HR Attrition Analysis Dashboard Report

Overview

The HR Attrition Analysis dashboard provides insights into employee turnover patterns and key factors contributing to attrition. By visualizing various metrics such as tenure, job satisfaction, monthly income, and department, the dashboard helps HR professionals identify critical trends and areas for improvement in employee retention strategies.

Key Metrics and Visualizations

1. Attrition by Department:
   - A bar chart displays the number of employees who have left across different departments. Research & Development shows the highest attrition rate, indicating potential issues within the department that need to be addressed.
2. Attrition by Job Role and Monthly Income:
   - A box-and-whisker plot illustrates the distribution of monthly income across various job roles. The analysis reveals that certain roles, such as Sales Executives, have a higher attrition rate, possibly due to income disparities or job dissatisfaction.
3. Years at Company vs. Attrition:
   - A line graph tracks how the attrition rate changes based on employees' tenure. New hires (0-2 years) exhibit the highest turnover, signaling the need for better onboarding or retention programs for early-career employees.
4. Years with Current Manager by Job Role:
   - A box-and-whisker plot shows how long employees have been with their current manager across different job roles. Employees in roles such as Sales and Human Resources with longer manager relationships tend to have lower attrition, suggesting that managerial support is crucial for retention.
5. Attrition by Age and Distance from Home:
   - A scatter plot shows the relationship between age and distance from home with respect to attrition. Younger employees with longer commutes are more likely to leave, implying the need for flexible working conditions or commuting support.
6. Job Satisfaction vs. Attrition:
   - A heat map highlights the correlation between job satisfaction and attrition. Employees with lower satisfaction scores tend to leave more frequently, emphasizing the importance of engagement initiatives.

Conclusions

The dashboard identifies critical patterns, including high turnover among employees with shorter tenures, in lower-paid roles, and in specific departments such as Research & Development. The data suggests that income, job satisfaction, and manager relationships significantly impact employee retention. HR teams should focus on improving onboarding, compensation, and managerial support to reduce attrition.

Recommendations

- Implement retention programs for employees in the first two years.
- Conduct salary benchmarking for high-attrition roles like Sales Executives.
- Strengthen managerial training to support long-term employee development.
- Explore flexible work arrangements for employees with longer commutes.