**HR Analytics Report**

**Date:** June 23, 2025

**Overview and Key Metrics**

This report provides a comprehensive overview of key Human Resources metrics, offering insights into employee demographics, satisfaction, financial aspects, and work-life balance. The dashboard highlights several critical areas for strategic HR decision-making.

Executive Summary:

The HR Analytics dashboard presents a detailed breakdown of various HR facets, including work-life balance, job level distribution, income by job level, attrition rates, and overall employee statistics. Key findings indicate a generally positive work-life balance among a large portion of employees, while also highlighting specific job roles with higher monthly incomes. Attrition, though present, appears to be managed, with a significant majority of employees remaining with the organization.

**Key Metrics at a Glance:**

- **Total Job Levels:** The sum of Job Level across the organization is **3034**. This likely represents a cumulative measure of job level points or categories within the company.

- **Total Education:** The sum of Education is **4282**, suggesting a quantifiable measure of the educational attainment of the workforce.

- **Total Job Satisfaction:** The sum of Job Satisfaction stands at **4011**, indicating an aggregate measure of employee contentment within the organization.

- **Total Monthly Income:** The total monthly income across all employees is **10M (10,000,000)**, providing a significant financial overview of the workforce's compensation.

Work-Life Balance Ratings:

The visual presents a promising picture of work-life balance within the organization. A substantial majority of employees, 910K (60.41%), report a work-life balance rating of '3' (presumably on a scale where 3 is good). Additionally, 353K (23.44%) of employees report a rating of '2', and 162K (10.76%) report a rating of '4'. A smaller proportion (not explicitly numbered but visible as very small segments) falls into categories '1' and '5', suggesting that extreme dissatisfaction or extreme satisfaction with work-life balance are less common. This indicates a generally healthy work-life balance across the employee base.

Sum of Employee Number and Sum of Monthly Income by Job Level:

This chart illustrates the distribution of employees and their corresponding monthly income across different job levels. While specific job levels are not explicitly labeled beyond numerical values (1, 2, 3, 4), the trend shows that Job Level 2 has the highest "Sum of EmployeeNumber" (likely indicating the highest number of employees), followed by Job Level 1. In terms of "Sum of MonthlyIncome", Job Level 2 also appears to have the highest aggregate income, followed by Job Level 3. This suggests that Job Level 2 is a significant segment of the workforce, contributing substantially to the overall payroll.

**Distribution, Income Analysis, and Attrition**

Job Role Distribution:

The "Job Role Distribution" section provides a visual breakdown of the workforce across various job roles. While specific numbers are not present on the dashboard for each role, the relative sizes of the blocks offer a clear indication of the proportional representation of each job. "Sales Executive" and "Research Scientist" appear to be the largest job roles, followed by "Laboratory" roles. Other significant roles include "Manufacturing Director," "Manager," "Research..." (likely "Research Director" or similar), "Healthcare Representative," "Sales Representative," and "Human R..." (likely "Human Resources"). This distribution is crucial for understanding the organizational structure and resource allocation.

Monthly Income by Job Role:

This bar chart provides a clear comparison of average (or sum) monthly income across different job roles. "Sales Executive" stands out with the highest monthly income, followed by "Manager" and "Manufacturing Director." "Research Scientist" and "Healthcare Representative" also demonstrate significant income levels. Roles such as "Laboratory," "Research Director," and "Sales Representative" show progressively lower average monthly incomes. This insight is valuable for compensation strategy, identifying high-earning roles, and potentially reviewing salary structures across different departments.

Overall Attrition Rate:

The "Overall Attrition Rate" pie chart shows that 1.23K (83.88%) of employees have 'No' attrition, meaning they are still with the company. Conversely, 0.24K (16.12%) of employees have 'Yes' attrition, indicating they have left the organization. This 16.12% attrition rate is a key metric for HR, providing a benchmark for employee retention efforts. Understanding the drivers behind this attrition rate will be crucial for developing strategies to improve retention.

Attrition Filters:

The dashboard also provides interactive filters for analyzing attrition based on "Age" and "Job Level."

- **Attrition (Yes/No):** This binary filter allows users to segment the data to specifically view employees who have attrited or not.

- **Age:** An age range slider from 18 to 60 allows for analysis of attrition patterns across different age groups. This can help identify if attrition is more prevalent among younger, mid-career, or older employees.

- **Job Level:** A job level slider from 1 to 5 enables the examination of attrition rates at specific job levels. This can reveal if certain job levels experience higher turnover, which could be indicative of specific challenges or opportunities within those roles.

Conclusion:

This HR analytics dashboard provides a robust set of data points for understanding the human capital within the organization. The insights gleaned from work-life balance, job role distribution, income analysis, and attrition rates can inform strategic HR initiatives aimed at improving employee satisfaction, optimizing compensation, enhancing retention, and ensuring a healthy and productive workforce. Further in-depth analysis, particularly by leveraging the interactive filters, can pinpoint specific areas for targeted interventions and improvements.

