**HR Data Analysis Report**

**Overall Statistics**

Total Employee Count: 1,470

Attrition Count: 237

Attrition Rate: 16.12%

Active Employees: 1,233

Average Job Satisfaction Rate: 2.73

Average Performance Rating: 3.15

**Gender-Based Analysis**

**Male Employees:**

  Total Male Employees: 882

  Male Attrition Count: 150

**Female Employees:**

  Total Female Employees: 588

  Female Attrition Count: 87

**Department-Wise Attrition**

**Human Resources:**

  Total Attrition: 12

**Research and Development:**

  Total Attrition: 133

**Sales:**

  Total Attrition: 92

**Marital Status Analysis**

**Married Employees:**

  Total Married Employees: 673

  Married Employee Attrition: 84

**Single Employees:**

  Total Single Employees: 470

  Single Employee Attrition: 120

**Divorced Employees:**

  Total Divorced Employees: 327

  Divorced Employee Attrition: 33

**Education Field Analysis**

**Life Sciences:**

  Attrition Count: 89

**Medical:**

  Attrition Count: 63

**Marketing:**

  Attrition Count: 35

**Technical:**

  Attrition Count: 32

**Human Resources:**

  Attrition Count: 7

**Other** Fields:

  Attrition Count: 11

**Overtime Analysis by Department**

**Sales:**

  Employees Working Overtime: 128

  Overtime Employee Attrition: 48

**Research and Development:**

  Employees Working Overtime: 271

  Overtime Employee Attrition: 74

**Human Resources:**

  Employees Working Overtime: 17

  Overtime Employee Attrition: 5

**Sales (Not Overtime):**

  Employees Not Working Overtime: 318

  Not Overtime Employee Attrition: 44

**Research and Development (Not Overtime):**

  Employees Not Working Overtime: 690

  Not Overtime Employee Attrition: 59

**Human Resources (Not Overtime):**

  Employees Not Working Overtime: 46

  Not Overtime Employee Attrition: 7

**Additional Metrics**

Average Relationship Satisfaction: 2.71

Average Work-Life Balance Rating: 2.76

**Key Insights**

**High Attrition Rate:** The overall attrition rate **is 16.12%,** which indicates that a significant portion of the workforce is leaving the company.

**Gender Disparity in Attrition:** **Male employees show a higher attrition count** compared to female employees.

**Departmental Differences:** **The Research and Development department has the highest attrition**, followed by Sales and Human Resources.

**Marital Status Impact: Single employees have a higher attrition rate** compared to married and divorced employees.

**Education Field Trends**: Employees with backgrounds in **Life Sciences and Medical fields** show higher attrition rates.

**Overtime Concerns**: Overtime work is prevalent in the Sales and Research and Development departments, with a notable number of these employees also leaving the company.

**Moderate Satisfaction Levels:** The average job satisfaction, relationship satisfaction, and work-life balance ratings are moderate, indicating potential areas for improvement.

**Recommendations**

Targeted Retention Programs: Implement specific retention strategies for departments with high attrition rates, particularly Research and Development.

Focus on Single Employees: Develop support systems and engagement activities for single employees who are experiencing higher attrition rates.

Improve Job Satisfaction: Initiate programs aimed at improving job satisfaction and work-life balance to reduce overall attrition.

Manage Overtime: Address the high overtime rates, especially in Sales and Research and Development, to prevent burnout and reduce attrition.