# Employee Demographics and Background

## Key Insights:

1- Total Employees: **1,470**

2-Mostly young workforce (**874** employees in their 20s).

3-Gender balance is nearly equal (**46%** Female, **44%** Male).

4-California dominates with **875** employees.

5-Education Field: Heavy focus on Computer Science, IS, and Marketing.

6-Most employees have some college or bachelor's degree.

7-Ethnic diversity is present, with **860** White, followed by Black/African American (**207**) and others.

## Recommendations:

**1-Create targeted retention programs for younger employees** (they make up the majority and have higher attrition).

**2-Build inclusive development programs** across all educational backgrounds and ethnicities.

**3-Use location data to optimize HR services** in California, where the majority are based.

**4-Upskill those with incomplete education** (some college) to improve engagement and retention.

## Overall Strategic Advice

**1-Early-stage attrition is the top issue** – improve onboarding, mentorship, and fast-track growth.

**2-Balance pays scales** – big discrepancies in salary across roles may cause dissatisfaction.

**3-Monitor HR and Sales roles closely** – they are high-risk for burnout and turnover.

**4-Address overtime culture** – it's a hidden driver of attrition and low morale.

**5-Leverage the young workforce** – invest in learning and career advancement opportunities.

# Salary Dashboard

## Key Insights:

1- Median salary: **$71K**, but most employees are in Low/Very Low salary brackets (**63.88%).**

2-Sales roles have high attrition but also high pay (**$88K** median)—money alone isn't retaining them.

3**- Huge pay gaps between roles:**

HR Manager: **$486K**

Data Scientist: **$44K**, Sales Rep: **$36K**

Higher education = higher salary, especially Master's (**$114K**).

Older employees earn significantly more at age 50 (**$291K**).

Salary grows with years at company, peaking at 9 years (**$110K**).

## Recommendations:

 **1-Review salary fairness**—especially for technical and data roles (Data Scientists and Engineers are underpaid compared to HR).

**2-Adjust pay for high-performing, low-paid roles** to reduce attrition (e.g., Sales, Recruiters).

**3-Implement structured raises and career paths** to reward tenure and performance, not just age or seniority.

# Attrition and Overtime Dashboard

## Key Insights:

1-Attrition Rate is **16%** moderate, but worth reducing.

2-Highest attrition:

After 0 promotion (**32%**) – lack of career advancement is a strong reason for leaving.

After 0–1 year at company **(32–34%)** – early-stage turnover is a red flag.

HR Business and Sales roles have very high attrition **(43%, 39.8%)**.

Overtime contributes to attrition: **30.5%** of attrition cases involved employees doing overtime.

Frequent travelers have higher attrition **(25%)** compared to "No Travel" **(8%)**.

Distance from home (0–40 km) shows relatively even attrition—no strong pattern.

## Recommendations:

**1- Invest in career development and faster promotions**, especially within the first year.

**2-Review workload and overtime policies**, especially in HR and Sales.

**3-Improve onboarding and early employee engagement** to reduce early resignations.

**4-Assessing travel demands**—maybe offer remote or hybrid options to frequent travelers.

# Employee Satisfaction & Promotion Insights Dashboard

## Key Insights:

**1-Satisfaction Across Departments:**

- **The technology department has the highest average job satisfaction** (**44.32%**) and environmental satisfaction (**30.61%**).

- **Human Resources has the highest work-life balance satisfaction** (**64.81%**) but lowest relationship satisfaction (**24.92%**).

- **The sales department shows the lowest relationship satisfaction** (**20.87%**) and a slightly lower work-life balance (**62.52%**).

**2-Stock Option Distribution:**

- **Technology employees receive the most stock options,** especially in the medium (**393**) and low (**206**) stock categories.

- **Sales are in the middle**, with fewer high stock options.

- **Human Resources receives the fewest stock options**, especially in "High Stock" almost none.

**3-Promotions by Job Role:**

Most roles with employees due for promotion:

- Sales Executive (**85**)
- Software Engineer (**68**)
- Data Scientist (**69**)
- Machine Learning Engineer (**36**)

**HR roles** have fewer promotions due, suggesting slower career growth.

## Recommendations

**1- Improve Relationship Satisfaction in all departments**, especially Sales and HR, by investing in team building and leadership training.

**2-Consider increasing stock options for HR** employees to improve motivation and retention.

**3-Support career development for roles** with few promotions (e.g., HR Executive, Recruiter) through mentoring and training.

**4-In Sales, explore causes of low relationship satisfaction** despite decent job satisfaction — possibly high competition or pressure.

**5-Align stock option policies more equitably across departments** to boost engagement, especially where satisfaction is low.

**6-Monitor promotion fairness**, especially in tech-related roles where many employees are due — avoid bottlenecks.

# Overall Strategic Advice

 **1-Early-stage attrition is the top issue** – improve onboarding, mentorship, and fast-track growth.

**2-Balance pays scales** – big discrepancies in salary across roles may cause dissatisfaction.

**3-Monitor HR and Sales roles closely** – they are high-risk for burnout and turnover.

**4-Address overtime culture** – it's a hidden driver of attrition and low morale.

**5-Leverage the young workforce** – invest in learning and career advancement opportunities.