

HR Employee Attrition Dashboard

This Acme Cooperation HR Employee Attrition dashboard analyses the employee data to understand the factors that influence the employee attrition and provides the insights and recommendations based on various aspects of the employees' demographic, Job satisfaction levels, income and work life balance for the employees' retention.



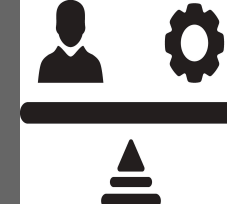
This is the landing page



This link takes you to the dashboard that analyses attrition by employee demographics



This link takes you to the dashboard for Employee attrition & Engagements



This link takes you to the dashboard for WLB and Attrition



This link takes you to the Insights and the recommendations.

Employees Attrition-Demographic Dashboard

Department

JobRole

Gender

All

All

All

1470

Total Employees

1233

Total working Emps

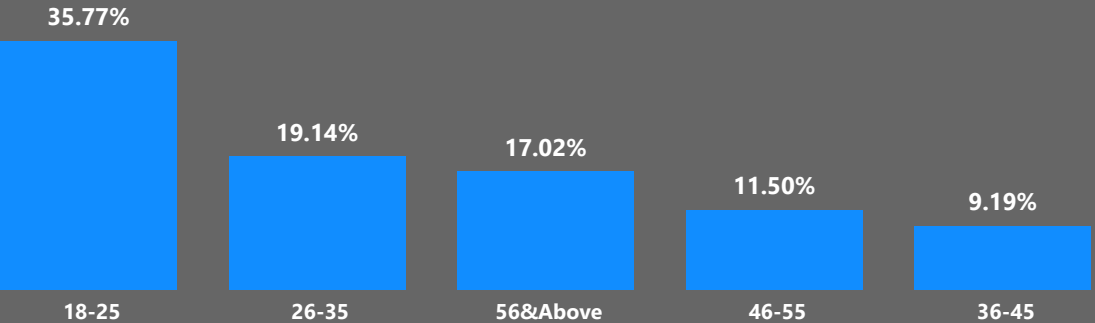
237

Total Attrition

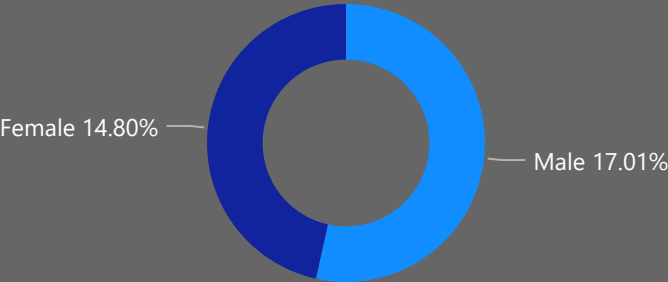
16.12%

Attrition %

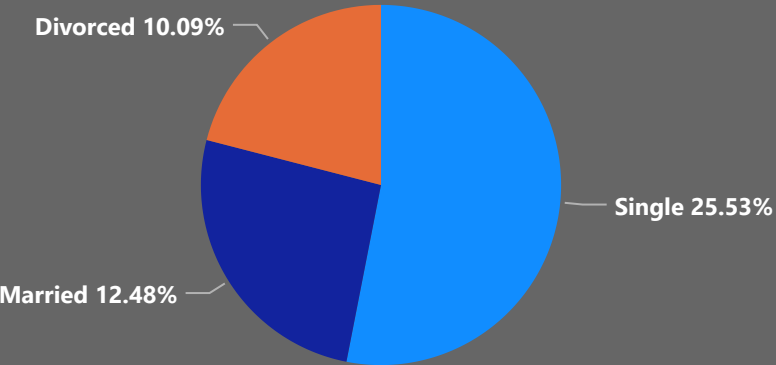
Attrition Rate by Age



Attrition Rate by Gender



Attrition Rate by Business Travel



Attrition Rate by Education Field/Education Level

EducationField	Bachelor	Below Collage	Collage	Doctor	Master	Total
Human Resources	25.00%	50.00%		50.00%	20.00%	25.93%
Technical Degree	28.07%	31.58%	18.18%	66.67%	12.90%	24.24%
Marketing	25.42%	28.57%	25.00%	10.00%	17.31%	22.01%
Life Sciences	15.88%	11.94%	15.52%	5.88%	14.45%	14.69%
Medical	13.66%	15.87%	15.15%		12.50%	13.58%
Other	8.33%	40.00%	5.26%		18.18%	13.41%
Total	17.31%	18.24%	15.60%	10.42%	14.57%	16.12%



