

# HR ANALYTICS DASHBOARD PPT

# INTRODUCTION TO HR ANALYTICS

This HR Analytics Dashboard is designed to provide a comprehensive analysis of employee attrition, which is a critical issue for organizations aiming to retain top talent and maintain workforce stability.

Employee attrition, also known as turnover, can significantly impact an organization's operational efficiency, morale, and overall financial health. Understanding the reasons behind attrition allows organizations to develop strategies to retain their valuable employees.

# DASHBOARD OVERVIEW

## HR ANALYTICS DASHBOARD

Employee Cou...

1470

Attrition

237

Attrition Rate

16.1%

Avg Age

37

Avg Salary

6.5K

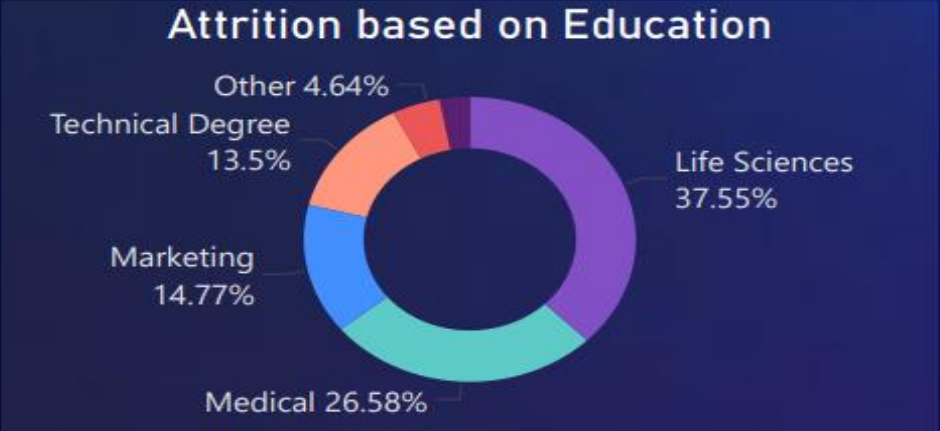
Avg Years

7.0

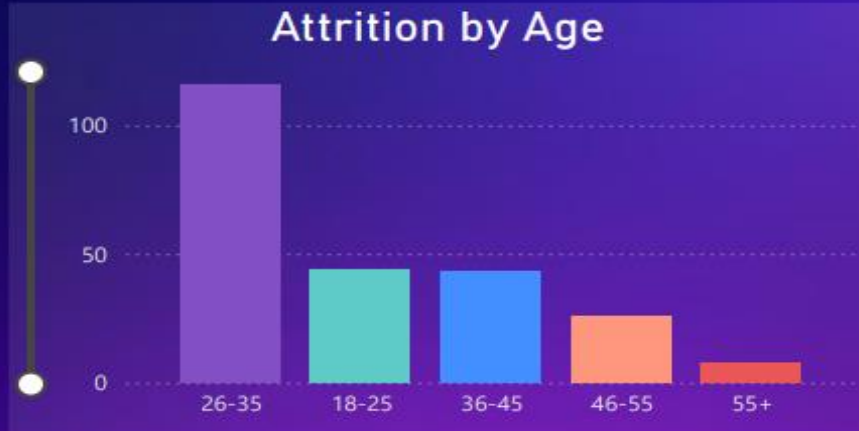
Department

Human Resources

Research & Development



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



# KEY QUESTIONS ADDRESSED

- What is the overall attrition rate?
- Which job roles have the highest attrition?
- How does education level impact attrition?
- What is the correlation between salary and attrition?
- How does tenure at the company affect attrition rates?
- Which age group is most likely to leave?
- How does department-wise attrition compare?

# KEY METRICS

The following metrics provide a snapshot of the current state of the workforce and its stability.

- Total Employee Count: 1470
- Total Attrition: 237
- Attrition Rate: 16.1%
- Average Age: 37 years
- Average Salary: 6.5K
- Average Years with Company: 7 years

# HOW WERE THESE METRICS SELECTED?

These metrics were selected based on their ability to directly or indirectly influence employee retention. For example, while the attrition rate directly measures turnover, factors like salary and tenure provide context to understand why employees might leave.

