

INSIGHTS FOR HR ANALYTICS

1. **Life Sciences Attrition (38%)**: Investigate the underlying issues in the Life Sciences department, such as workload, management, or resources, to understand why employees are leaving at a higher rate.
2. **Laboratory Technician Dissatisfaction**: The highest attrition is among laboratory technicians, who often rate the company poorly. Gather feedback to address their specific concerns, like working conditions or lack of support.
3. **Low Salary ($\leq 5K$)**: Employees earning less than or equal to 5K are leaving the most. Consider offering salary increases to align with company averages and improve retention.
4. **Short Tenure**: Many employees leave after 1-2 years. Introducing 3- to 5-year contracts could help them stay longer, but make sure the work environment encourages long-term commitment.