

# Employee Attrition Analysis Report

## Executive Summary

This report presents an in-depth analysis of employee attrition within the company, based on data visualized through a Power BI dashboard. Key findings highlight attrition trends across demographics, job roles, education, salary slabs, and tenure. The overall attrition rate is 16.1%, with specific groups showing higher tendencies to leave. This report identifies critical focus areas for retention strategies and provides actionable recommendations to address the root causes of attrition.

---

## Key Metrics

1. **Total Employees:** 1,470
  2. **Attrition Count:** 237 employees
  3. **Attrition Rate:** 16.1%
  4. **Average Age:** 37 years
  5. **Average Salary:** \$6,500 (assumed monthly or in thousands annually)
  6. **Average Tenure:** 7 years
- 

## Analysis by Categories

### 1. Attrition by Education

Attrition is broken down by educational qualifications:

- **Life Sciences (38%):** Highest attrition rate, potentially due to job dissatisfaction or career alignment issues.
- **Medical (27%):** Indicates moderate dissatisfaction or better opportunities elsewhere.
- **Marketing (15%):** Relatively stable, but still contributes significantly to attrition.
- **Technical Degrees (14%):** Lowest attrition rate, suggesting satisfaction in roles suited to their expertise.

**Implication:** Focus on Life Sciences and Medical professionals by offering role-specific growth plans and support.

---

### 2. Attrition by Age

Attrition numbers across age groups:

- **26-35 years (116 employees):** Highest attrition, likely due to mid-career growth expectations or burnout.
- **18-25 years (44 employees):** Represents early-career transitions or dissatisfaction with entry-level roles.
- **36-45 years (43 employees):** Lower attrition, possibly due to career stability.
- **46-55 years (26 employees):** Further decline, reflecting greater commitment or fewer external opportunities.
- **55+ years (8 employees):** Lowest attrition, aligning with pre-retirement stability.

**Implication:** Address the needs of the 26-35 age group with career progression opportunities and engagement initiatives.

---

### 3. Attrition by Job Role

Attrition trends across job roles:

- **Laboratory Technicians (62 attritions):** Highest attrition, indicating dissatisfaction or lack of advancement.
- **Sales Executives (57 attritions):** High turnover due to job pressure and external competition.
- **Research Scientists (47 attritions):** Significant attrition, requiring focus on growth paths.
- **Sales Representatives (33 attritions):** Likely driven by high-performance pressure.
- **Human Resources (12 attritions):** Low attrition, reflecting stability in administrative roles.

**Implication:** Roles with high attrition, such as Laboratory Technicians and Sales, need tailored retention strategies.

---

### 4. Attrition by Salary Slab

Salary impacts attrition significantly:

- **\$0-5K (163 employees):** Majority of attrition occurs in this low-income group.
- **\$5K-10K (49 employees):** Attrition decreases as salary increases.
- **\$10K-15K (20 employees) and \$15K+ (5 employees):** Minimal attrition in higher salary brackets.

**Implication:** Reassess pay structures for employees earning less than \$5K and introduce incentive-based compensation plans.

---

## 5. Attrition by Gender

- **Male Employees (143 attritions):** Higher numbers, potentially due to role-specific factors.
- **Female Employees (80 attritions):** Lower attrition rate, possibly reflecting different job distributions or external factors.

**Implication:** Conduct further analysis to understand gender-specific dynamics in attrition trends.

---

## 6. Attrition by Tenure

Attrition by years at the company:

- **2-5 years (59 attritions):** Peak attrition, often a critical period for employee engagement.
- **0-2 years (16 attritions):** Onboarding seems effective.
- **5-10 years (19 attritions) and 10+ years (18 attritions):** Lower attrition as tenure increases.

**Implication:** Strengthen engagement efforts during the 2-5 year period to improve retention.

---

## Key Insights

1. **Demographic Focus:** The **26-35 age group** is the most vulnerable to attrition, particularly in roles like **Laboratory Technicians** and **Sales Executives**, earning less than **\$5K**.
  2. **Role-Specific Trends:** High turnover in technical and sales roles suggests the need for improved job satisfaction and performance recognition.
  3. **Compensation:** Salary plays a critical role, with lower-paid employees showing the highest attrition.
  4. **Tenure Patterns:** Attrition peaks between **2-5 years**, signaling a need for better career development opportunities during this period.
- 

## Recommendations

1. **Improve Compensation and Benefits:**
  - Reevaluate pay structures, especially for employees earning below \$5K.
  - Introduce performance-based bonuses or incentives.
2. **Focus on Career Development:**
  - Provide clear growth opportunities for mid-career employees, particularly in the 26-35 age group.
  - Offer training, mentorship, and role rotation programs to enhance job satisfaction.

### **3. Enhance Employee Engagement:**

- Conduct regular surveys to understand employee concerns.
- Organize team-building activities and recognition programs to improve workplace morale.

### **4. Targeted Retention Strategies:**

- For high-attrition roles (e.g., Laboratory Technicians, Sales Executives), introduce tailored retention plans such as additional support, flexible schedules, or career advancement opportunities.

### **5. Strengthen Onboarding and Early Career Support:**

- Focus on employees in their first 2-5 years to prevent disengagement.
- Offer structured onboarding programs with defined career paths.

---

## **Conclusion**

This report highlights key attrition drivers and areas requiring immediate attention. By implementing the recommended strategies, the organization can improve employee retention, reduce costs associated with turnover, and foster a more engaged and satisfied workforce.