Employees Attrition & Engagement Dashboard

Department

All

JobRole

All

Gender

All

1470

Total Employees

2.61

Promotion Gap

5.04

Role Tenure

4.92

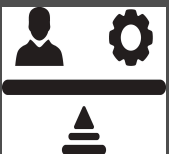
Managerial tenure

8.36

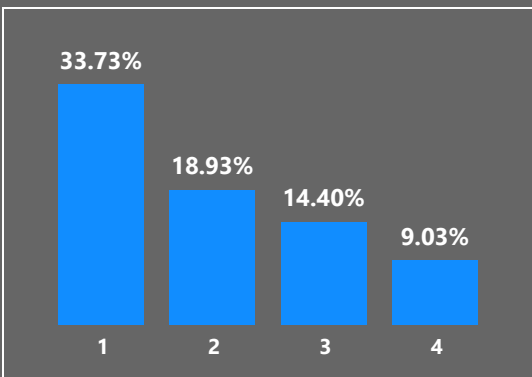
Employee tenure

3

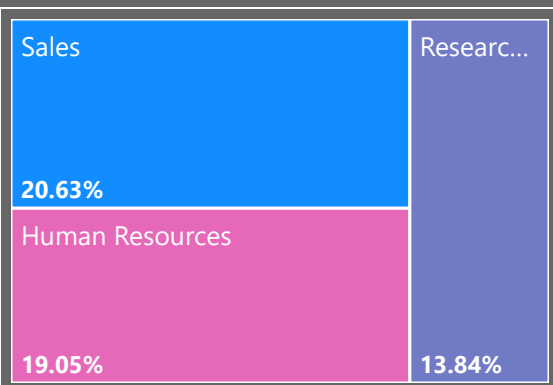
Engagement rate



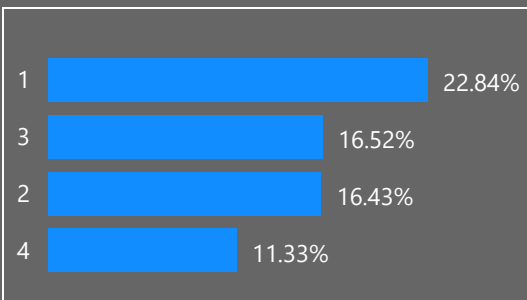
Attrition Rate by Job involvement



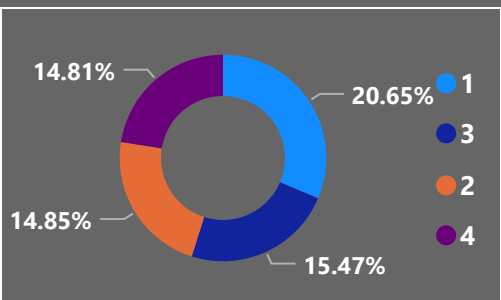
Attrition Rate by Department



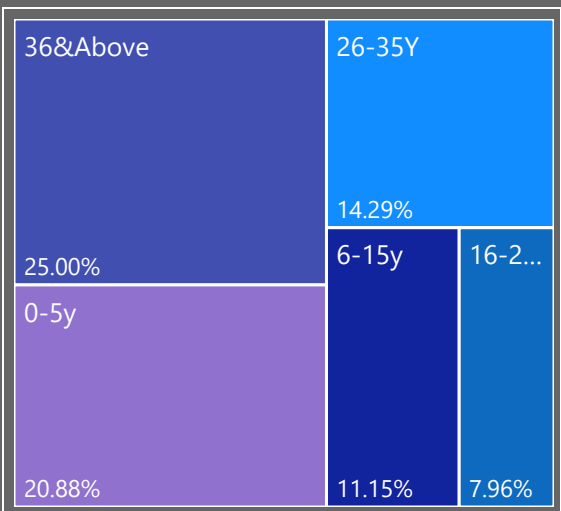
Attrition Rate by Job Satisfaction



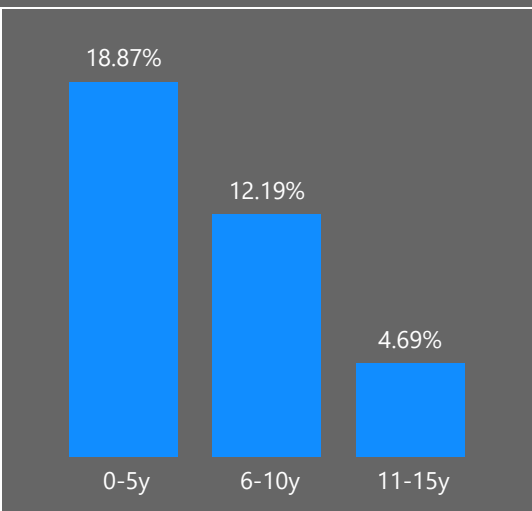
Attrition by Rela_Satisfaction



Attrition by years at company



Attrition by years with current manager



Total Attrition by Job Role/Job Level

JobRole	1	2	3	4	5	Total
Sales Representative	42.11%	14.29%				39.76%
Laboratory Technician	28.00%	8.93%	33.33%			23.94%
Human Resources	30.30%		33.33%			23.08%
Sales Executive		15.45%	21.52%	28.57%		17.48%
Research Scientist	19.23%	3.51%				16.10%
Manufacturing Director		5.56%	11.11%			6.90%
Healthcare Representative		3.85%	11.36%	11.11%		6.87%
Manager			16.67%		6.98%	4.90%
Research Director					7.69%	2.50%
Total	26.34%	9.74%	14.68%	4.72%	7.25%	16.12%

