

Employee Attrition Analysis Report

1. Introduction: Employee attrition refers to the process by which employees leave a company, voluntarily or involuntarily. Understanding attrition trends is crucial for organizations to enhance employee retention strategies. This report provides an in-depth analysis of employee attrition using key metrics and visualizations from the provided dashboard.

2. Dataset Overview

- **Total Employees:** 1,470
- **Total Attrition:** 238
- **Attrition Rate:** 16.2%
- **Average Age:** 37 years
- **Average Salary:** \$6.5K
- **Average Years at Company:** 7.0 years
- **Gender Distribution:** Male - 889, Female - 591

3. Dashboard Analysis

3.1 Slicers (Department-wise Analysis)

- **Human Resources, Research & Development, Sales:** Employee attrition is analyzed separately for these three departments to identify trends and variations.

3.2 Key Performance Indicators (KPIs)

- **Overall Employees:** 1,470
- **Attrition:** 238 employees left the company.
- **Attrition Rate:** 16.2% of total employees.
- **Gender Breakdown:** Males (889) and Females (591).
- **Work Experience:** Average tenure at the company is 7 years.
- **Salary Trends:** The average salary is \$6.5K.

3.3 Key Insights from Charts

- **Attrition by Education Level:**
 - The highest attrition rate is observed in **Human Resources (22.7%)**.
- **Attrition by Age Group:**
 - The highest number of employees leaving falls within the **25-36 age group (116 employees)**.
- **Attrition by Job Role:**
 - The **Laboratory Technician** role has the highest attrition, with **62 employees** leaving.
- **Attrition by Years at Company:**
 - **First-year employees (59 employees)** have the highest attrition, indicating challenges in early retention.

4. Recommendations

- **Improve Early Career Retention:** Since first-year employees show the highest attrition, onboarding programs should be enhanced.
- **Address Department-Specific Issues:** Human Resources has the highest education-related attrition; targeted interventions are required.
- **Improve Job Satisfaction:** The high attrition among laboratory technicians suggests a need for better engagement strategies.
- **Review Compensation Strategies:** Competitive salaries and benefits may help retain employees in critical job roles.

5. Conclusion:

This analysis provides valuable insights into employee attrition trends.

By implementing strategic interventions based on these findings, the organization can improve employee retention, engagement, and workplace satisfaction.

*Prepared by: **Sohaib Hasan***

Date: 18/03/2025