These metrics also allow for a multi-dimensional analysis of attrition, considering not just who is leaving, but why they might be doing so, and what organizational factors might be contributing.

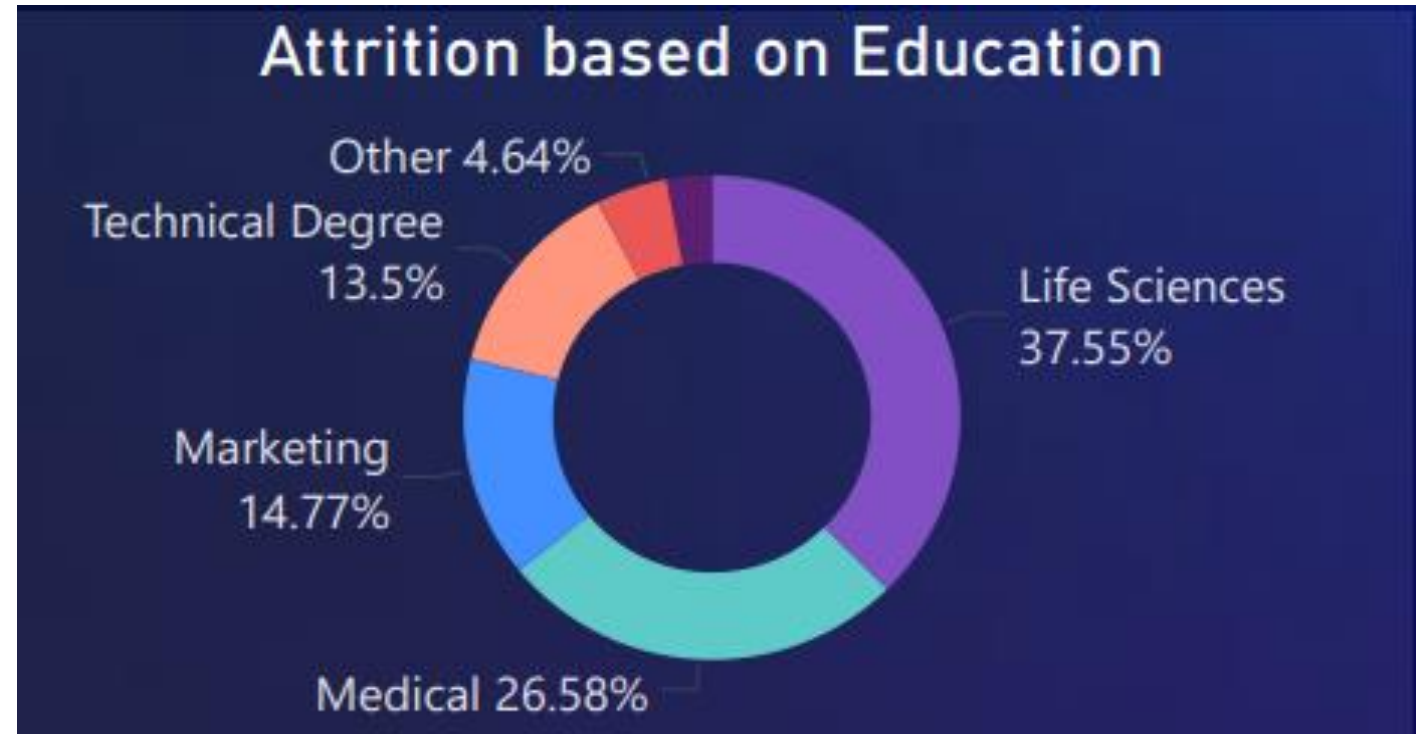
# ATTRITION BY EDUCATION

## Data:

- Life Sciences: 37.55%
- Medical: 26.58%
- Marketing: 14.77%
- Technical Degree: 13.5%
- Other: 4.64%

**Insight:** The highest attrition rates are seen in Life Sciences and Medical fields, suggesting potential issues specific to these educational backgrounds.

**Possible Reasons:** could include job dissatisfaction, better opportunities elsewhere, or a mismatch of job roles and qualifications.



# ATTRITION BY JOB ROLE

## Data:

- Laboratory Technician: 62
- Sales Executive: 57
- Research Scientist: 47
- Sales Representative: 33

**Insight:** Technical and sales roles show higher attrition, indicating potential stressors or job dissatisfaction in these positions.

