
□ HR Analytics – Attrition Analysis Report

□ Overview

The **HR Analytics Dashboard** provides a detailed view of employee attrition across multiple dimensions such as **age group, salary slab, job role, department, and gender**.

It helps management understand key areas of employee turnover and supports data-driven HR strategies to improve retention.

□ Key Findings

1. Overall Attrition Summary

- **Total Employees:** 1,470
- **Total Attrition (Employees Left):** 237
- **Attrition Rate:** 16.1%
- **Average Salary:** 6.5K
- **Average Age:** 37 years
- **Average Tenure:** 7 years

□ Interpretation:

An attrition rate of 16.1% is moderate but still concerning for long-term stability. Considering an average tenure of 7 years, this indicates mid-career employees are leaving at noticeable levels.

2. Attrition by Age Group

Age Group	Count	Observation
18–25	44	Early-career employees leaving for better opportunities.
26–35	116 (Highest)	Peak attrition zone — mid-career professionals switching jobs.
36–45	43	Moderate stability in this age band.
46–55	26	Experienced employees relatively stable.
55+	8	Very low attrition; nearing retirement.

□ Insight:

The 26–35 group has the **highest turnover**, likely due to career growth, salary dissatisfaction, or competitive job markets.

3. Attrition by Salary Slab

Salary Slab Attrition Count		Trend
Upto 5K	163 (Highest)	Majority of attrition occurs in lower pay bands.
5K–10K	49	Noticeable but smaller attrition.
10K–15K	20	Moderate stability.
15K+	5	Very low attrition.

□ *Insight:*

Attrition is **inversely related to salary** — lower-paid employees are leaving more often, suggesting pay dissatisfaction or limited growth opportunities.

4. Attrition by Job Role

Job Role	Attrition Count	Trend
Laboratory Technician	62	Highest attrition; may reflect limited promotion or monotonous tasks.
Sales Executive	57	High turnover common in sales due to pressure and targets.
Research Scientist	47	Moderate attrition, possibly due to competitive R&D market.
Sales Representative	33	Noticeable attrition in field sales roles.

□ *Insight:*

Operational and customer-facing roles have **highest attrition**, while leadership and managerial roles show stability.

5. Attrition by Department

- **Human Resources:** Low attrition, suggesting internal HR stability.
- **Research & Development:** Moderate attrition.
- **Sales: Highest attrition**, consistent with industry trends due to target stress, travel, and market volatility.

□ *Insight:*

Sales attrition significantly impacts company performance — indicates need for stronger incentives and mental health support.

6. Attrition by Gender

Gender Attrition Count

Male 140

Female 79

☐ *Insight:*

Male attrition is higher, possibly because men dominate high-turnover roles (sales, technical, fieldwork). However, female attrition should still be monitored for work-life balance factors.

7. Education & Category-wise Attrition

- Highest attrition seen in **Medical**, **Technical**, and **Life Science** categories.
 - Indicates either limited growth opportunities or job-hopping for better offers within the same industry.
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☐ Insights Summary

- **Mid-career employees (26–35 years)** are most at risk.
 - **Lower-salaried employees** show higher attrition.
 - **Sales and technical roles** experience maximum turnover.
 - **Average tenure (7 years)** suggests loyalty exists, but reward and recognition need reinforcement.
 - **Gender imbalance in attrition** may hint at role-based stress or unequal opportunities.
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☐ Recommendations & Action Plan

1. Salary & Compensation Review

- Re-evaluate salary structures for lower bands (below 5K).
- Introduce **performance-linked incentives** or **retention bonuses** for critical roles.

2. Career Growth Programs

- Implement **career progression plans** for employees aged 26–35.
- Offer **upskilling or internal mobility** opportunities.

3. Engagement & Recognition

- Launch **Employee Recognition Programs** to appreciate consistent performers.
- Regular **feedback sessions** to understand dissatisfaction causes early.

4. Sales Department Focus

- Reduce burnout through realistic target setting and better incentives.
- Offer flexible working and mental wellness sessions for sales staff.

5. Work-Life Balance & Culture

- Conduct **exit interviews** to identify cultural or leadership gaps.
- Improve **flexibility** for female employees to reduce attrition linked to personal commitments.

6. Data Monitoring & Predictive Approach

- Build a **predictive attrition model** in Power BI using logistic regression or ML integration to identify at-risk employees before they leave.
- Track attrition monthly instead of yearly to catch early warning signs.

□ Conclusion

The HR Attrition Dashboard highlights that **salary dissatisfaction, limited growth, and role-specific stress** are primary drivers of turnover.

By acting on compensation, engagement, and career development strategies, the company can **significantly reduce attrition** and **improve overall employee satisfaction**.
