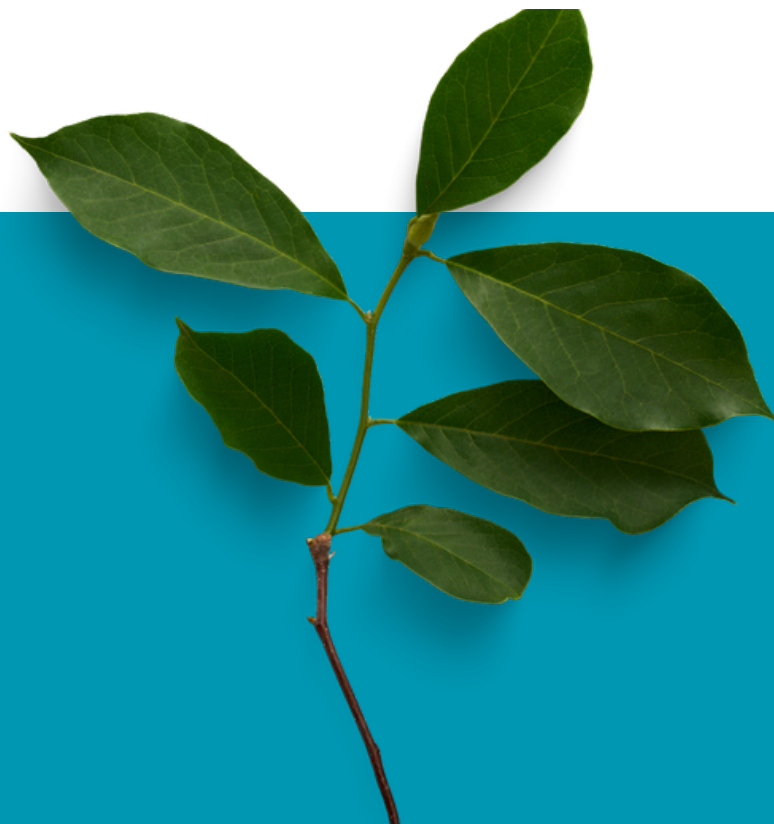




HR ATTRITION REPORT

2024



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OVERVIEW

2925

Total Employees

492

Total Attrition

1. General Employee Overview

- Total Employees: 2,925
- Departments: Sales, HR, R&D
- Attrition Rate: 16.82% (492 employees have left)

6

Education Fields

3

Departments

2. Employee Tenure and Education

- Tenure: Approximately 63% of employees have less than 10 years of service.
- Educational Background: 89% of employees hold a bachelor's degree or higher; only 11% (336 employees) do not hold a bachelor's degree.

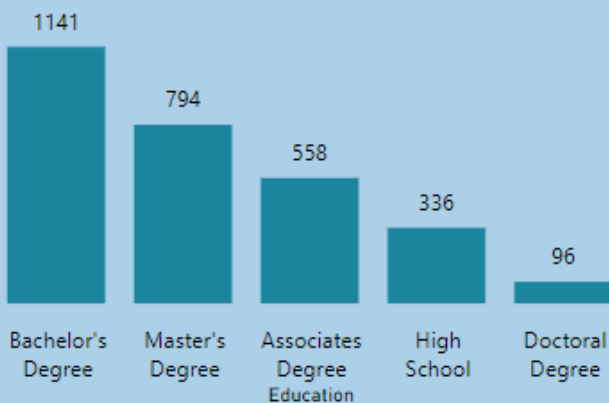
3. Gender Distribution

- Gender Balance: Male employees outnumber female employees across all positions in the company.