**Possible Suggestion:** Consider exploring job satisfaction surveys or exit interviews to understand the specific challenges in these roles.





# DEPARTMENT-WISE ANALYSIS

**Data:** Attrition numbers segmented by department (Human Resources, R&D, etc.).

**Insight:** Identify departments with the highest attrition and analyze department-specific issues.

**Possible Suggestion:** Develop targeted strategies for departments with high attrition to address specific concerns.

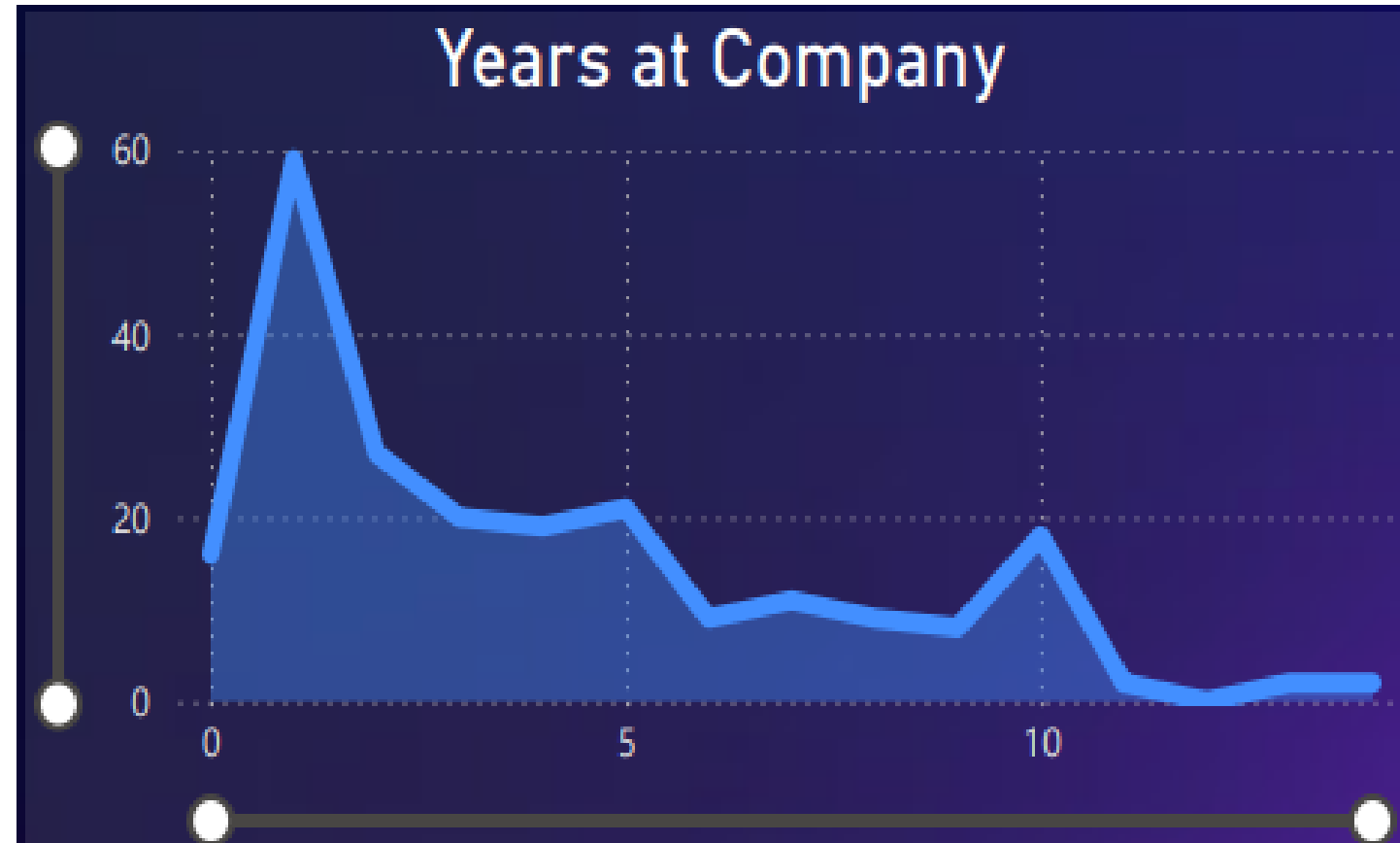
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# ATTRITION BY YEARS AT COMPANY

**Data:** Line chart showing attrition by years at the company, with peaks in the early years.

**Insight:** Higher attrition in the first few years suggests challenges in early career development or integration into the company culture.

