**HR Data Report**

This report provides an overview of employee attrition, demographics, job satisfaction, and education, based on the data provided.

**Key Findings:**

1. **Attrition Overview**:
   * The company has a **16.1% attrition rate**, with **371** employees leaving out of **1,233 active employees**.
2. **Gender Breakdown**:
   * **56.12%** of the workforce is male and **38.82%** is female, with **5.06%** unidentified.
   * Attrition is relatively higher among males compared to females.
3. **Departmental Attrition**:
   * Attrition is highest in **R&D** and **Sales**, with R&D having **325 employees** and Sales with **297** employees.
   * The **HR department** has the lowest attrition count with only **15** employees affected.
4. **Age Distribution**:
   * Employees between the ages of **30-35** have the largest group with **325 employees**.
   * Those under **25** and over **55** are the smallest age groups in the company.
5. **Job Satisfaction**:
   * Employees in **Sales Executives** and **Research Scientists** show a higher level of job satisfaction than other roles.
   * Satisfaction appears to be lowest among **Sales Representatives** and **Laboratory Technicians**.
6. **Education Field and Attrition**:
   * The **Life Sciences** and **Medical fields** show higher attrition rates, particularly among younger employees (under 25).
   * Employees with a **technical degree** have the lowest attrition rate.

**Suggestions for Improvement:**

1. **Targeted Retention Programs**:
   * Focus retention efforts on **R&D** and **Sales** departments, where attrition is highest.
   * Consider mentorship or career growth opportunities for employees in high attrition fields.
2. **Support for Younger Employees**:
   * Employees under 25 show high turnover, suggesting they may lack engagement or development opportunities. Offering **training** or **career development programs** could reduce attrition in this group.
3. **Job Satisfaction Enhancement**:
   * For roles with lower job satisfaction (like **Sales Representatives** and **Laboratory Technicians**), consider offering **work-life balance incentives**, **better compensation**, or **clear career paths**.
4. **Gender-focused Initiatives**:
   * Given the disparity between male and female employees, implementing more **gender diversity** initiatives, such as leadership training for women, might help balance attrition rates.
5. **Cross-functional Collaboration**:
   * Employees in **technical roles** show lower attrition, suggesting that cross-functional training with these departments could provide better job security for employees in fields with higher attrition.

This analysis should be used to prioritize resources and improve employee engagement, satisfaction, and retention across the organization.