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# □ 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.

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## □ 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.

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### 2. Attrition by Age Group

Age Group	Count	Observation
18–25	44	Early-career employees leaving for better opportunities.
26–35	<b>116 (Highest)</b>	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.

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### 3. Attrition by Salary Slab

Salary Slab	Attrition Count	Trend
Upto 5K	<b>163 (Highest)</b>	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.

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### 4. Attrition by Job Role

Job Role	Attrition Count	Trend
Laboratory Technician	<b>62</b>	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.

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### 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.

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## 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.

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## 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.
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## **□ 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**.

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