HR ANALYTICS DASHBOARD

1470
total employee

237.00
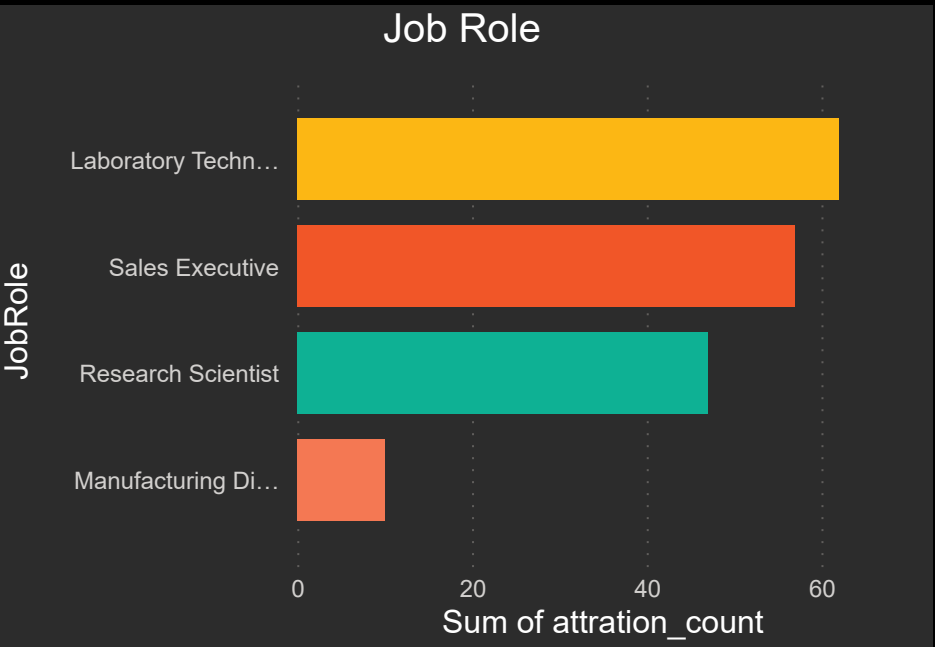Attration

6.50K
Average Income

37
Average Age

7.0
Average year

Job Role

JobRole

- Laboratory Techn…
- Sales Executive
- Research Scientist
- Manufacturing Di…

Sum of attration_count

0   20   40   60

Count of YearsAtCompany by Gender

Male

Female

Department

Select all | Human Resources | Research & Development | Sales

Age Group

116   44   43   26   8   237

26-35   18-25   36-45   46-55   55+   Total

