

# *MILESTONE-4*

*INFOSYS SPRINGBOARD HR ATTRITION DASHBOARD*

# PROBLEM STATEMENT

- *HR Attrition Analysis: In the business world, companies often face the challenge of retaining talented employees. One of the most pressing issues is the increasing rate of employee turnover, commonly known as HR attrition. Turnover can significantly impact a company's productivity, stability, and long-term sustainability. High attrition rates can lead to increased recruitment and training costs, disrupt team dynamics, and result in the loss of valuable institutional knowledge. Therefore, understanding the factors contributing to attrition and implementing effective retention strategies is crucial for maintaining a competitive edge and ensuring.*

# HR Analytics Dashboard

Female

Male

Overall Employee

1470

Attrition

237

Attrition Rate

16.1%

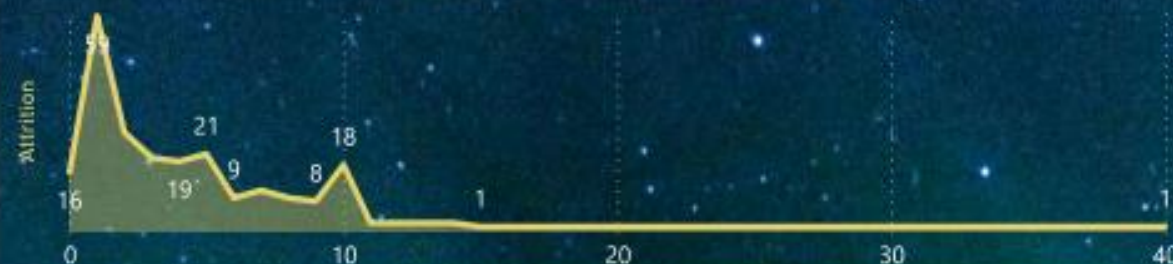
Average Age

37.00

No of Years at Company

7.01

Attrition by Years at Company



Attrition by Job Role



Department

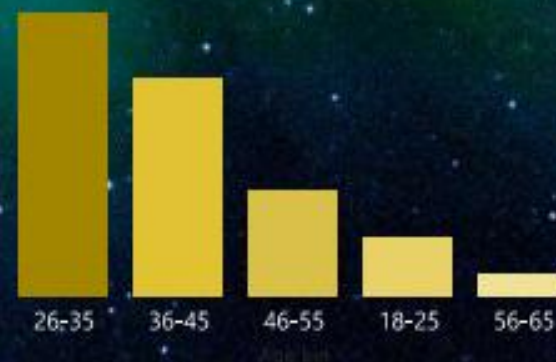
All

JobRole	1	2	3	4	Total
Sales Representative	12	21	27	23	83
Sales Executive	69	54	91	112	326
Research Scientist	54	53	90	95	292
Research Director	15	16	27	22	80
Manufacturing Director	26	32	49	38	145
Manager	21	21	27	33	102
Laboratory Technician	56	48	75	80	259
Human Resources	10	16	13	13	52
Total	289	280	442	459	1470

