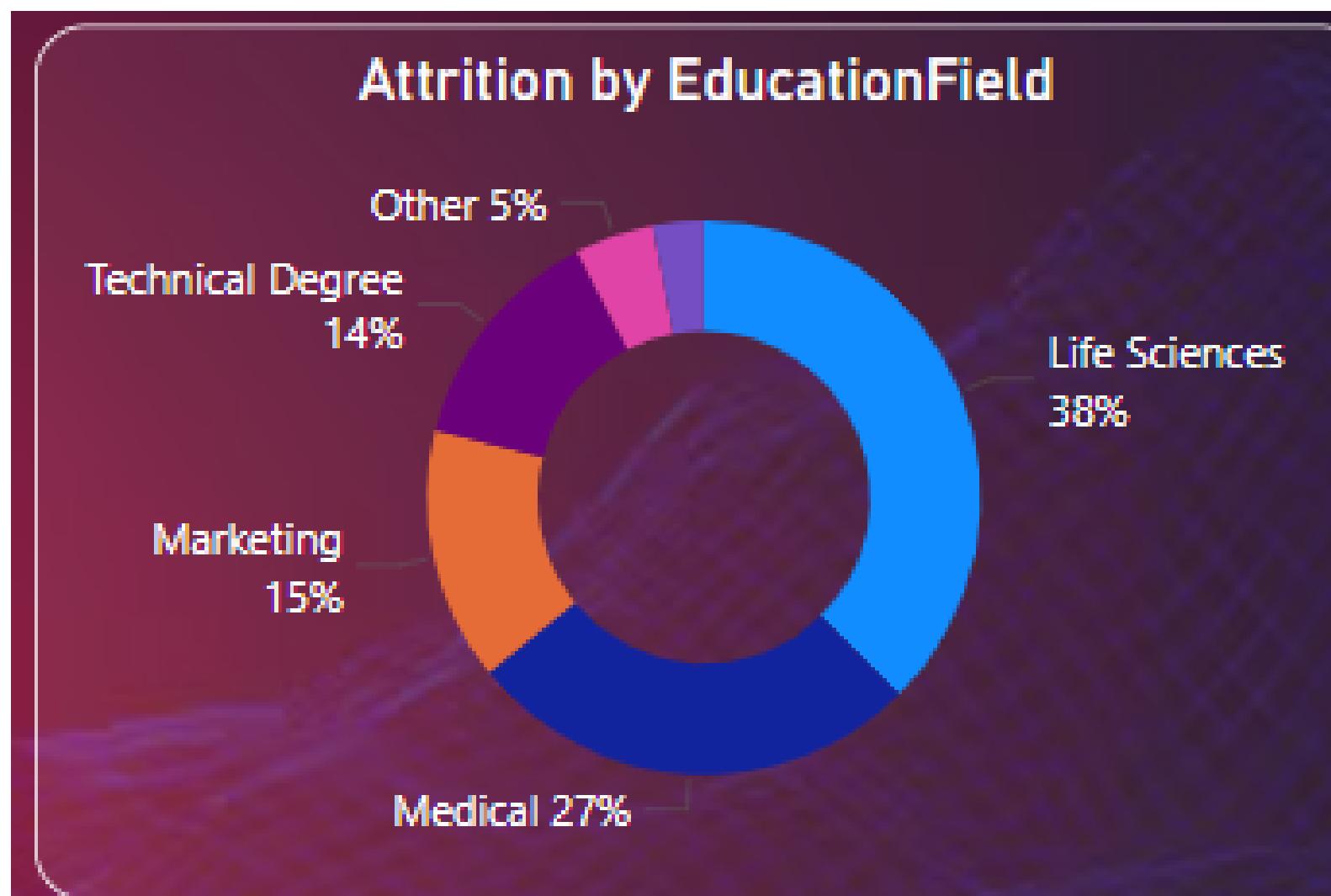


ANALYSIS

- 01** Attrition by Education Field
- 02** Attrition by Age
- 03** Attrition by Salary
- 04** Attrition by Years
- 05** Attrition by Job Role