Attration by education

Life Sciences 38%
Medical 27%
Marketing 15%
Technical Degree 14%
Other 5%
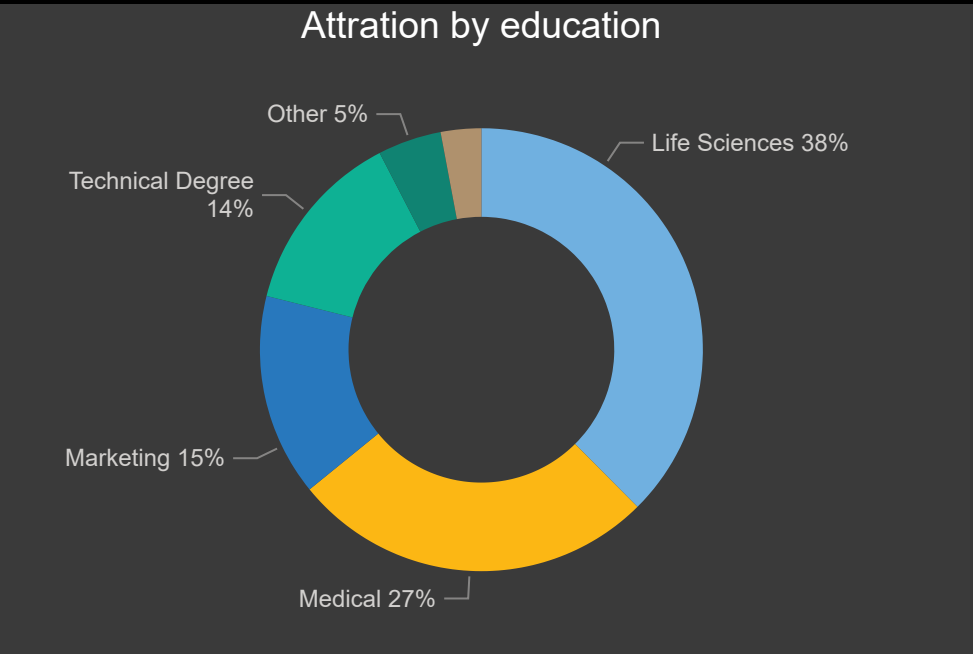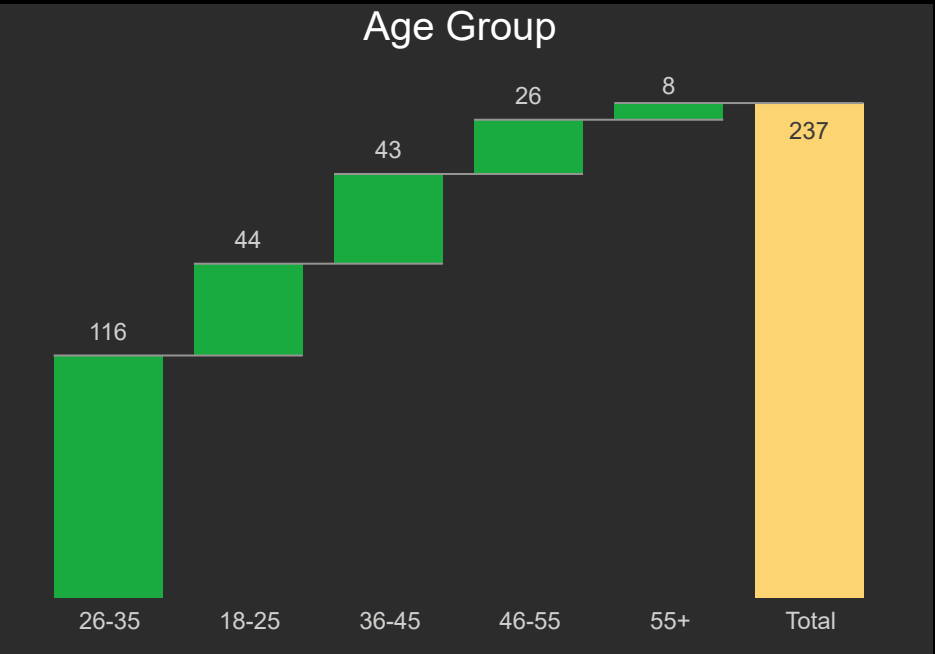
1470
total employee

237.00
Attration

6.50K
Average Income

37
Average Age

7.0
Average year

Average Income

Range	Value
Upto 5k	163
5k-10k	49
10k-15k	20
15k+	5

Count of YearsAtCompany by Gender

Male | Female

Department

Select all | Human Resources | Research & Development | Sales
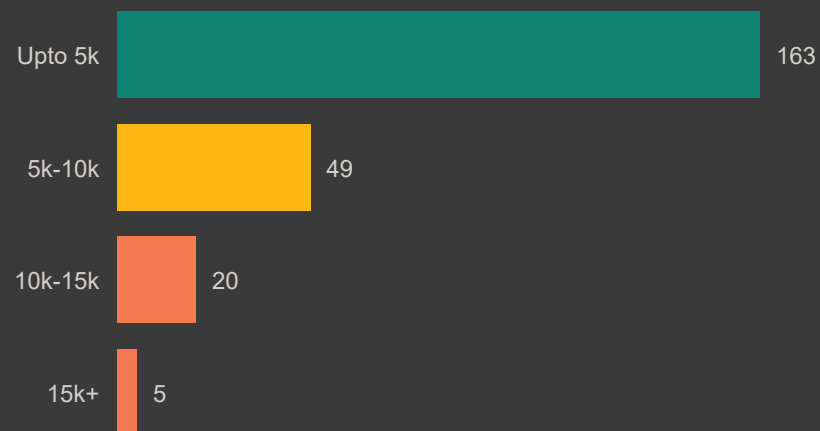
working in company