Department Wise Attrition



Attrition by Age group

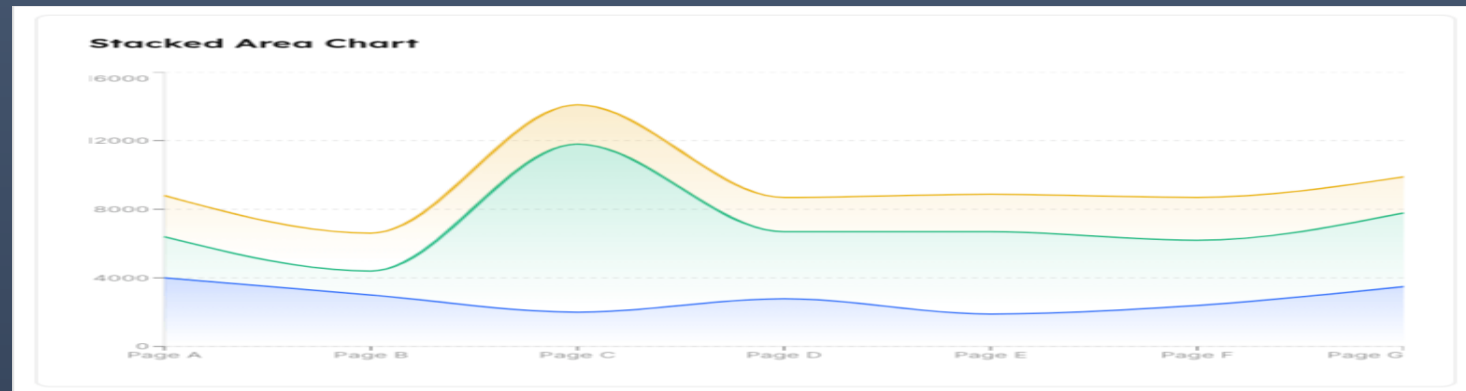


Attrition by Income bins



# YEARS AT COMPANY AND ATTRITION (AREA CHART)

- The Years at Company–wise Attrition graph shows a high attrition rate for employees with 0-1 years of tenure, peaking at 50. Attrition also spikes again at 7-10 years of service, with about 11 employees leaving. The company should investigate these key points to identify why employees are leaving. The company should investigate these key points to identify why employees are leaving at these stages.*



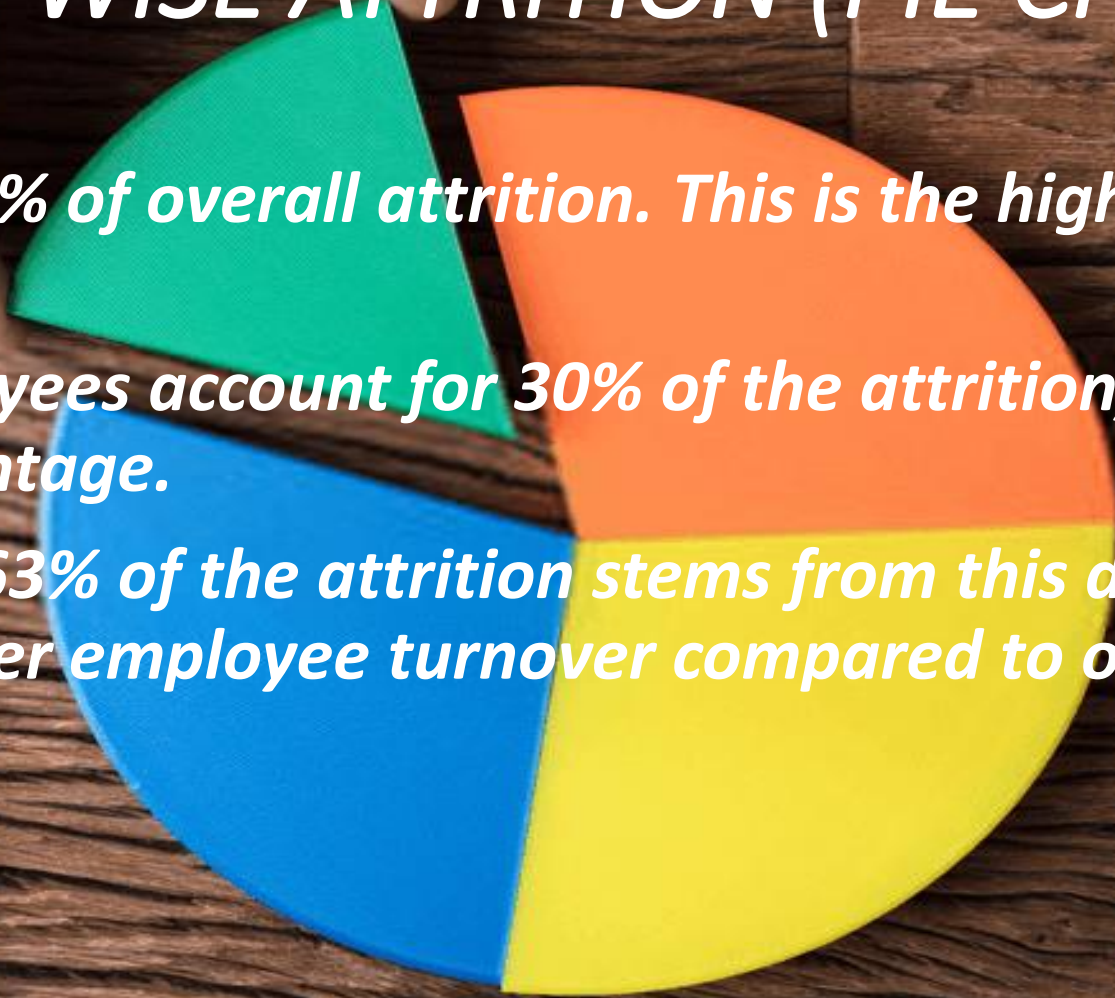


# OVERVIEW OF KEY METRICS(KPIs)

- Total Employees: 1,470 employees are currently part of the organization.
- Attrition Count: 237 employees have left the organization.
- Attrition Rate: The current employee attrition rate stands at 16%, which can serve as a key benchmark for tracking retention.
- Average Employee Age: The mean age across all employees is 37 years.
- Average Years: On average, employees stay at the company for 7 years before leaving

