



# HR-EMPLOYEE ATTRITION DATA

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# OVERVIEW

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**THE EMPLOYEE ATTRITION ANALYSIS POWER BI DASHBOARD PROVIDES A SUCCINCT OVERVIEW OF KEY WORKFORCE DYNAMICS. CURRENTLY, THE ORGANIZATION FACES A 16% ATTRITION RATE, WITH VARIATIONS BETWEEN MALE AND FEMALE EMPLOYEES. AMONG THE DIFFERENT DEPARTMENTS, RESEARCH & DEVELOPMENT, SALES, AND HR HAVE SEEN ATTRITION, WITH R&D EXPERIENCING THE HIGHEST DEPARTURE RATE. NOTABLY, THE 30-40 AGE GROUP COMPRISES THE MAJORITY OF DEPARTING EMPLOYEES. THE AVERAGE MONTHLY INCOME IS COMPETITIVE AT \$6502, ACCOMPANIED BY A REASONABLE SALARY HIKE PERCENTAGE. EMPLOYEE SATISFACTION AND WORK-LIFE BALANCE RATINGS ARE MIDDLING AT 3 OUT OF 5. ADDITIONALLY, DEPARTED EMPLOYEES REPORTED A MODERATE AVERAGE DISTANCE FROM HOME. THIS DASHBOARD EQUIPS HR PROFESSIONALS WITH VITAL INSIGHTS TO DEVISE STRATEGIES FOR REDUCING ATTRITION AND IMPROVING OVERALL ORGANIZATIONAL PERFORMANCE.**

# KEY PERFORMANCE INDICATORS

**237**

Total Attrition(yes)

**1470**

Total Employees

**1233**

Total Attrition(NO)

**92**

Total Sales Dept...

**12**

Total HR Departm...

**6.50K**

Average Monthly Income

**354**

Total Sales Dept(NO)

**51**

Total HR Dept(NO)

**150**

Male Attrition

**133**

Total R&D Depart...

**15.21**

Average Percentage Salary Hike

**732**

Male Attrition(NO)

**828**

Total R&D Dept(NO)

**87**

Female Attrition

**16%**

Attrition %

**501**

Female Attrition(NO)

# TOTAL ATTRITION

1470

Total Employees

237

Total Attrition(yes)

1233

Total Attrition(NO)