**Possible Suggestion:** Focus on improving onboarding and mentorship programs to retain new employees.



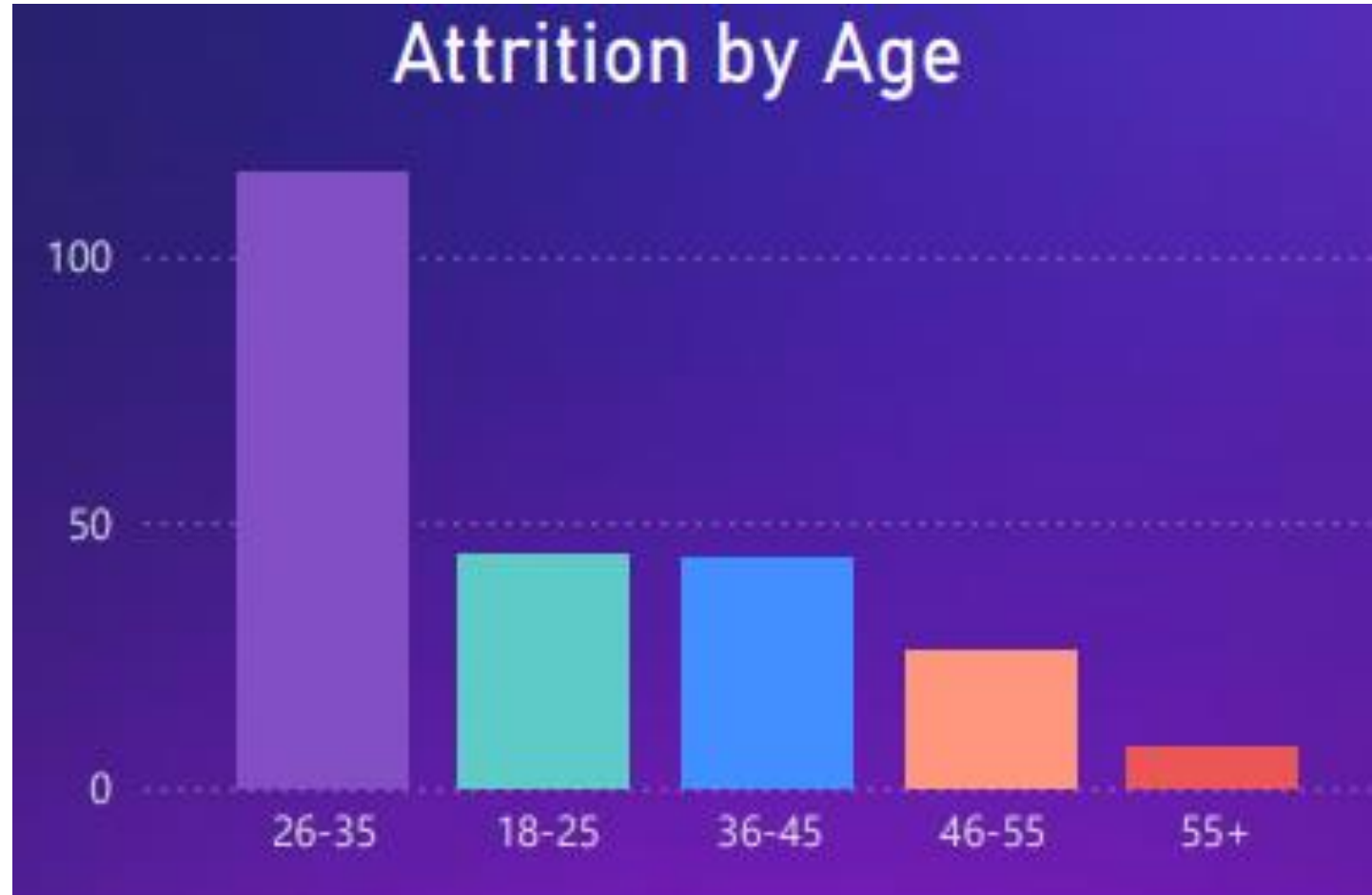
# ATTRITION BY AGE

## Data:

- 26-35: Highest attrition
- 18-25, 36-45: Moderate attrition
- 46-55, 55+: Low attrition

**Insight:** Younger employees (26-35) have the highest attrition, potentially due to career exploration or lack of engagement.

