**HR ANALYTICS DASHBOARD**

1. In company, it was observed that lot of employees are leaving the company, so where it is need to find what are the key factors or the main reason of the employees to left in the company?

**Ans: -**The first thing the we need to find that how many numbers of employees are working, so, the number of employees were working is **1470.**Then we need to find the attrition count of the employees (the employees left the company) and the attrition rate which is **around 237 and the rate is 16.32%.**

Given Below the following data indicates the department wise attrition count with the key factor of the total employees working , their attrition rate%, employees’ education, their salary, age, job satisfaction the years of working

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Department | No. of employees | Attrition Rate | Education Background | Average Salary | Average Age | Job satisfaction (max rating) | Average Years Of working |
| HR | 63 | 19% | Life science-8.3%  Medical -17%, Human resources -58%, Technical -17% | 6.7K | 38 | 1 | 7.2 years |
| Research & Development | 961 | 13.8% | Life Science-44%, technical -15%, medical – 35%,Other- 7% | 6.3K | 37 | 3 | 6.9Years |
| Sales | 446 | 20.6% | Marketing-35%,Life science-32%,Medical-15%, technical -11%, Others -4% | 7K | 37 | 1 | 7.3years |

From the above table it clearly focusses that **employees are not satisfied with their jobs they basically given 1 star rating from the two department of HR & sales which could be probable reason is their salary range which is ranging 6-7 k which below to the economic standard**.