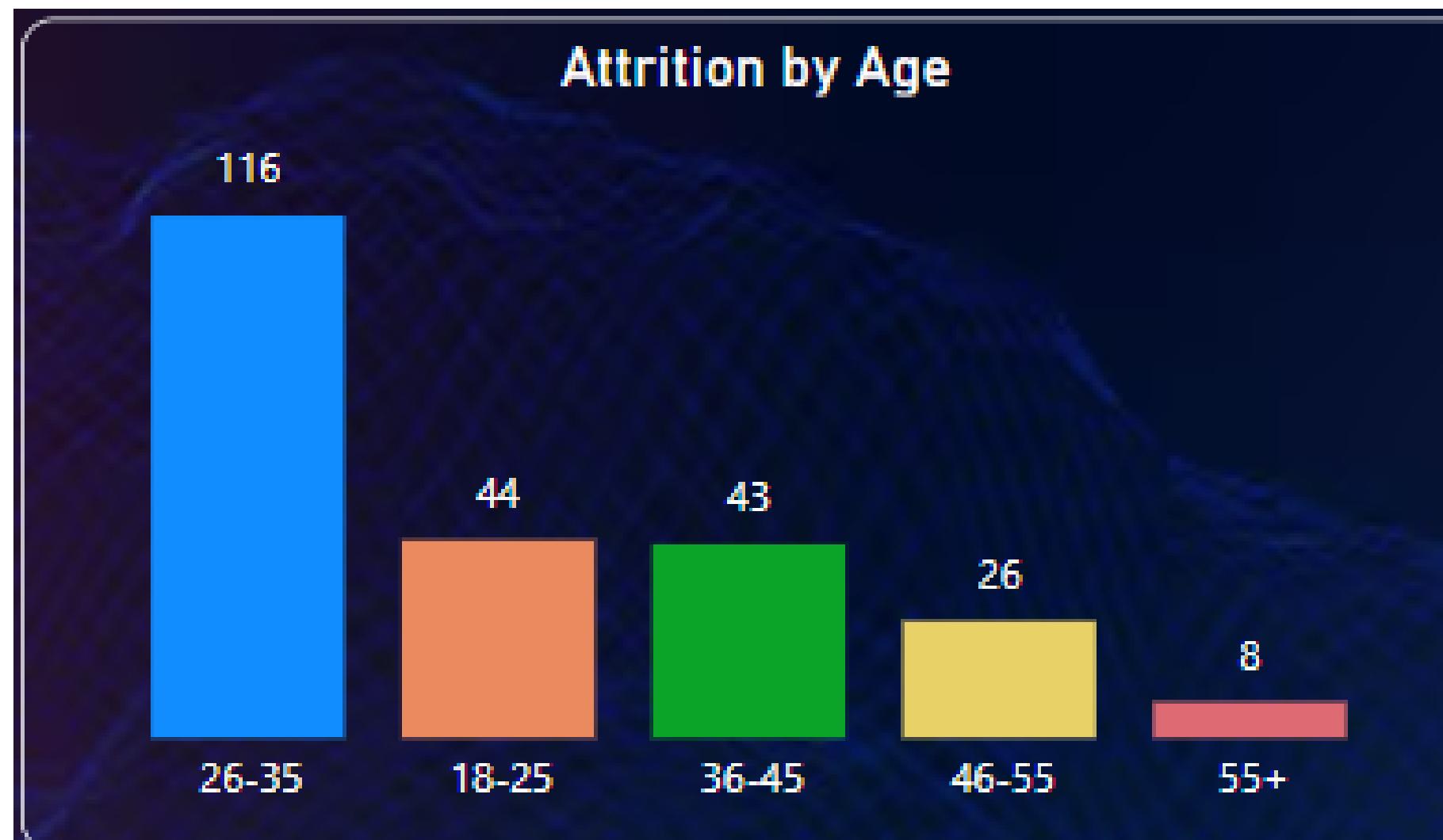


ATTRITION BY EDUCATION



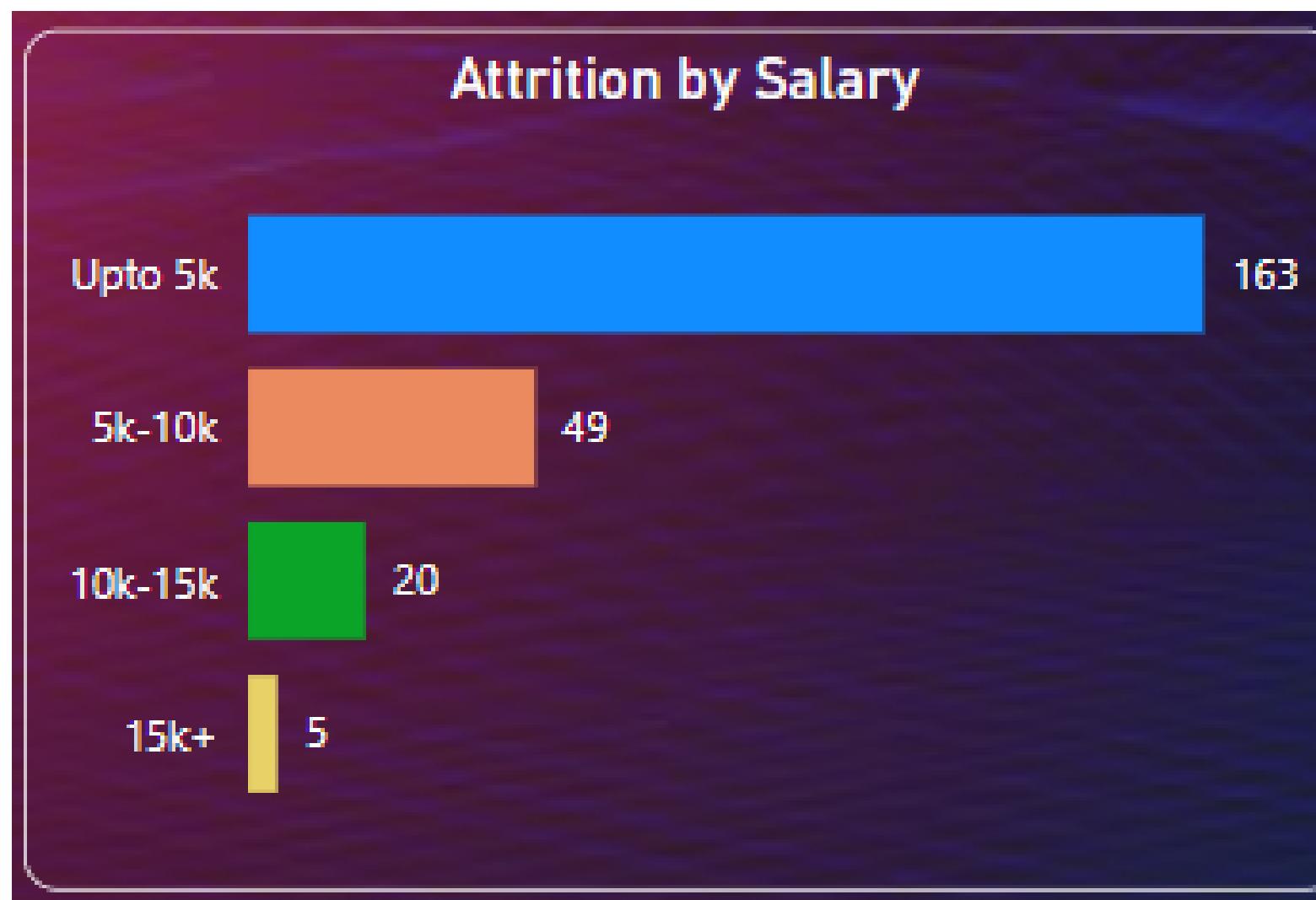
Employees from the Life Sciences and Medical fields are leaving the company at the highest rates, with 38% and 27% attrition respectively.

