

HR ANALYTICS DASHBOARD

Count of
Employees

1470

Avg Job
Satisfaction

3

Attrition Rate

16%

Average Age

37

Avg
Performance

3

Avg Monthly
Income

6.5K

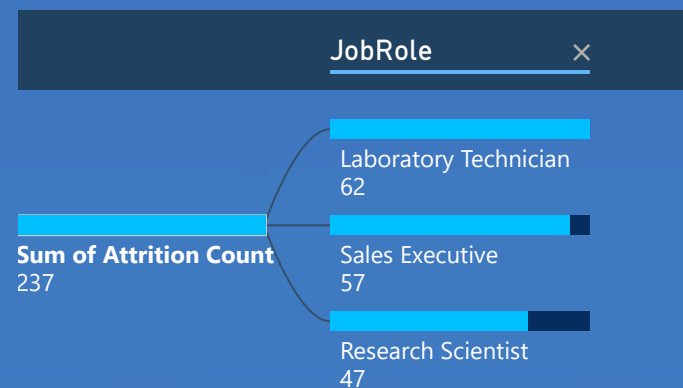
INSIGHTS

- 1 .SALES DEPARTMENT HAS HIGHEST ATTRITION AND LOW WORK LIFE BALANCE (133)
- 2 . ATTRITION IS HIGHEST IN 28-35 AGE GROUP (116)

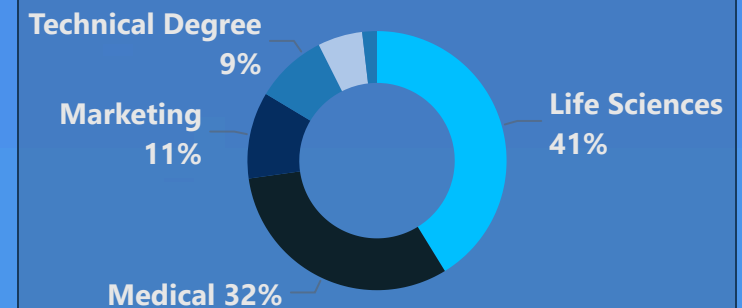
AVG MONTHLY INCOME BASED ON JOB ROLE



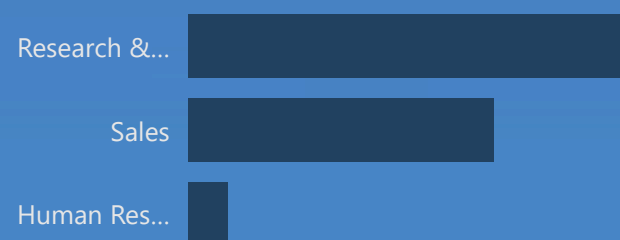
Attrition Analysis by job role



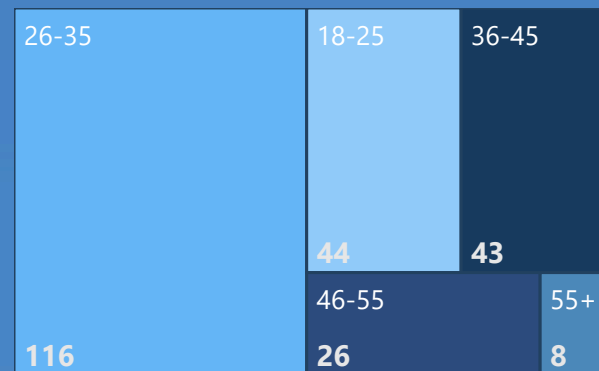
Attrition by Education



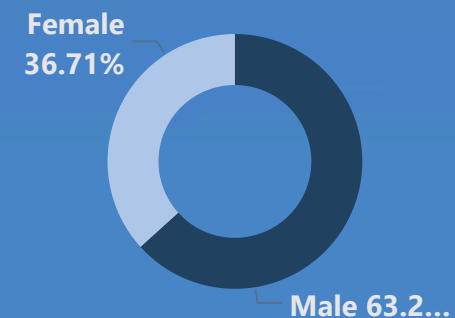
Attrition by Department



Attrition by Age



Attrition by Gender



EDUCATION FIELD

All

DEPARTMENT

All

JOB ROLE

All

HR ANALYTICS DASHBOARD

Objective:

To analyze key HR metrics to identify patterns in attrition, job satisfaction, income distribution, and workforce composition.

Key Insights Derived:

- **Attrition Rate:** 16%, with the Sales department showing the highest turnover (133 employees), largely due to poor work-life balance.
- **Age Group Impact:** Highest attrition (116 employees) is in the 26–35 age group, indicating a potential retention issue among early-career professionals.
- **Income Distribution:** Managers and Research Directors earn the highest average monthly incomes, while Sales Representatives and Laboratory Technicians earn the least.
- **Job Role Analysis:** Top three roles affected by attrition are Lab Technicians (62), Sales Executives (57), and Research Scientists (47).
- **Gender Distribution:** Workforce is 63% male and 37% female with no significant gender bias in attrition.
- **Education Background:** Employees with Life Sciences (41%) and Medical degrees (32%) make up the majority of the workforce.

Conclusion:

The dashboard highlights critical areas for HR intervention, particularly in the Sales department and among younger employees. Suggested next steps include improving work-life balance, analyzing job satisfaction factors, and refining retention strategies.

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