

# HR Analytics Dashboard Presentation: Attrition, Demographics, & Satisfaction Analysis

## 1. Introduction

- ★ **Project Overview:** This HR Analytics Dashboard aims to analyse key metrics such as employee attrition, demographics, and job satisfaction to provide actionable insights for improving workforce management and reducing turnover.
- ★ **Objectives:**
  - ➔ Understand overall attrition rates and identify high-risk areas.
  - ➔ Analyse demographic patterns within the workforce.
  - ➔ Evaluate job satisfaction across different roles and departments.
  - ➔ Provide strategic recommendations to enhance employee retention and satisfaction.

## 2. Overall Employee Analysis

- ★ **Total Workforce:** 1470 employees are currently in the organisation.
- ★ **Active Employees:** Out of the total, 1233 employees are active.
- ★ **Attrition Rate:** The organisation has a 16.12% attrition rate, with 237 employees having left.
- ★ **Key Insight:** The attrition rate is higher than the industry average, signalling potential issues in employee satisfaction or organisational culture.

## 3. Department-Wise Attrition Analysis

- **R&D Department:** The highest attrition rate is in the Research & Development (R&D) department, accounting for 56.12% of total attrition.
- **Sales Department:** The second-highest attrition rate is in Sales, contributing to 38.82% of total attrition.
- **HR Department:** Lower attrition, with only 5.06%.
- **Key Insight:** The high attrition in R&D and Sales departments is concerning and requires targeted retention strategies to avoid disruption in innovation and revenue generation.

## 4. Demographic Analysis

- ❖ **Average Age:** The average age of employees is 36.92 years.
- ❖ **Age Distribution:** Majority of employees fall into the 25-34 and 35-44 age groups.
- ❖ **Gender Distribution:** A balanced gender distribution overall, though this might vary by department.
- ❖ **Key Insight:** Focused engagement strategies for different age groups can be beneficial. Gender diversity is well-maintained, but continuous monitoring is necessary to ensure equality.

## 5. Job Satisfaction Ratings

- **Role-Based Satisfaction:**
  - **Sales Representatives:** Lower satisfaction ratings, indicating a need for improvement.
  - **Research Scientists:** Higher satisfaction, suggesting effective engagement in this role.
  - **Managers:** Moderate to high satisfaction, reflecting positive leadership dynamics.
- **Key Insight:** Improving job satisfaction in Sales roles is crucial, as it directly impacts employee retention in this department.

## 6. Education Field-Wise Attrition

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- **Life Sciences:** The highest attrition rate, possibly due to mismatched roles or unmet expectations.
- **Medical and Marketing Fields:** Also showing notable attrition, though less than Life Sciences.
- **Key Insight:** Understanding the reasons behind high attrition in specific educational backgrounds can help in creating tailored retention strategies, such as targeted training programs or career development opportunities.

### 7. Attrition Rate by Gender and Age Group

- **Under 25 Age Group:** High attrition, with more females leaving (61.61%) compared to males (38.39%).
- **Above 55 Age Group:** High attrition with almost balanced gender distribution.
- **25-34 Age Group:** More males (72%) are leaving compared to females (28%).
- **Key Insight:** Younger employees and those nearing retirement age are at higher risk of attrition. Implementing strategies tailored to these groups, such as mentorship programs for younger employees and flexible retirement planning for older employees, can help reduce turnover.

### 8. Education Level vs. Attrition

- **Bachelor's Degree Holders:** Represent a significant portion of attrition, indicating a need for better career development opportunities.
- **Master's Degree Holders:** Lower attrition, possibly due to better role alignment and job satisfaction.
- **Key Insight:** Employees with higher education levels tend to stay longer, suggesting that educational development and alignment of job roles with qualifications can enhance retention.

### 9. Strategic Recommendations

- **Targeted Retention Strategies:** Focus on departments with high attrition (R&D and Sales) by improving job satisfaction and career growth opportunities.
- **Customised Engagement:** Develop engagement strategies tailored to different age groups, particularly focusing on younger and older employees.
- **Educational Alignment:** Ensure that job roles are well-aligned with employees' educational backgrounds, especially in fields with high attrition like Life Sciences.
- **Continuous Monitoring:** Regularly monitor job satisfaction and demographic trends to proactively address emerging issues.

### 10. Conclusion

- **Summary:** The HR Analytics Dashboard has provided valuable insights into the organisation's workforce dynamics, highlighting areas of concern in attrition, job satisfaction, and demographic trends.