ATTRITION BY AGE



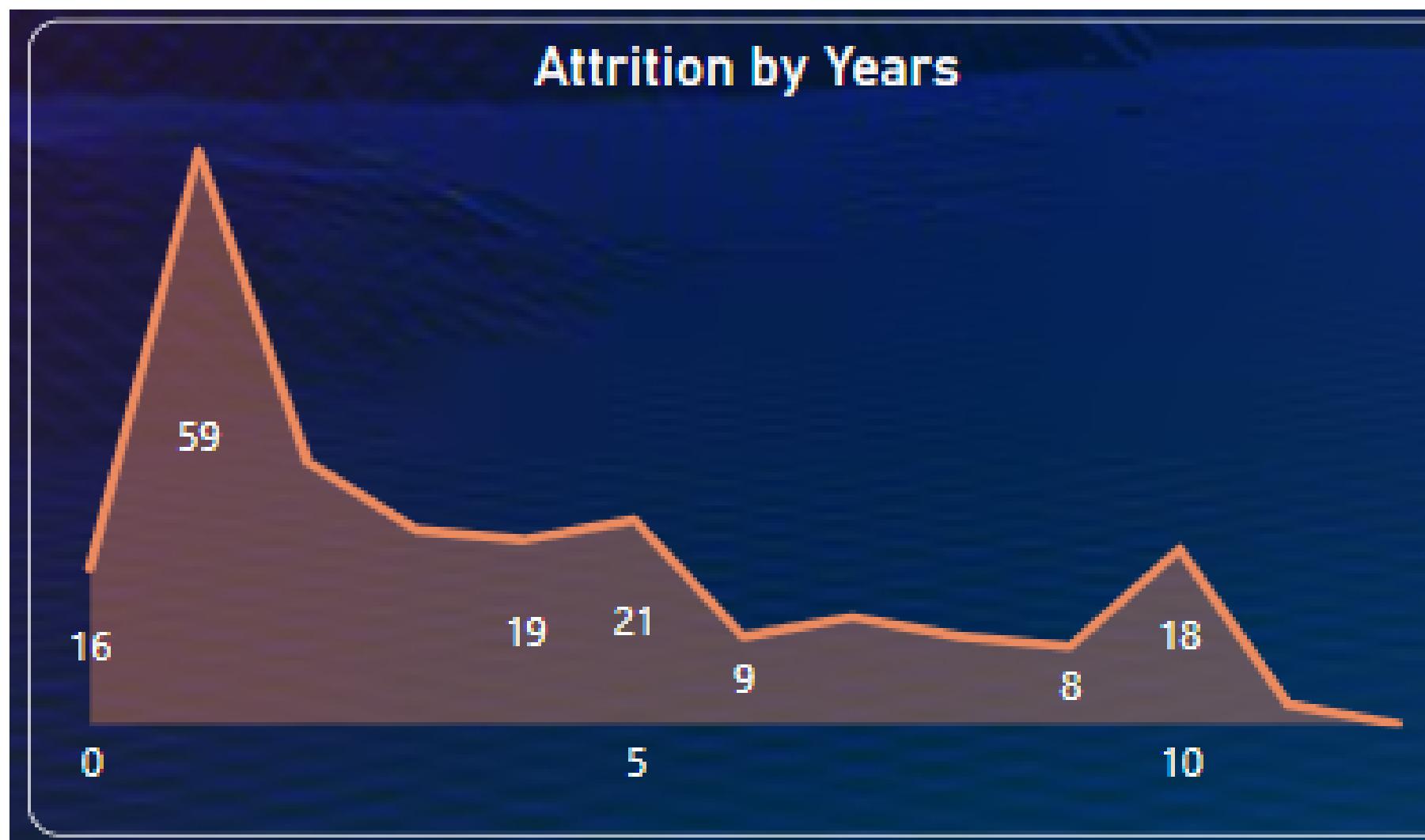
116 employees from the 26-35 age group are leaving the company, representing the highest attrition rate among all age groups.

