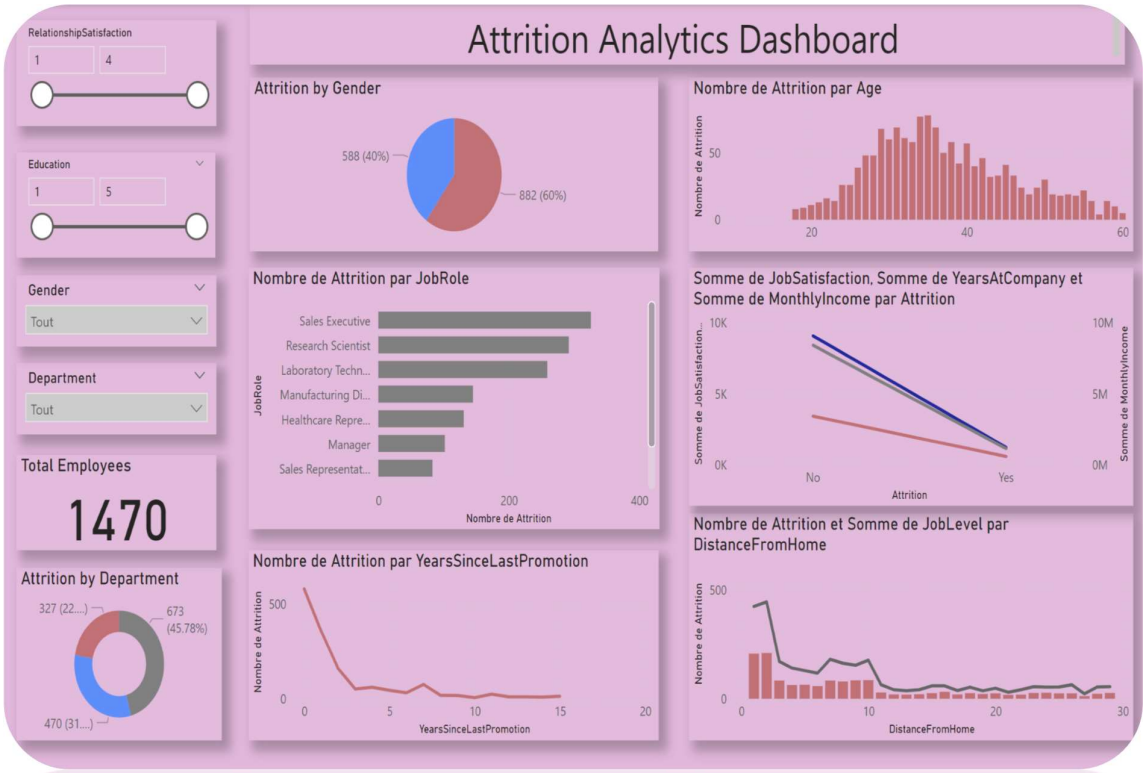
Report of Dashboard

Attrition Analytics

Done By: EL Omari kaoutar



Overview of Attrition Analytics

The Attrition Analytics Dashboard offers critical insights into the factors influencing employee turnover across different demographics, departments, and job roles. It utilizes a range of data points including gender distribution, age, years since last promotion, and job satisfaction to examine patterns and potential areas for improvement in employee retention strategies.

Key Findings

1. **Attrition by Gender**:
    - The data shows a distribution of 60% male (882 individuals) and 40% female (588 individuals) among those who have left the company. This suggests a higher attrition rate among male employees compared to their female counterparts.
2. **Attrition by Job Role**:
    - The roles with the highest attrition include Sales Executives, Research Scientists, and Laboratory Technicians, indicating these positions may have factors contributing to higher turnover rates. Managers and Healthcare Representatives show significantly lower attrition, which might

reflect higher job satisfaction or better retention strategies within these roles.

3. **Attrition by Department** :
    - The attrition distribution across departments shows that 45.78% of attrition occurs in one department, followed by 31.xx% in another, and 22.xx% in the third. This highlights a critical need for targeted retention strategies in the department with nearly half of the total attritions.
4. **Attrition by Age**:
    - Attrition peaks among employees in their late 20s to early 30s, suggesting possible career transition points or dissatisfaction during early career stages.
5. **Attrition Related to Last Promotion**:
    - A noticeable increase in attrition occurs as the years since the last promotion extend, peaking around 5 years. This could indicate that lack of recognition or advancement is a significant factor in an employee's decision to leave.
6. **Attrition and Job Satisfaction** :
    - Employees who have left the company show a downward trend in job satisfaction linked to lower monthly income and longer tenures at the company, suggesting that despite long service periods, compensation or other

aspects of job satisfaction may not be meeting expectations.

7. **Attrition and Commute Distance**:
    - There is a sharp increase in attrition for employees residing further from their place of work, particularly those traveling over 20 kilometers. This implies that commute distance is a crucial factor in an employee's decision to stay with the company.

Recommendations for Reducing Attrition

1. **Enhanced Career Development Opportunities**:
    - Implement more frequent review cycles for promotions, especially targeting roles and departments with high attrition rates, to provide clear career advancement paths.
2. **Improvement in Compensation Structures**:
    - Review compensation packages, particularly for roles like Sales Executives and Research Scientists, to ensure they are competitive and aligned with industry standards.
3. **Flexible Work Arrangements**:
    - Considering the impact of commute distance on attrition, introduce flexible working options such as remote work or flexible hours to help reduce turnover.

4. **Targeted Retention Programs**:
    - Develop tailored retention programs focusing on the high-risk age group (late 20s to early 30s), which could include mentorship programs, enhanced training, and more engaging job roles.
5. **Regular Employee Feedback and Engagement Surveys**:
    - Conduct regular surveys to gauge employee satisfaction and engage directly with employees to understand their concerns and expectations, thereby preempting potential resignations.
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Conclusion

The analysis of the Attrition Analytics Dashboard underscores the multifaceted nature of employee turnover and highlights specific areas where targeted interventions can significantly impact retention. By addressing the identified issues related to promotion cycles, job satisfaction, compensation, and commute challenges, the organization can enhance its overall employee retention strategy and foster a more engaged and satisfied workforce.