

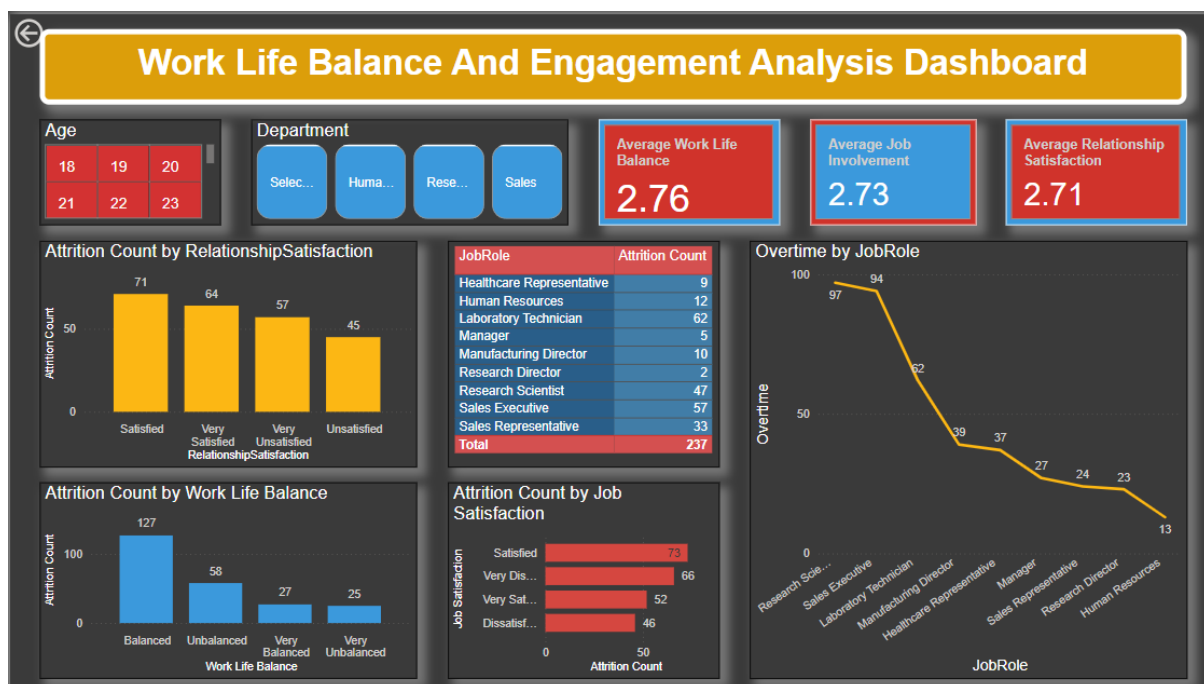
# EMPLOYEE TURNOVER DASHBOARD

## REPORT

### Objective

The objective of this dashboard is to analyze work life balance and employee engagement metrics to identify areas of improvement and ensure employee well being and satisfaction.

### Dashboard

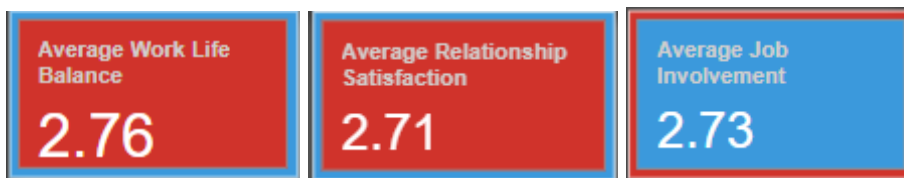


## Overview

The Employee Turnover Dashboard provides a comprehensive overview of the key metrics and insights related to employee attrition. The dashboard includes various visualizations and metrics to help analyze turnover trends and identify areas for improvement.

## Key Metrics

The average level of satisfaction with relationships at the workplace is 2.71 (on a scale of 1 to 5) and average Work Life Balance as 2.76 (on a scale of 1 to 5) with average Job Involvement as 2.73 (on a scale of 1 to 5).



## Filter

The dashboard includes filter for:

- **Department:** Human Resources, Research & Development, Sales.

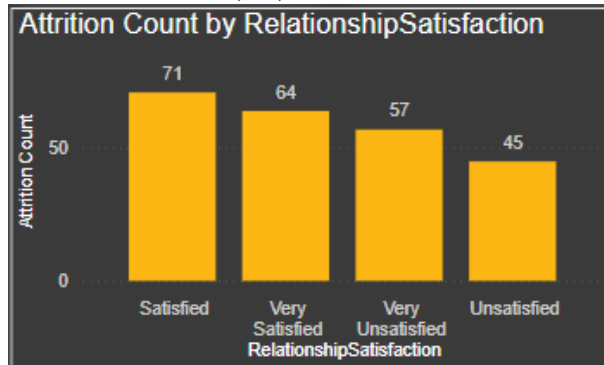


- **Age:** 18 to 60.