ATTRITION BY SALARY



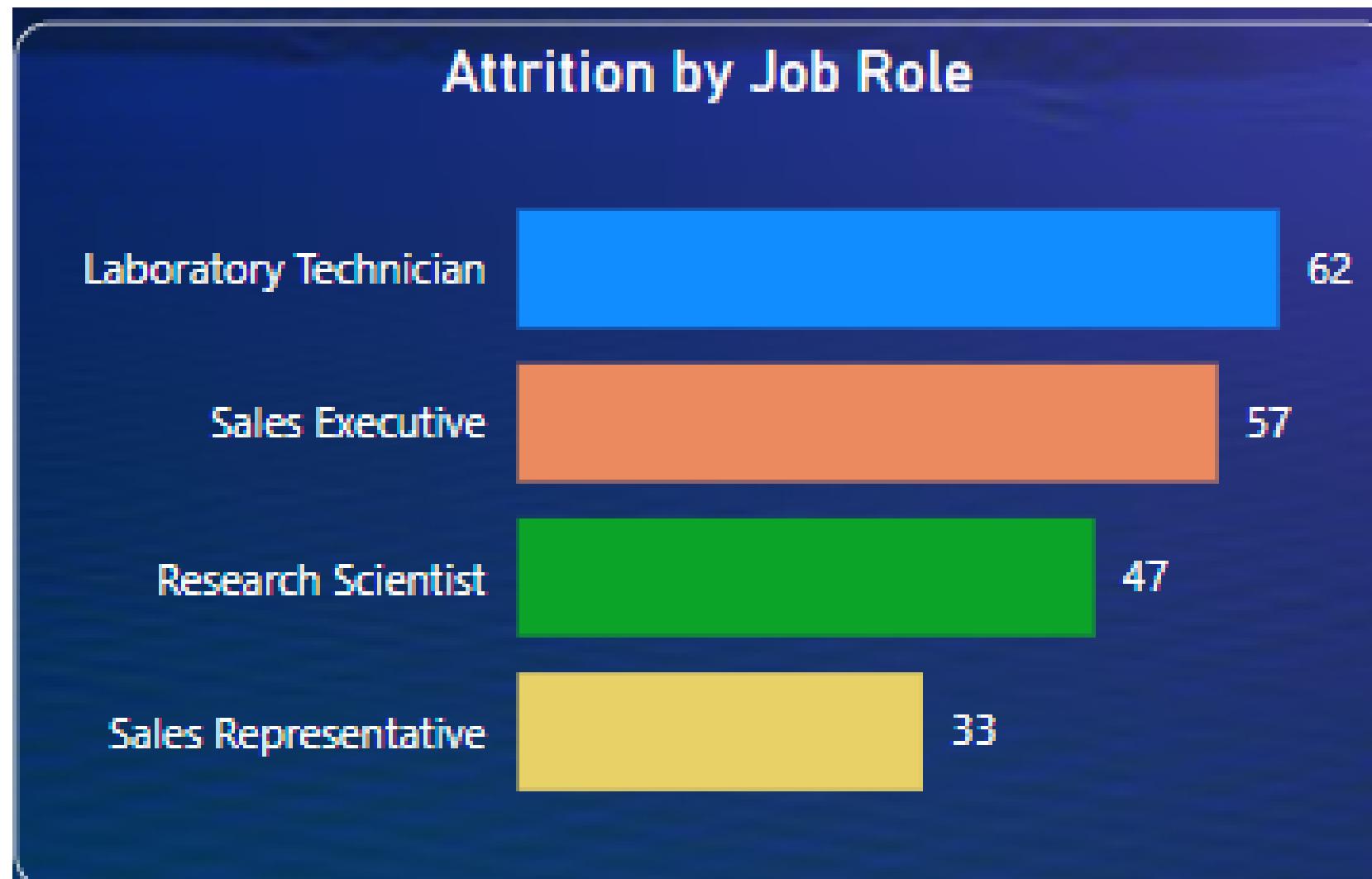
Employees with salaries up to 5,000 are leaving the company at the highest rates.

ATTRITION BY YEARS



With 56 members having left, employees with 0-2 years of experience are experiencing the highest attrition rate in the company.

