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EMPLOYEE TURNOVER DASHBOARD

REPORT

Problem Statement

Acme Corporation, a leading tech company, is facing a significant challenge with employee turnover. The HR department is concerned about the increasing rate of attrition, as it negatively impacts team dynamics, project continuity, and overall company morale. To address this issue, Acme Corporation wants to leverage data analytics to understand the factors influencing employee turnover.

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 total number of employees left the company till now is 237, resulting in an Overall Employee Turnover Rate of 16.12% with average level of satisfaction with relationships at the workplace is 2.71 (on a scale of 1 to 5) and average Performance Rating is 3.15 (on a scale of 1 to 5).

Sum of Attrition Count	Employee Turnover Rate	Average Relationship Satisfaction	Average Performance Rating
237	16.12	2.71	3.15

Filters

The dashboard includes filters for:

- Education Level: Below College, College, Bachelor, Doctor, Master

Education Level

Select all	Bachelor	Below...
College	Doctor	Master
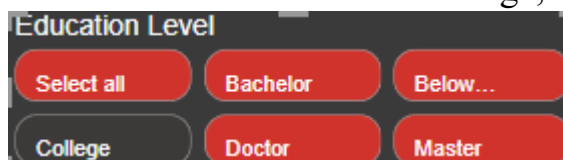
- Business Travel: Non-Travel, Travel Frequently, Travel Rarely

BusinessTravel

Select all	Non-Travel	Travel_Freq...
Travel_Rarely		
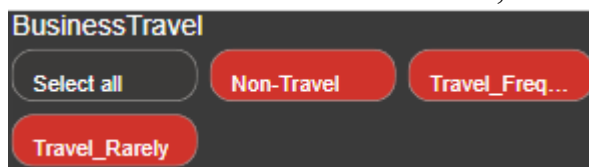
- Department: Human Resources, Research & Development , Sales


Visualisations & Results

- Employees with a Bachelor's degree exhibit the highest attrition, totalling 99 individuals. This is followed by employees with a Master's degree, who have an attrition count of 58. Those with a College degree have an attrition count of 44, while employees with education below College level have an attrition count of 31. Employees with a Doctoral degree show the lowest attrition, with only 5 individuals leaving the organization.

- The Research and Development department has the highest attrition with 133 employees, followed by the Sales department with 92 employees. The Human Resources department has the least turnover.

- Employees who Travel Rarely have a higher attrition rate (156) compared to those who Travel Frequently (69) and those who do not travel at all (12).

- 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.

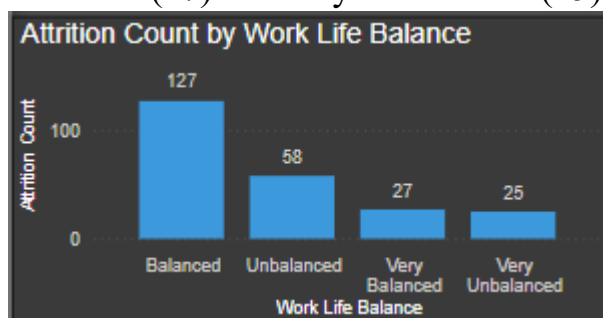| JobRole	Attrition Count
Healthcare Representative	9
Human Resources	12
Laboratory Technician	62
Manager	5
Manufacturing Director	10
Research Director	2
Research Scientist	47
Sales Executive	57
Sales Representative	33
Total	237

- The age group 24-35 years experiences the highest attrition, with notable peaks at ages 28, 29 and 32.
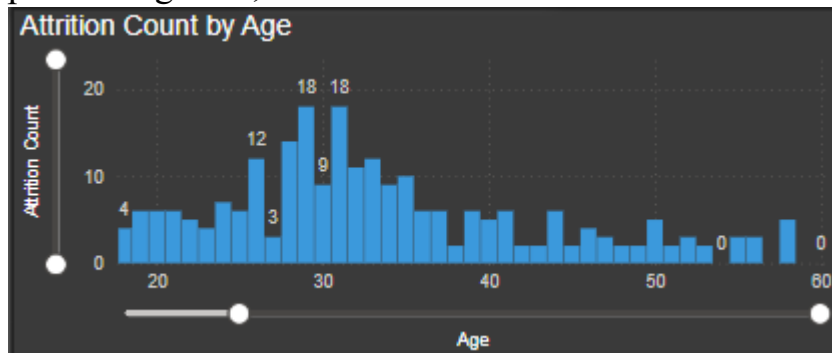