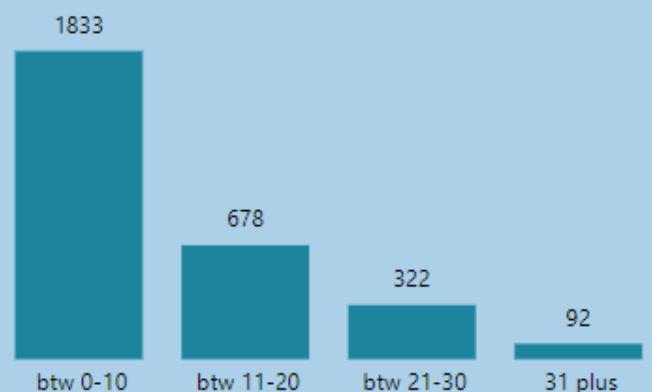
4. Key Position Statistics

- Sales Executive: Represents the highest proportion of any position, comprising 22% of the total workforce.

Total Employees by Education

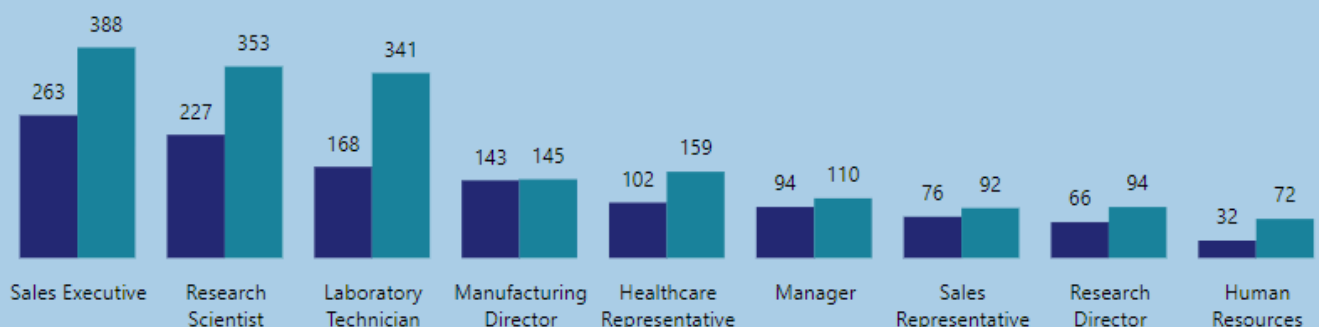


Total Employees by Working Years Groups

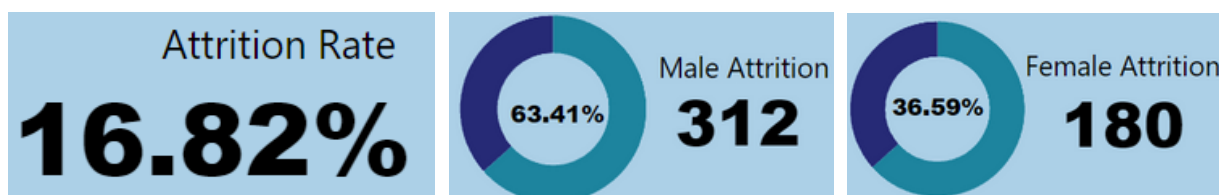


Total Employees by Job Role and Gender

Gender ● Female ● Male

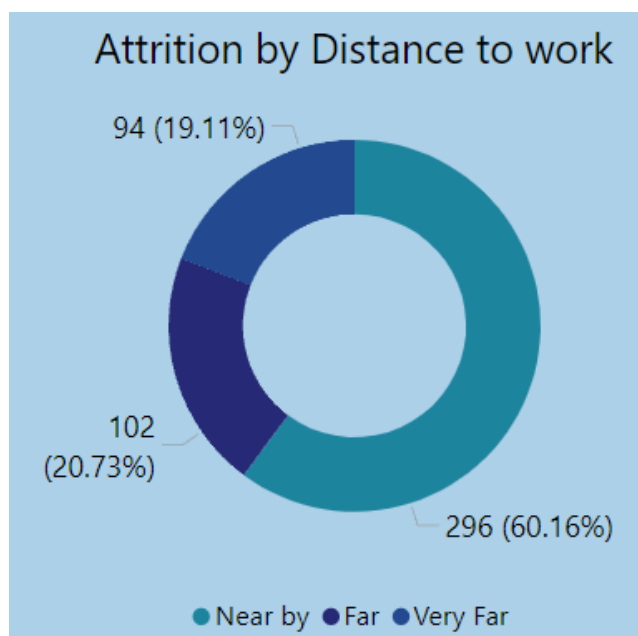
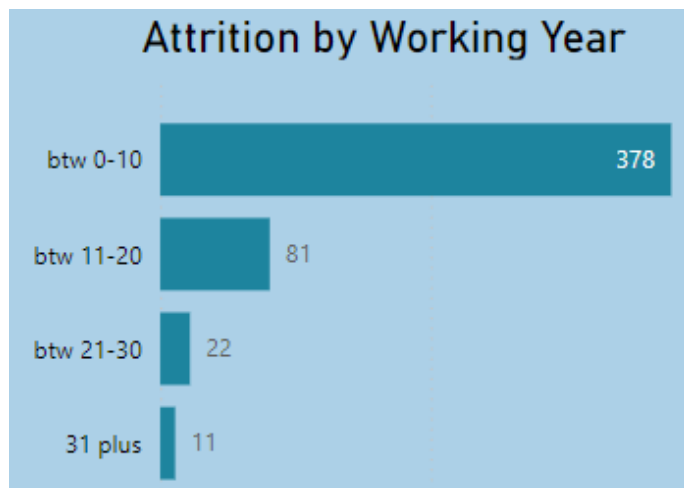


Attrition Unrelated to Proximity, it is driven by Internal Policies and Work Environment



The highest turnover rate is seen among employees with less than 10 years of service.

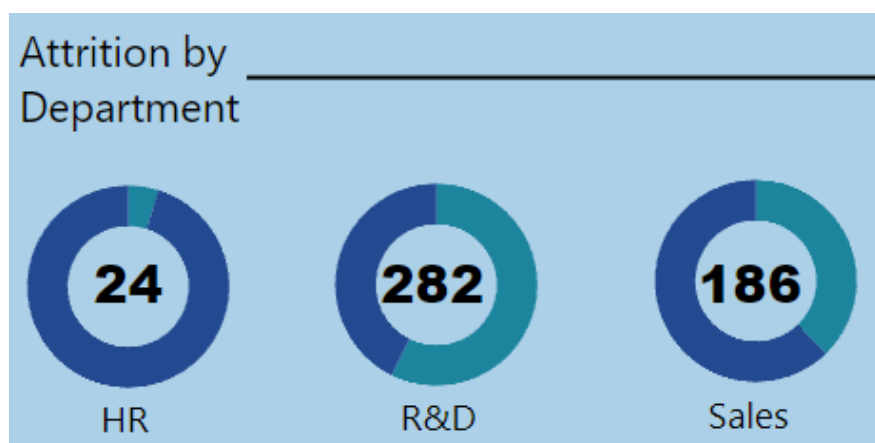
This is consistent with reports highlighting a trend of job-hopping within the first 5 years at a company.



Common reasons like long commute times or dissatisfaction due to location do not appear to apply here. Data shows that employees living close to the company have the highest turnover rates, irrespective of gender.

Among the 492 employees who resigned, over 53% cited dissatisfaction with the company as a main reason.

Most dissatisfied employees were from the R&D department, likely due to a combination of high workload and perceived insufficient compensation.

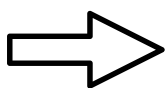
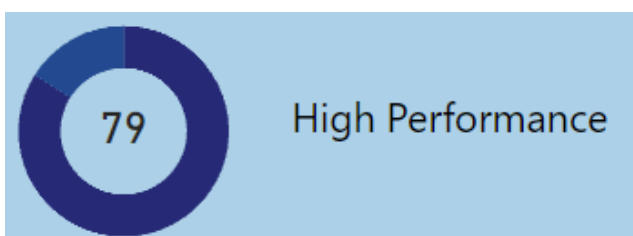


Reason for high-performance employees resigning is the high number of low-performance colleagues within their departments.



