



# HR Attrition Analysis Report

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## Overview

The attrition analysis was conducted using a comprehensive Power BI dashboard. The analysis provides insights into the factors influencing employee attrition based on demographic, role-specific, and salary-related metrics. Below are the key findings and implications derived from the visualizations and data presented.

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# Key Insights from Dashboard

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## General Attrition Metrics:

- Total Employees: 1,470
- Attrition Count: 237 employees
- Attrition Rate: 16.1%
- Average Salary: \$6.5K
- Average Years at Company: 7 years
- Average Age: 37 years

**The company currently has 1,470 employees, with an attrition count of 237 employees, resulting in an attrition rate of 16.1%. The average salary of employees is \$6.5K, and they have an average tenure of 7 years at the company. The average age of employees stands at 37 years, reflecting a relatively experienced workforce.**

- **Attrition by Education (Pie/Bar Chart):**

- Life Sciences: 38% (highest attrition)
- Medical Field: 27%
- Marketing and Technical Degrees: Lower attrition.
- Implication: Life Sciences employees may need better engagement and development opportunities.

- **Attrition by Age (Bar Chart):**

- Age 26-35: Highest attrition (116 employees).
- Age 18-25: 44 employees.
- Age 36-45: 43 employees.
- Older groups (46+): Minimal attrition.
- Implication: Focus on retaining younger employees through career progression programs and mentorship.

- **Attrition by Job Role (Stacked Bar Chart):**

- Laboratory Technicians: Highest attrition (62 employees).
- Sales Executives: 57 employees.
- Research Scientists: 47 employees.
- Managers and Directors: Low attrition.
- Implication: Address workload and job satisfaction issues in technical and sales roles

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  - Implication: Address workload and job satisfaction issues in technical and sales roles.
- **Attrition by Salary Slab (Clustered Bar Chart):**
  - Up to \$5K: 159 employees (highest attrition).
  - \$5K-\$10K: 40 employees.
  - \$10K-\$15K: 12 employees.
  - Implication: Salary reviews and competitive compensation packages may help retain low-income employees.
- **Attrition by Years at Company (Line/Bar Chart):**
  - Less than 5 years: High attrition (59 employees).
  - 10+ years: Low attrition, indicating stability.
  - Implication: Invest in onboarding, training, and early career support to reduce early-stage attrition.

- **Attrition by Gender (Pie Chart):**
  - Male: 140 employees.
  - Female: 79 employees.
  - Implication: Tailored retention strategies for male employees might help balance gender-based attrition rates.
- **Attrition by Department (Bar Chart):**
  - Research & Development: Highest attrition.
  - Sales and Human Resources: Moderate attrition.
  - Implication: Department-specific interventions can improve retention.





## **Targeted Recommendations for Reducing Attrition High-Risk Roles**

### **High-Risk Roles:**

Laboratory Technicians & Sales Executives: Introduce mentorship, performance incentives, and stress management programs.

Research Scientists: Offer research grants, publication support, and recognition initiatives.

### **Salary Adjustments:**

Conduct benchmarking and implement a progressive pay plan for employees earning up to \$5K or within their first three years.

### **Career Growth:**

Enhance onboarding with role-specific training and buddy systems.

Offer leadership programs, internal promotions, and cross-functional training for career advancement.

## **Department Interventions:**

R&D: Encourage project ownership and innovation.

Sales & HR: reward high performers and focus on well-being programs.

## **Gender & Age-Based Retention:**

Male Employees: Launch recognition programs and leadership initiatives.

Young Employees (18-35): Provide fast-track promotions, job rotations, and personalized growth plans.



**These focused strategies will help boost engagement, reduce turnover, and enhance overall retention.**