HR Analytics Dashboard:

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Objective

The company wants to access the cause of employee turnover ratio by making analysis of the past 15 years records
The tool used for the analysis :
Microsoft Power BI
The high concerning factors were:
pay grade, department, travel time during work, gender, age group.

HR ANALYTICS DASHBOARD

Human Resou... | Research & D... | Sales

| Count of Employ_	Attritition	Attrition Rate	Avg Age	Avg Salary	Avg Years
606	89	14.7%	37	6.5K	7.0

Attrition by Gender

Male — 45
Female — 37

Attrition by Education

- Other 11
- Technical Degree 32
- Life Sciences 89
- Marketing 35
- Medical 63

Attrition by Age

- 26-35: 41
- 18-25: 16
- 36-45: 17
- 46-55: 11
- 55+: 4
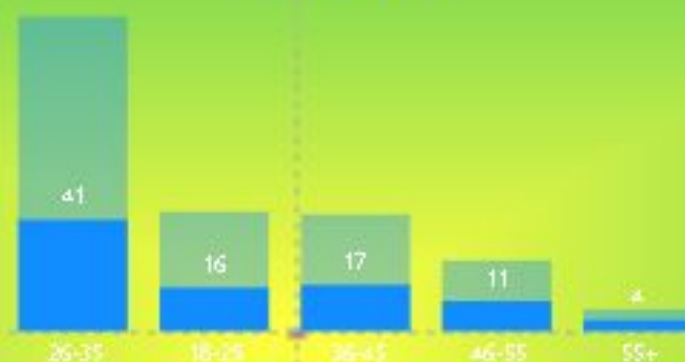
JobRole	1	2	3	4	Total
Sales Representative	3	2	1	3	9
Sales Executive	6	4	7	3	20
Research Scientist	5	5	6	2	18
Research Director	0	1	0	0	1
Manufacturing Director	0	1	2	1	4
Manager	0	1	0	0	1
Laboratory Technician	12	2	11	8	33
Human Resources	0	0	1	0	1
Healthcare Representative	0	0	1	1	2
Total	26	16	29	18	89

Attribution by Sales Slab

- Upto 5k: 62
- 5k-10k: 17
- 10k-15k: 9
- 15k+: 1
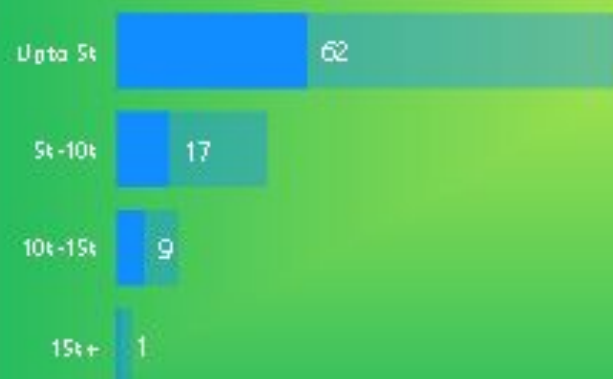
Attrition by Years at Company

- 0: 7
- (peak): 27
- 5
- 7
- 2
- 9
- 10: 1

Attrition by Job Role

- Laboratory Technician: 33
- Sales Executive: 20
- Research Scientist: 18
- Sales Representative: 9
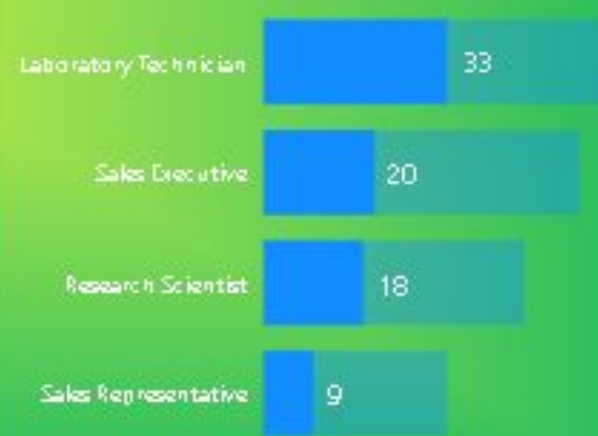
Observations

Mostly employee with lower pay grade i.e 5k are the one ones leaving the highest
Average retention is 7 years which is good sigh
Highest attrition is in employees with education background with life science
Max attrition age group is between 26-35
Laboratory Technicon are the job role holder with max attrition
The male attrition is higher compared to female

Recommendation

Minimum pay amount should be increased

More engagement activities should introduced to develop bonding

The male employees within the age group of 26-35 should be given timely promotion and pay hike to motivate them to stay longer

Employees with Life science education background should be provided with more opportunities so they develop more interest towards retention for the company.

Thank You