**Possible Suggestion:** Implement targeted engagement strategies for younger employees to reduce turnover.



# ATTRITION BY SALARY SLAB

## Data:

- Up to 5k: Highest attrition
- 5k-10k, 10k-15k: Lower attrition
- 15k+: Minimal attrition

**Insight:** Financial incentives play a significant role in employee retention. Higher attrition in lower salary brackets indicates a need for better compensation structures.

**Explanation:** Consider revising salary bands and offering performance-based incentives.

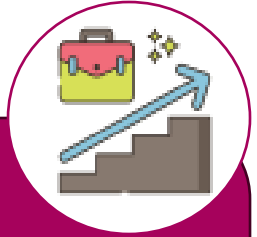


# UNDERSTANDING

Throughout this analysis, we've identified several key factors that contribute to employee attrition, including educational background, job roles, age, tenure, and salary levels. The data highlights specific groups and roles within the organization that are more susceptible to turnover, providing a clear picture of where interventions are most needed.

For example, we observed that employees in certain job roles, such as Laboratory Technicians and Sales Executives, experience higher attrition rates. Additionally, younger employees and those with lower salary packages are more likely to leave, indicating potential areas for improvement in employee retention strategies.

# RECOMMENDATIONS



## Enhanced Onboarding Processes:

A well-structured onboarding process is crucial for acclimating new employees to the company culture and their specific roles. By providing thorough orientation and early-stage support, organizations can help new hires feel more connected and engaged, reducing the likelihood of early attrition.

**Actionable Steps:** Develop a comprehensive onboarding program that includes mentorship opportunities, clear role expectations, and regular check-ins during the first six months of employment.



## Career Development Opportunities:

Career stagnation is a significant factor contributing to employee turnover. Offering clear paths for career advancement, skill development, and internal mobility can increase employee satisfaction and loyalty.

**Actionable Steps:** Implement regular training programs, leadership development workshops, and create individualized career progression plans for employees. Consider introducing a formalized mentorship program where experienced employees guide others in their professional growth.

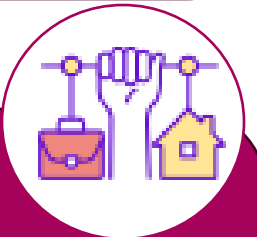
# RECOMMENDATIONS



## Competitive Compensation Packages:

Compensation remains one of the most critical factors in employee retention. Employees who feel they are underpaid or that their compensation does not reflect their contribution to the company are more likely to seek opportunities elsewhere.

**Actionable Steps:** Conduct a market analysis to ensure that salary offerings are competitive within the industry. Consider additional benefits like performance bonuses, stock options, or profit-sharing plans to incentivize and reward employees.



## Improved Work-Life Balance Initiatives:

Employees who feel overwhelmed or unable to balance their work and personal lives are more prone to burnout and eventually attrition. By fostering a supportive work environment, companies can reduce stress and improve overall job satisfaction.

**Actionable Steps:** Introduce flexible working hours, remote work options, and wellness programs. Encourage managers to promote work-life balance by setting realistic workloads and being mindful of employee well-being.

# CALL TO ACTION

The insights derived from this HR Analytics Dashboard should serve as a roadmap for implementing strategies aimed at reducing attrition. By focusing on the recommendations provided—enhanced onboarding, career development, competitive compensation, and work-life balance—organizations can address the root causes of employee turnover and create a more stable, engaged workforce.

**Next Steps:** Form a cross-functional team that includes HR, management, and employees to develop a detailed action plan for each recommendation. Set measurable goals and timelines for implementation, and regularly review progress to ensure that the strategies are having the desired impact on employee retention.