Employees WLB & Attrition Dashboard

Department

All

JobRole

All

Gender

All

6.50K

Average monthly income

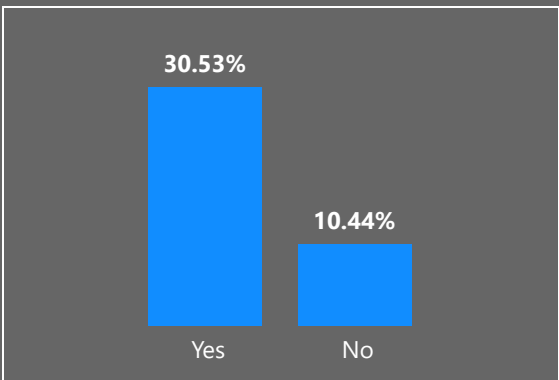
14.31K

Average Monthly rate

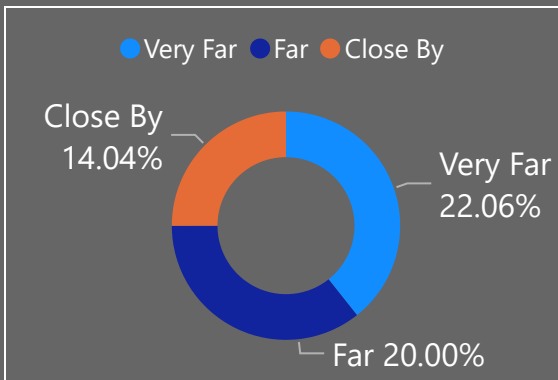
15.21

Average percent hike

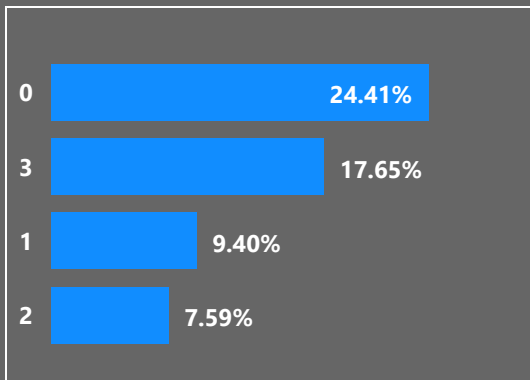
Attrition Rate by Overtime



Attrition Rate by Distance



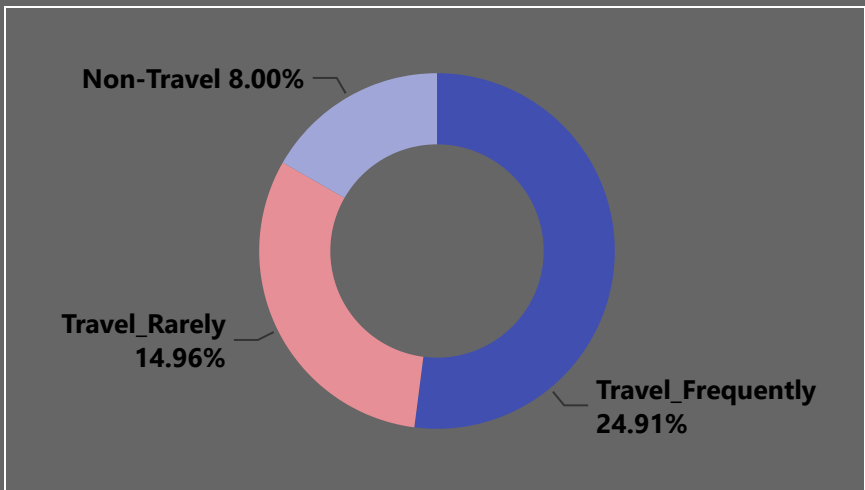
Attrition Rate by Stock Level



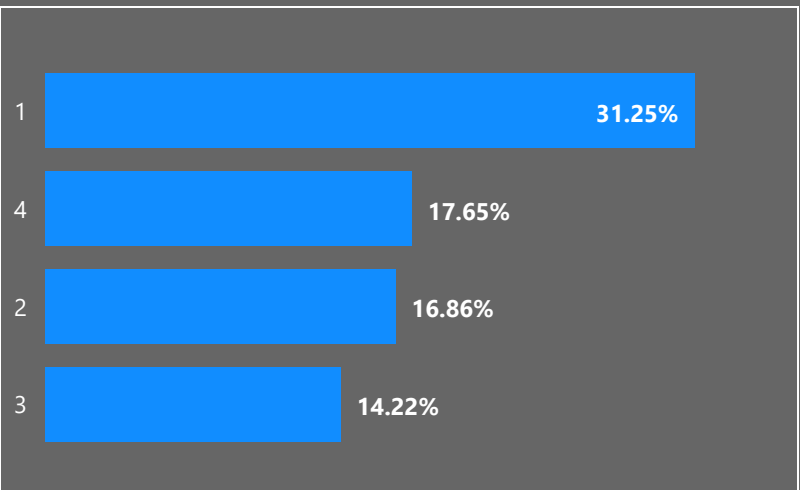
Attrition by Rela_Satisfaction

MonthlyIncome	Attrition %
1000	54.55%
2000	26.24%
3000	16.33%
4000	12.56%
5000	9.70%
6000	9.09%
7000	12.96%
8000	12.50%
9000	17.31%
10000	19.70%
11000	5.00%
12000	20.00%
13000	9.30%
18000	5.26%
19000	8.00%
Total	16.12%

Attrition by Travel



Attrition by Work life balance





Insights and Recommendations

Insights

- Total number of employees are 1470 out of which 1233 are the active employees who are currently working with the company. And 16.27 % employees that is 237 employees have left the company.
- Employees with age between 18 to 25 are the highest in leaving the company, followed by 26 to 35.
- Employees who are single are leaving the company. Male are in higher followed by Female single.
- Sales Department has the highest attrition percentage of 20.63% overall followed by HR department with 19.05%.
- Employees who are left company are highly rated 1 for job satisfaction, Job involvement and Relationship satisfaction followed by 3 in relationship satisfaction and job satisfaction. 2 in Job involvement.
- 30.53% of employees who left the company have been doing over time.
- 22.06% of X-employees were coming from very far distance followed by 20% from Far distance.
- 24.91% of X-employees were travelling frequently followed by 14.96% rarely.
- X-employees with with monthly income 1000 has the highest attrition rate of 54.55% followed by 2000 with 26.24%.
- 31.35% of x employees gave the work life balance rating as 1 followed by 17.56% with rating 4.

Recommendations

- Providing work from home or a hybrid model for the employees who are from very far and far can help them to have a balance in life.
- Initiating rewards and recognition for the employees who are doing good and working over time will encourage them.
- Conducting the short meetings with the leaders, Managers will enable them to share their problems and concerns and would lead to have a good relationship with higher officials.
- Providing incentives for the hardworking and overtime employees and one time bonus during the festival times for the lower earning employees would help them in their financial front.
- creating learning and career growth opportunity for the employees will keep them excited and increase the retention.
- Having virtual meetings where ever possible can highly reduce the travel for the employees.
- Providing Stocks based on the performance would encourage them to work more .
- Involving them in neccessary meeting and being transparent will highly helpful in achieving the Job involvement.