## Attrition by Work-Life Balance

Count

800
700
600
500
400
300
200
100
0

Attrition
Yes
No

Work-Life Balance (1=Bad, 4=Excellent)
1  2  3  4

## Correlation Matrix

|  | Age | DailyRate | DistanceFromHome | Education | EmployeeNumber | EnvironmentSatisfaction | HourlyRate | JobInvolvement | JobLevel | JobSatisfaction | MonthlyIncome | MonthlyRate | NumCompaniesWorked | PercentSalaryHike | PerformanceRating | RelationshipSatisfaction | StockOptionLevel | TotalWorkingYears | TrainingTimesLastYear | WorkLifeBalance | YearsAtCompany | YearsInCurrentRole | YearsSinceLastPromotion | YearsWithCurrManager |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Age | 1.00 | -0.01 | -0.00 | 0.21 | -0.01 | 0.01 | 0.02 | 0.03 | 0.51 | -0.00 | 0.50 | 0.03 | 0.30 | 0.00 | 0.00 | 0.05 | 0.04 | 0.68 | -0.02 | -0.02 | 0.31 | 0.21 | 0.22 | 0.20 |
| DailyRate | -0.01 | 1.00 | -0.00 | -0.02 | -0.05 | 0.02 | 0.02 | 0.05 | 0.00 | 0.03 | 0.01 | -0.03 | 0.04 | 0.02 | 0.00 | 0.01 | 0.04 | 0.01 | 0.00 | -0.04 | -0.03 | 0.01 | -0.03 | -0.03 |
| DistanceFromHome | -0.00 | -0.00 | 1.00 | 0.02 | 0.03 | -0.02 | 0.03 | 0.01 | 0.01 | -0.00 | -0.02 | 0.03 | -0.03 | 0.04 | 0.03 | 0.01 | 0.04 | 0.00 | -0.04 | -0.03 | 0.01 | 0.02 | 0.01 | 0.01 |
| Education | 0.21 | -0.02 | 0.02 | 1.00 | 0.04 | -0.03 | 0.02 | 0.04 | 0.10 | -0.01 | 0.09 | -0.03 | 0.13 | -0.01 | -0.02 | 0.01 | 0.02 | 0.15 | -0.03 | 0.01 | 0.07 | 0.06 | 0.05 | 0.07 |
| EmployeeNumber | -0.01 | -0.05 | 0.03 | 0.04 | 1.00 | 0.02 | 0.04 | -0.01 | -0.02 | -0.05 | -0.01 | 0.01 | -0.00 | 0.01 | -0.02 | -0.07 | 0.06 | -0.01 | 0.02 | 0.01 | -0.01 | -0.01 | -0.01 | -0.01 |
| EnvironmentSatisfaction | -0.01 | 0.02 | -0.02 | -0.03 | 0.02 | 1.00 | -0.05 | 0.01 | 0.00 | -0.01 | -0.01 | 0.04 | 0.01 | -0.03 | 0.03 | 0.01 | 0.00 | -0.00 | -0.02 | 0.03 | 0.00 | 0.02 | 0.02 | -0.00 |
| HourlyRate | 0.02 | 0.02 | 0.03 | 0.02 | 0.04 | -0.05 | 1.00 | 0.04 | -0.03 | -0.07 | -0.02 | 0.02 | 0.02 | -0.01 | 0.00 | 0.00 | 0.05 | -0.00 | 0.01 | -0.00 | 0.02 | 0.02 | -0.03 | -0.02 |
| JobInvolvement | 0.03 | 0.05 | 0.01 | 0.04 | -0.01 | 0.01 | 0.04 | 1.00 | -0.01 | -0.02 | 0.02 | 0.02 | 0.02 | -0.02 | -0.03 | 0.03 | 0.02 | -0.01 | -0.02 | 0.01 | -0.02 | 0.01 | -0.02 | 0.03 |
| JobLevel | 0.51 | 0.00 | 0.01 | 0.10 | -0.02 | 0.00 | -0.03 | -0.01 | 1.00 | -0.00 | 0.95 | 0.04 | 0.14 | -0.03 | 0.02 | 0.02 | 0.01 | 0.78 | -0.02 | 0.04 | 0.53 | 0.39 | 0.35 | 0.38 |
| JobSatisfaction | -0.00 | 0.03 | -0.00 | -0.01 | -0.05 | -0.01 | -0.07 | -0.02 | -0.00 | 1.00 | -0.01 | 0.00 | -0.06 | 0.02 | 0.00 | -0.01 | 0.01 | -0.02 | -0.01 | -0.02 | 0.00 | 0.00 | 0.02 | -0.03 |