- Employees with less than 1 year at the company have the highest attrition (59), followed by those with 2-3 years (27) and 9-10 years (18).
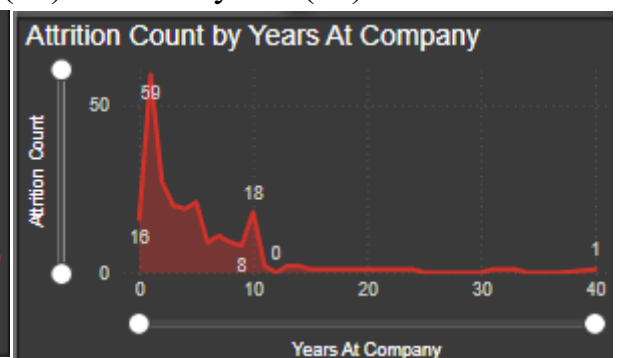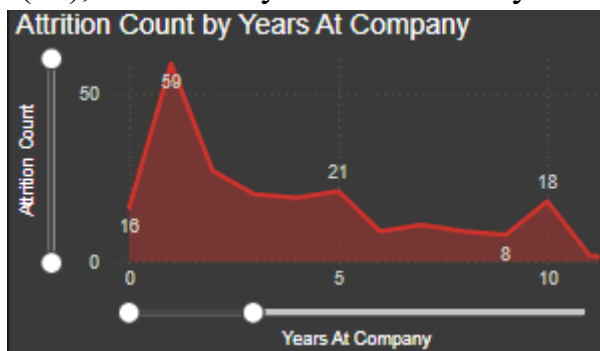

- Employees with a balanced work-life balance experience the highest attrition (127), followed by those with an unbalanced (58) and very balanced (27) and very unbalanced (25) work-life balance.
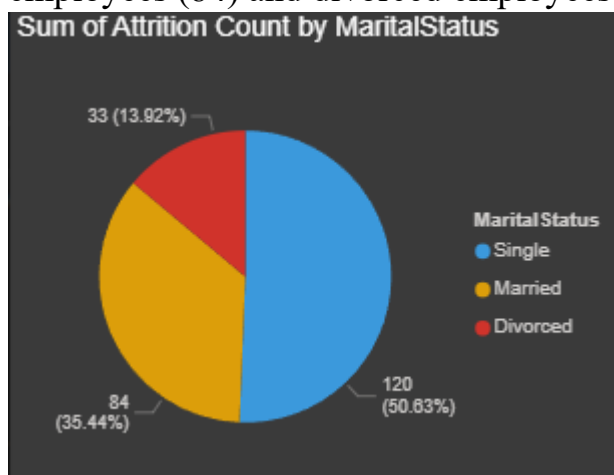
- The highest attrition rates are seen among employees who are satisfied (73) and very dissatisfied (66) with their jobs.
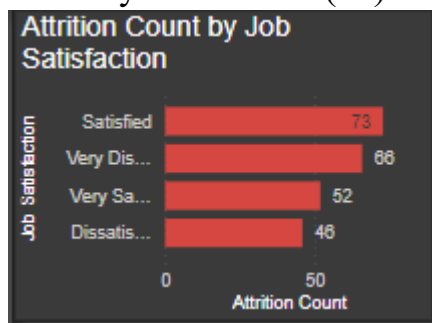
- Male employees have a higher attrition count (150) compared to female employees (87).
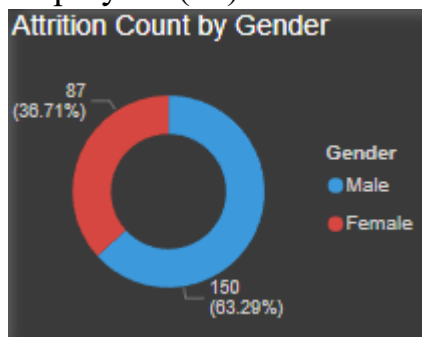
- Single employees have the highest attrition (120), followed by married employees (84) and divorced employees (33).

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, departments, and demographic groups. Employees with frequent business travel, those with shorter tenures, and those in the age group 20-30 years are particularly prone to leaving the organization. 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, and providing support for employees who frequently travel. Additionally, retention strategies could be tailored to specific demographic groups, such as younger employees and those with less tenure, to reduce turnover rates and improve overall employee retention. By leveraging these insights, the organization can implement more effective strategies to retain talent and reduce turnover.