## Visualisations & Results

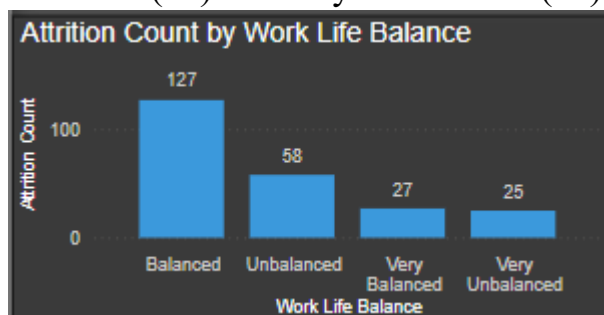
- Employees with Relationship Satisfaction as Satisfied (71) have the highest attrition count while those employees with unsatisfied have less attrition count (45).



- The job roles with the highest attrition are Laboratory Technicians (62), Sales Executives (57), and Research Scientists (47). Healthcare Representatives, Managers, and Manufacturing Directors have the lowest attrition counts.

JobRole	Attrition Count
Healthcare Representative	9
Human Resources	12
Laboratory Technician	62
Manager	5
Manufacturing Director	10
Research Director	2
Research Scientist	47
Sales Executive	57
Sales Representative	33
<b>Total</b>	<b>237</b>

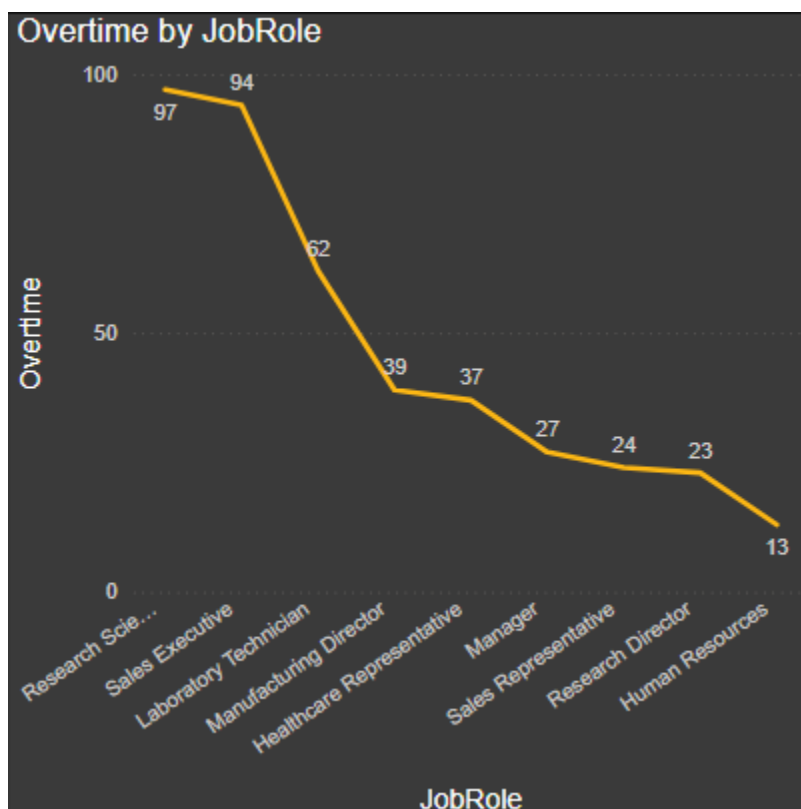
- Employees with a balanced work-life balance experience the highest attrition (127), followed by those with an unbalanced (58) and very balanced (27) and very unbalanced (25) work-life balance.



- The highest attrition rates are seen among employees who are satisfied (73) and very dissatisfied (66) with their jobs.



- High levels of overtime in roles like Research Scientist and Sales Executive (100 and 94 employees, respectively), which may negatively impact work-life balance.



## **Recommendations**

- **Enhance Work-Life Balance:**

Introduce flexible working hours and promote a healthy work-life culture.

- **Increase Job Involvement:**

Implement engagement initiatives and provide development opportunities, particularly in roles with lower involvement scores.

- **Improve Relationship Satisfaction:**

Conduct team-building activities and workshops to foster better workplace relationships.

- **Manage Overtime:**

Review overtime policies, especially in roles with high overtime. Encourage better time management practices. Consider policies to manage overtime, as it affects job satisfaction and balance.

## **Conclusion**

The Employee Turnover Dashboard highlights several critical insights into the factors influencing employee attrition within the organization. Key observations include high turnover rates among specific job roles and departments.

Employees with balanced (Neither very balanced nor fully balanced) Job satisfaction, work-life balance, and relationship satisfaction also play significant roles in attrition.

To address these issues, the organization should consider targeted interventions such as improving job satisfaction, enhancing work-life balance. By conducting surveys to gather employee feedback on work-life balance and engagement initiatives.

This dashboard provides a comprehensive view of employee engagement and work-life balance. By addressing the identified areas for improvement, the organization can enhance employee satisfaction and reduce attrition rates.