

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.

 ***Created by:*** Srushti Gavandi