- As seen in the charts above, some employees who live close to the company and report high satisfaction still choose to leave.
- Key Reason: Many of these employees face potential termination due to low performance.

- Among 296 employees living close to the company, 85% have low performance.
- Of 230 employees who report satisfaction with the company, 79% have low performance.



The presence of low-performance employees has contributed to the departure of high-performance employees, seeking a more productive work environment.



High Attrition Rate and Termination Rate in R&D

Attrition by
R&D
Department



The R&D department has the highest number of terminations across the company, accounting for 282 of the 492 employee exits.

The company faces a significant loss when high-performing employees choose to leave. Notably, the R&D department has the largest workforce and also the highest attrition rate.

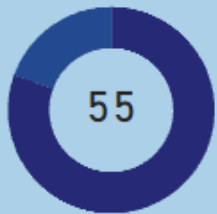
Out of 282 R&D resignations, 55 were high performers, while 227 were low performers.

With a total of 79 high-performing employees leaving the company, R&D alone accounts for 55 of these exits.

Attrition by R&D Employee



Low Performance

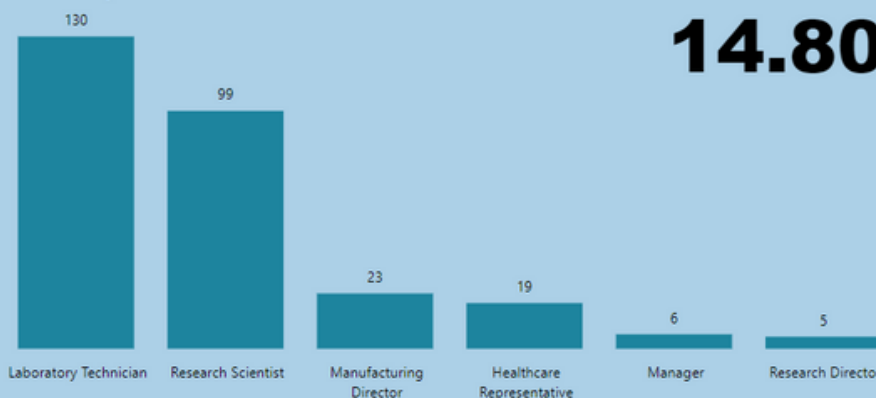


High Performance

Attrition by R&D Roles

R&D Attrition Rate

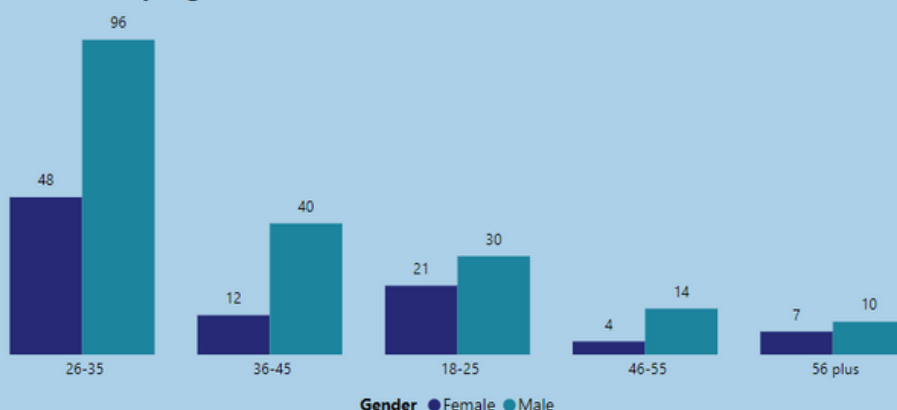
14.80%



The Laboratory Technician role has the highest attrition rate within the R&D department.

Most of these resignations are from employees aged 26-35, accounting for nearly 50% of R&D's total turnover.

R&D Attrition by Age Bucket and Gender



Gender ● Female ● Male



THANK
YOU