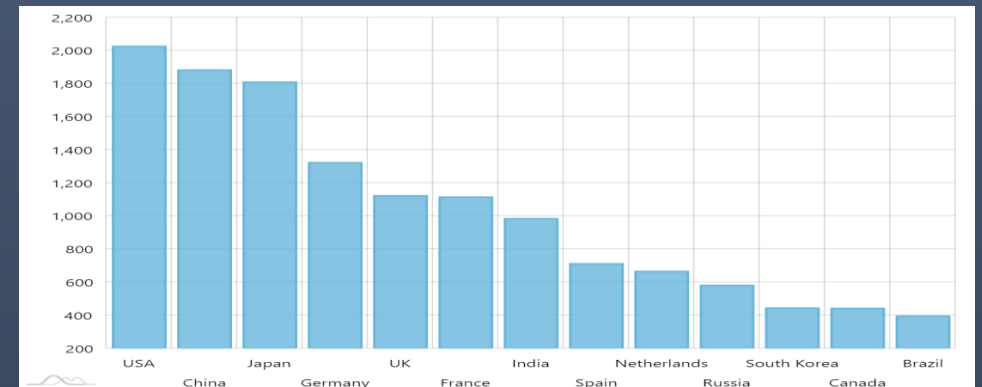
# DEPARTMENT WISE ATTRITION (PIE CHART)

- *R&D: Represent 65% of overall attrition. This is the highest among all departments.*
- *Sales: Sales employees account for 30% of the attrition, which is also a significant percentage.*
- *Human Resource :63% of the attrition stems from this department , showing much lower employee turnover compared to others.*



# ATTRITION BY JOB ROLE(COLUMN CHART)

- *Laboratory Technicians:62 employees left, marking the highest attrition by role.*
- *Sales Executives: With 57 employees leaving, this is the second highest role affected by attrition.*
- *Research Scientists:47 research scientists have left the organization, highlighting a key issue within this specific role.*





# *JOB SATISFACTION ANALYSIS*

**Sales Executives**:- Highest satisfaction scores (3 and 4) with 112 employees in total showing satisfaction. 69 have rated their satisfaction level as a 2, so this role needs careful monitoring.

**Research Scientists**:- 54 employees rated their satisfaction as “1”, which is concerning. However, 145 employees rated their satisfaction highly (3 or 4).

**Laboratory Technicians**:- 133 employees rated their satisfaction highly (3 and 4), but 56 employees expressed low satisfaction (rating 1)



# INSIGHTS AND RECOMMENDATIONS

- *High Attrition in R&D and Sales: With a combined attrition of 95%, it's clear that these two departments are experiencing significant turnover. Conduct exit interviews or surveys to understand the reasons.*
- *Gender Gap in Attrition: More men than women are leaving the company. This gap should be explored to understand gender-related challenges in retaining employees.*
- *Job Role Analysis: Roles like laboratory technicians and sales executives experience the highest attrition. Focus on providing better support, compensation, and development opportunities to employees in these roles.*
- *Job Satisfaction: Employee satisfaction data shows that roles like research scientists and laboratory technicians have significant dissatisfaction. Investigating the reasons behind dissatisfaction in these roles could help reduce attrition.*
- *Retention in the First Year: A large number of employees leave within the first year of joining. Strengthening onboarding and early career programs might help reduce this figure.*
- *Mid-Career Attrition: The spike in employees leaving after 7 years suggests a "mid-career" point where employees may seek new challenges or better opportunities. Creating growth opportunities.*

# CONCLUSION

- *The analysis provided actionable insights into key HR metrics such as performance evaluation, retention, and compensation. By identifying factors influencing employee turnover, absenteeism satisfaction, strategic recommendations were made to optimize workforce management and improve overall organizational performance.*