| MonthlyIncome | 0.50 | 0.01 | -0.02 | 0.09 | -0.01 | -0.01 | -0.02 | 0.02 | 0.95 | -0.01 | 1.00 | 0.03 | 0.15 | -0.03 | -0.02 | 0.03 | 0.01 | 0.77 | -0.02 | 0.03 | 0.51 | 0.36 | 0.34 | 0.34 |
| MonthlyRate | 0.03 | -0.03 | 0.03 | -0.03 | 0.01 | 0.04 | 0.02 | 0.02 | 0.04 | 0.00 | 0.03 | 1.00 | 0.02 | -0.01 | -0.01 | 0.00 | -0.03 | 0.03 | 0.00 | 0.01 | -0.02 | -0.01 | 0.00 | -0.04 |
| NumCompaniesWorked | 0.30 | 0.04 | -0.03 | 0.13 | -0.00 | 0.01 | 0.02 | 0.02 | 0.14 | -0.06 | 0.15 | 0.02 | 1.00 | -0.01 | -0.01 | 0.05 | 0.03 | 0.24 | -0.07 | -0.01 | -0.12 | -0.09 | -0.04 | -0.11 |
| PercentSalaryHike | 0.00 | 0.02 | 0.04 | -0.01 | 0.01 | -0.03 | -0.01 | -0.02 | -0.03 | 0.02 | -0.03 | -0.01 | -0.01 | 1.00 | 0.77 | -0.04 | -0.01 | -0.02 | -0.01 | -0.00 | -0.04 | -0.00 | 0.02 | -0.01 |
| PerformanceRating | 0.00 | 0.00 | 0.03 | -0.02 | -0.02 | 0.03 | 0.00 | -0.03 | 0.02 | 0.00 | -0.02 | -0.01 | -0.01 | 0.77 | 1.00 | -0.03 | 0.00 | 0.01 | -0.02 | 0.00 | 0.00 | 0.03 | 0.02 | 0.02 |
| RelationshipSatisfaction | 0.05 | 0.01 | 0.01 | -0.01 | -0.07 | 0.01 | 0.00 | 0.03 | 0.02 | -0.01 | 0.03 | 0.00 | 0.05 | -0.04 | -0.03 | 1.00 | -0.05 | 0.02 | 0.00 | 0.02 | 0.02 | -0.02 | 0.03 | -0.04 |
| StockOptionLevel | 0.04 | 0.04 | 0.04 | 0.02 | 0.06 | 0.00 | 0.05 | 0.02 | 0.01 | 0.01 | 0.01 | -0.03 | 0.03 | 0.01 | 0.00 | -0.05 | 1.00 | 0.01 | 0.01 | 0.00 | 0.02 | 0.05 | 0.01 | 0.02 |
| TotalWorkingYears | 0.68 | 0.01 | 0.00 | 0.15 | -0.01 | 0.00 | 0.00 | -0.01 | 0.78 | -0.02 | 0.77 | 0.03 | 0.24 | -0.02 | 0.01 | 0.02 | 0.01 | 1.00 | -0.04 | 0.00 | 0.63 | 0.46 | 0.40 | 0.46 |
| TrainingTimesLastYear | -0.02 | 0.00 | -0.04 | -0.03 | 0.02 | -0.02 | -0.01 | -0.02 | -0.02 | 0.01 | -0.02 | 0.00 | -0.07 | -0.01 | -0.02 | 0.00 | -0.01 | -0.04 | 1.00 | 0.03 | 0.00 | -0.01 | -0.00 | 0.00 |
| WorkLifeBalance | -0.02 | -0.04 | -0.03 | 0.01 | 0.01 | 0.03 | -0.00 | -0.01 | 0.04 | -0.02 | 0.03 | 0.01 | -0.01 | -0.00 | 0.00 | 0.02 | 0.00 | 0.00 | 0.03 | 1.00 | 0.01 | 0.05 | 0.01 | 0.00 |
| YearsAtCompany | 0.31 | -0.03 | 0.01 | 0.07 | -0.01 | 0.00 | -0.02 | -0.02 | 0.53 | -0.00 | 0.51 | -0.02 | -0.12 | -0.04 | 0.00 | 0.02 | 0.02 | 0.63 | 0.00 | 0.01 | 1.00 | 0.76 | 0.62 | 0.77 |
| YearsInCurrentRole | 0.21 | 0.01 | 0.02 | 0.06 | -0.01 | 0.02 | -0.02 | 0.01 | 0.39 | -0.00 | 0.36 | -0.01 | -0.09 | 0.00 | 0.03 | -0.02 | 0.05 | 0.46 | -0.01 | 0.05 | 0.76 | 1.00 | 0.55 | 0.71 |
| YearsSinceLastPromotion | 0.22 | -0.03 | 0.01 | 0.05 | -0.01 | 0.02 | -0.03 | -0.02 | 0.35 | 0.02 | 0.34 | 0.00 | -0.04 | 0.02 | 0.02 | 0.03 | 0.01 | 0.40 | -0.00 | 0.01 | 0.62 | 0.55 | 1.00 | 0.51 |
| YearsWithCurrManager | 0.20 | -0.03 | 0.01 | 0.07 | -0.01 | -0.00 | -0.02 | 0.03 | 0.38 | -0.03 | 0.34 | -0.04 | -0.11 | -0.01 | 0.02 | -0.04 | 0.02 | 0.46 | 0.00 | 0.00 | 0.77 | 0.71 | 0.51 | 1.00 |