ATTRITION BY JOB ROLE



Laboratory Technicians have the highest attrition rate among all job roles. This could indicate issues specific to this role, such as job satisfaction, working conditions, or career growth opportunities.

HR ANALYTICS DASHBOARD

Human Resources

Research & Development

Sales

Attrition by Gender

Count of Employees

1470

Attrition

237

Attrition Rate

16.1%

Avg Age

37

Avg Salary

6.5K

Avg Years

7.0

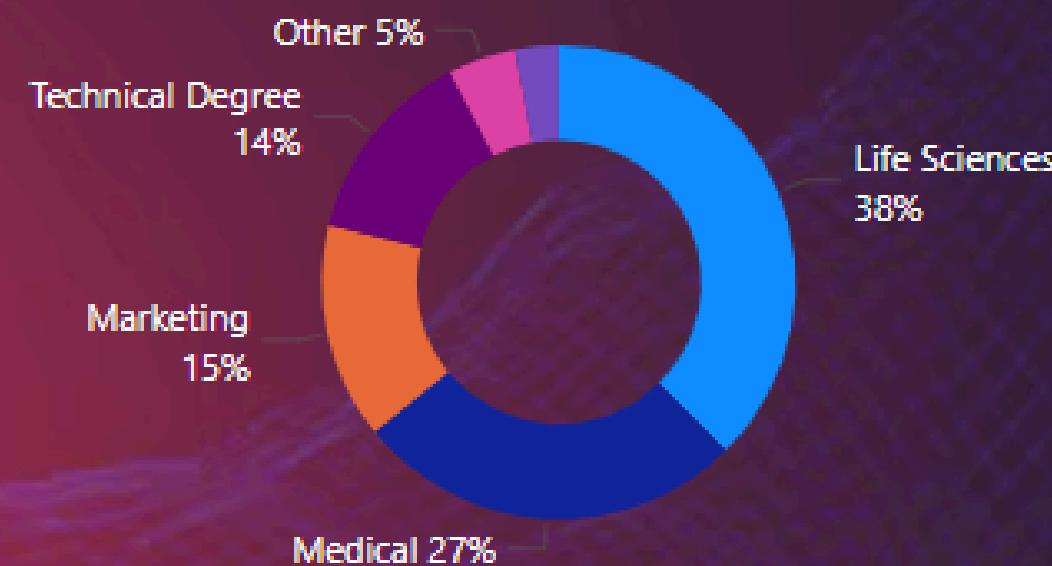
Male

140

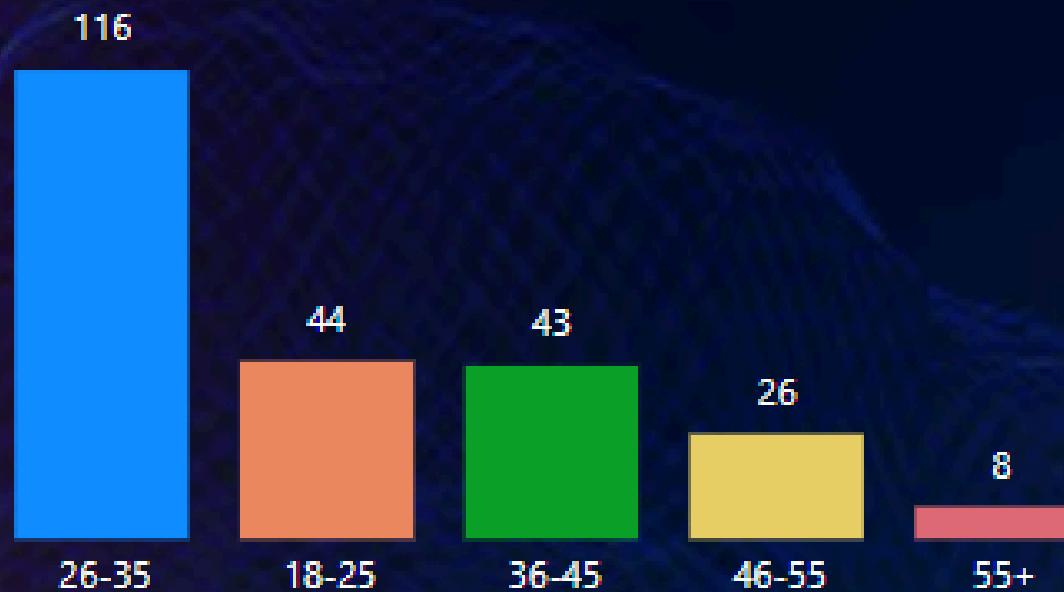
Female

79

Attrition by Education Field



Attrition by Age



JobRole

JobRole	1	2	3	4	Total
Healthcare Representative	2	2	1	4	9
Human Resources	5	2	3	2	12
Laboratory Technician	20	8	21	13	62
Manager	1	2	1	1	5
Manufacturing Director	2	2	4	2	10
Research Director	0	1	1	0	2
Research Scientist	13	10	15	9	47
Sales Executive	16	9	18	14	57
Sales Representative	7	10	9	7	33
Total	66	46	73	52	237