Sum of attration_count vs YearsAtCompany
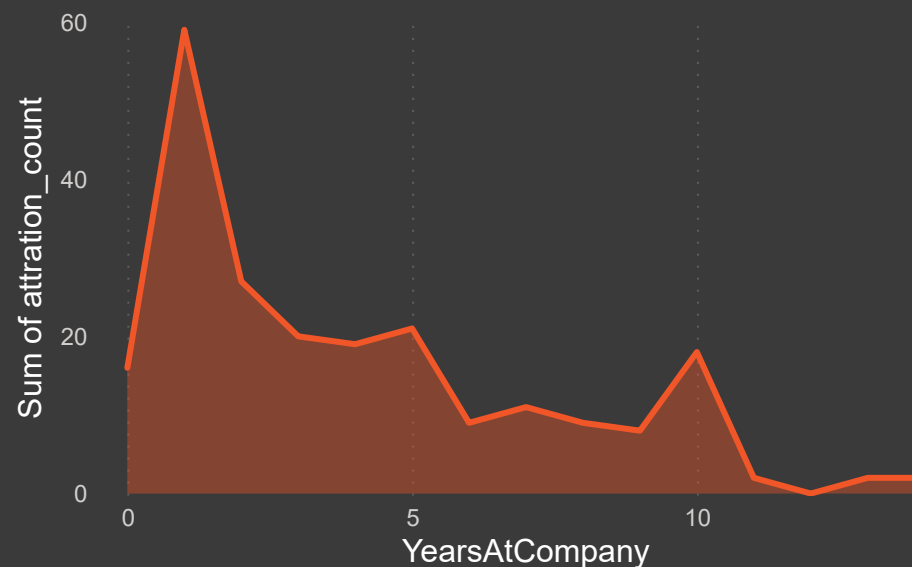
Job Satisfaction

Job Satisfaction	1	2	3	4
Healthcare Representative	2.00	2.00	1.00	4.00
Human Resources	5.00	2.00	3.00	2.00
Laboratory Technician	20.00	8.00	21.00	13.00
Manager	1.00	2.00	1.00	1.00
Manufacturing Director	2.00	2.00	4.00	2.00
Research Director	0.00	1.00	1.00	0.00
Research Scientist	13.00	10.00	15.00	9.00
Sales Executive	16.00	9.00	18.00	14.00
Sales Representative	7.00	10.00	9.00	7.00

Reports:

1. Total employees are 1470 in the company.
2. Some employee left the organization because of distance to work and near by accounted for 61% of total attrition.
3. By job level attrition so most of employee are from Level 1 which are 143 employee.
4. By department so R&D has highest attrition rate and HR is lowest.
5. Male Attrition is highest than females which is 150 male employee.
6. There are some employees who are dissatisfied with job so they left which is 73 employees and 46 are satisfied still they left the company.
7. Highest number of employees left the company which has working experience between 0 -10 which is 182, very less attrition who has 31+ experience which is 5 employee.
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10. Attrition by job role , so Research Director are at lowest attrition and Laboratory Technician has highest that is 62 followed by Sales executive.
11. By age , Fresher or who has age below 35 has highest number of attrition on other side age above 56 employee are stayed in the organization from long time.

Recommendations:

1. Analyze and address high attrition in the R&D department.
2. Implement gender-specific retention initiatives and Tailor retention efforts to job role-specific needs.
3. Offer retention measures for different age groups
4. Develop a comprehensive employee retention strategy.
5. Provide targeted development opportunities for Level 1 employees.
6. Analyze and address high attrition in the R&D department.
7. Implement gender-specific retention initiatives and Tailor retention efforts to job role-specific needs.
8. Focus on supporting employees with 0-10 years of experience.
9. Address commute and work-life balance concerns.
10. Improve job satisfaction through feedback and recognition.