

## HR Analytics Dashboard – Questions, Answers & Actions

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### **1 Question:** *What is the overall status of the workforce?*

**Answer:**

- Total Employees: **1,470**
- Active Employees: **1,233**
- Attrition Count: **237**
- Attrition Rate: **16.12%**
- Average Age: **37 years**

**Action Needed:**

- Monitor attrition trends monthly.
  - Maintain employee engagement programs to keep attrition under control.
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### **2 Question:** *Which department has the highest attrition?*

**Answer:**

- The **Sales department** has the highest attrition with **133 employees (56%)** leaving.
- R&D follows with **92 exits (38.8%)**, and HR has only **12 exits (5%)**.

**Action Needed:**

- Conduct pulse surveys within Sales.
  - Review Sales workload, targets, compensation plans, and work pressure.
  - Improve onboarding & mentoring for Sales employees.
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**3 Question: Which age group has the highest number of employees?**

**Answer:**

- Maximum employees belong to the **30–35 age group**.
- The workforce is primarily **young to mid-career**.

**Action Needed:**

- Offer career development, training, and leadership programs.
  - Provide skill-upgradation opportunities to reduce dissatisfaction.
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**4 Question: Which age group has the highest attrition?**

**Answer:**

- The **25–34 age group** has the highest attrition with **112 exits** and an attrition rate of **18.14%**.
- This group is crucial because they form a major portion of the workforce.

**Action Needed:**

- Increase internal promotions, recognition programs, and clear growth pathways.
  - Conduct one-on-one feedback interviews for employees in this age group.
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**5 Question: What does gender-wise attrition indicate?**

**Answer:**

- Male attrition: **150**
- Female attrition: **87**
- More males are leaving the company.

**Action Needed:**

- Evaluate if certain male-dominated roles (e.g., Sales) have higher pressure.
  - Improve work-life balance policies and flexible work options.
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**6 Question:** *Which education background has the highest attrition?*

**Answer:**

- Highest attrition: **Life Sciences (89)** and **Medical (63)**.
- Lowest attrition: **HR background (7)**.

**Action Needed:**

- Analyze job satisfaction and job-role match for employees with Life Sciences/Medical degrees.
  - Provide better role alignment and career growth in specialized fields.
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**7 Question:** *How satisfied are employees across different job roles?*

**Answer:**

- Roles like **Sales Executive** and **Laboratory Technician** show good ratings (mostly 3 and 4).
- HR and some managerial roles show mixed or lower satisfaction.

**Action Needed:**

- Conduct job-role-specific satisfaction surveys.
  - Redesign job responsibilities or provide training where satisfaction is low.
  - Improve manager–employee communication channels.
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**8 Question:** *What is the employee distribution across gender and age groups?*

**Answer:**

- Under 25: Attrition 8.44%
- 25–34: Highest attrition (18.14%)
- 35–44: Moderate (15.61%)
- 45–54: Low (3.80%)
- 55+: Lowest (1.27%)

**Action Needed:**

- Focus retention strategies on employees aged 25–34.
  - Provide senior employees with stability programs and pre-retirement planning.
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**9 Question:** *Is the attrition rate alarming?*

**Answer:**

- At **16.12%**, it is slightly higher than recommended for most industries (10–12%).

**Action Needed:**

- Implement early warning systems using HR analytics (performance + attendance + engagement scores).
  - Strengthen manager training for high-attrition departments.
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**10 Question: Which segments contribute the most to overall attrition?**

**Answer:**

- Department: **Sales**
- Age Group: **25–34**
- Education: **Life Sciences & Medical**
- Gender: **Male**

**Action Needed:**

- Create targeted retention programs focusing on these high-risk groups.
- Improve onboarding, mentoring, career pathing, and compensation benchmarking.

## FINAL SUMMARY

The dashboard reveals that attrition is concentrated in the **Sales** department, among employees aged **25–34**, especially males with **Life Sciences and Medical** backgrounds. Addressing workload, role clarity, career growth, and job satisfaction in these areas can significantly reduce attrition and improve overall workforce stability.