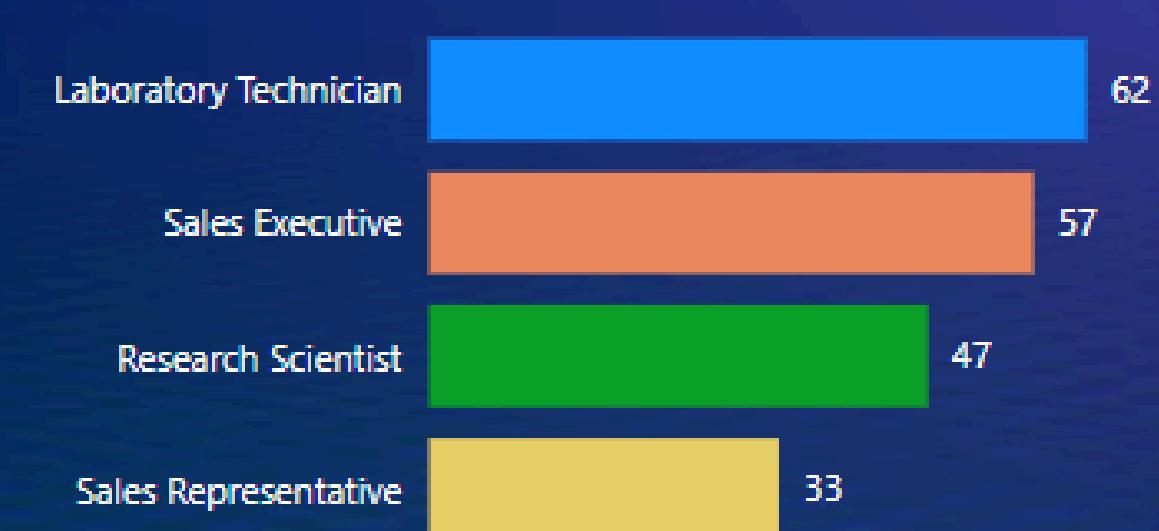
Attrition by Salary



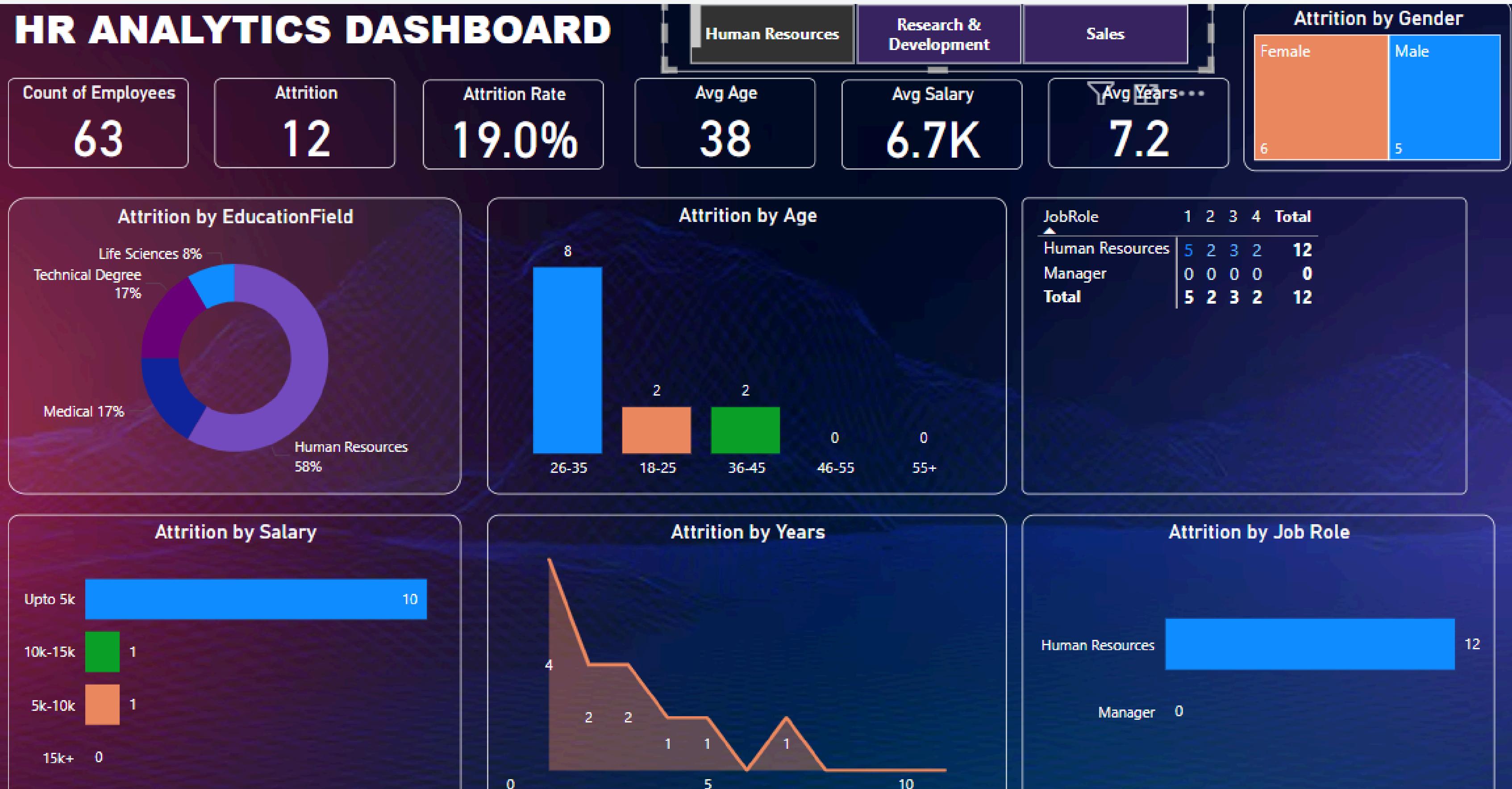
Attrition by Years



Attrition by Job Role



HUMAN RESOURCES DEPARTMENT



RESOURCE & DEVELOPMENT DEPARTMENT



SALES DEPARTMENT



PROJECT LEARNINGS

01

Identified key factors to reduce attrition.

02

Improved the Hiring Process.

03

Improved the Employee Performance.

04

Made workforce more productive.

05

Gained Employee Trust.





RECOMMENDATIONS

1. Conduct regular employee surveys and improve working conditions.
2. Review and adjust salaries to be competitive within the industry.
3. Implement mentorship programs and regularly recognize employee contributions.
4. Offer flexible working hours or remote work options.
5. Conduct thorough exit interviews and focus on high-risk groups.



CONCLUSION

The dashboard highlights several areas of concern regarding employee attrition. High turnover rates among Laboratory Technicians, Sales Executives, and employees in the 26-35 age group indicate underlying issues that need to be addressed. Job satisfaction and compensation are significant factors contributing to attrition.