Gender

Female

Male

Age Group

18-25

26-35

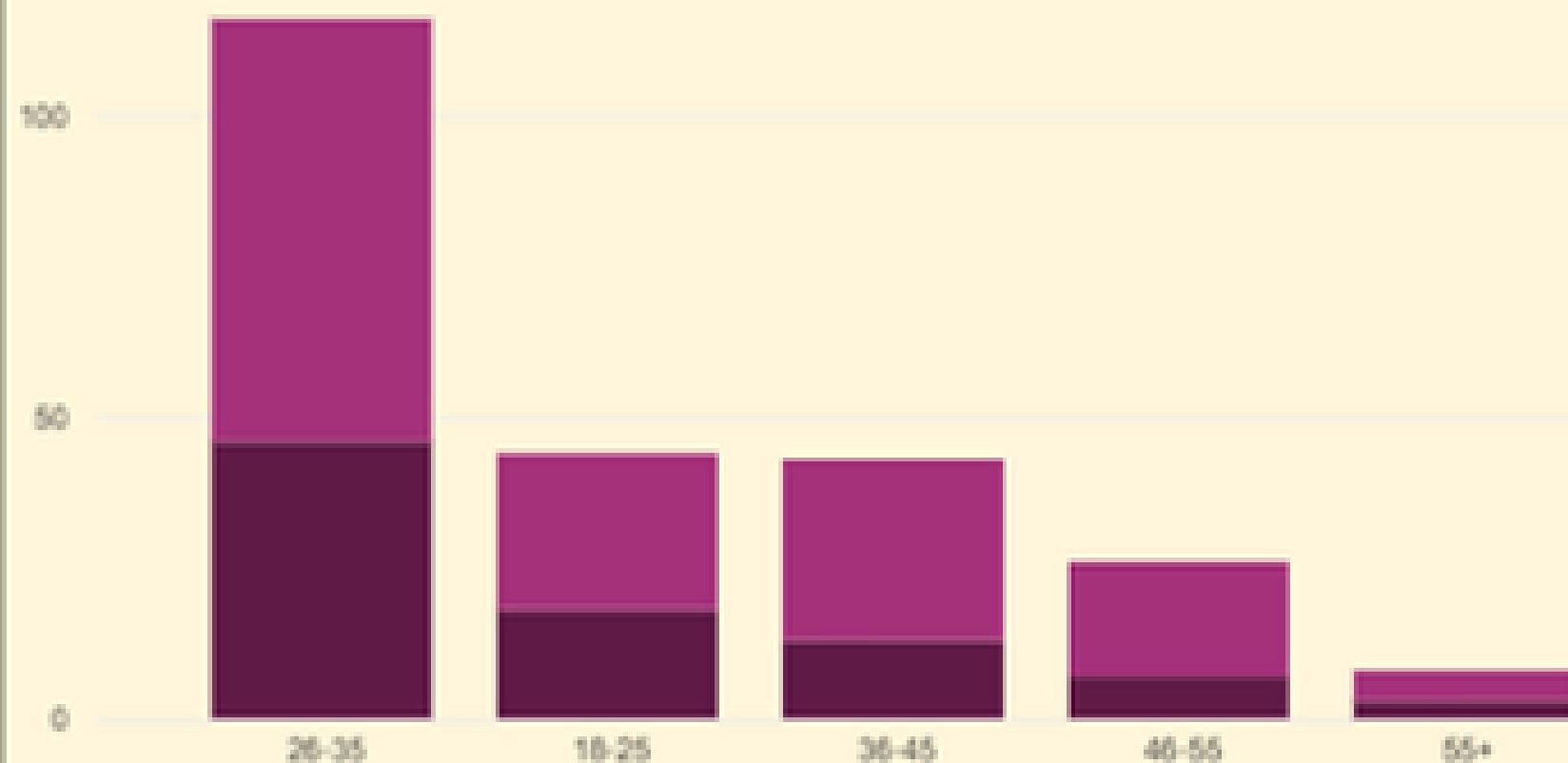
36-45

46-55

55+

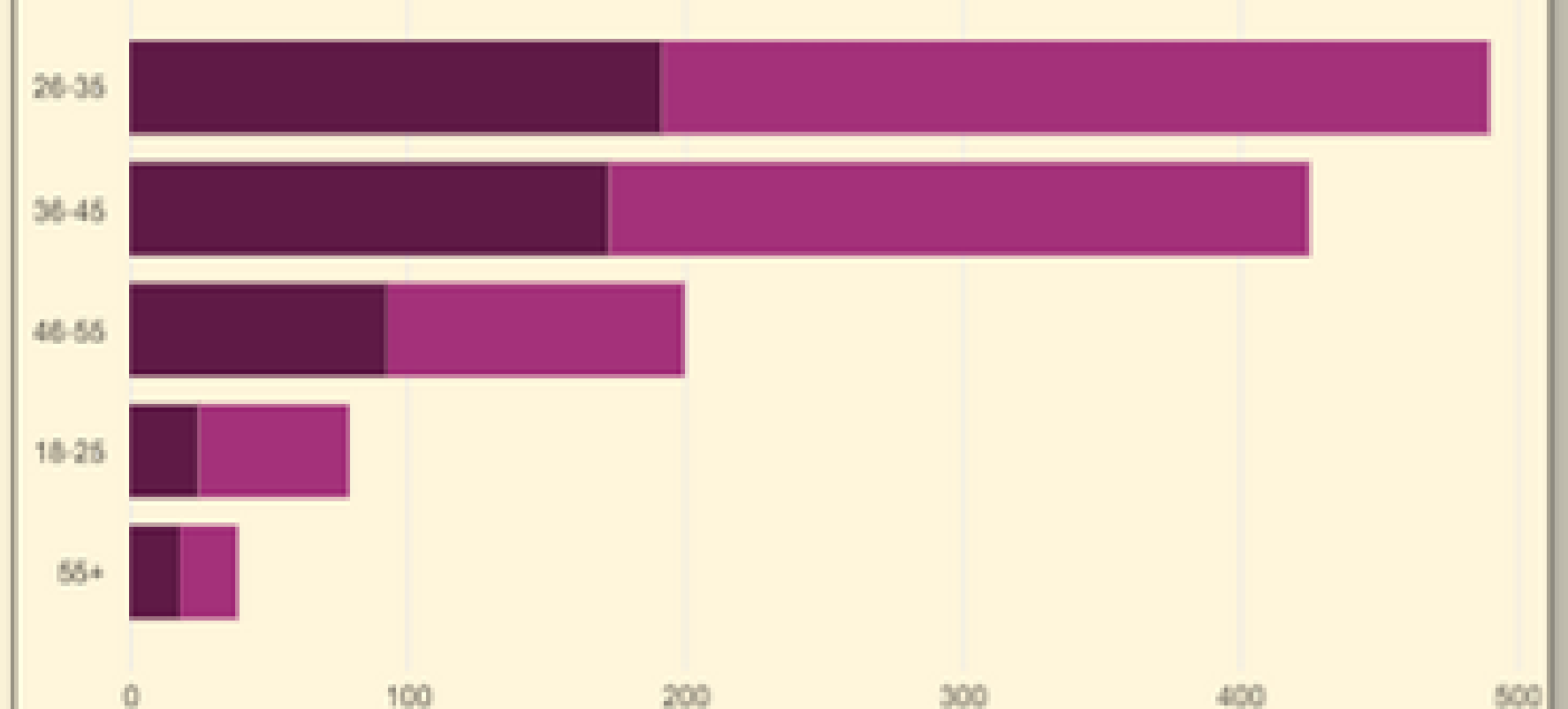
Total Attrition(yes) by Age Group and Gender

Gender ● Female ● Male



Total Attrition(NO) by Age Group and Gender

Gender ● Female ● Male



# R&D DEPARTMENT

1470  
Total Employees

133  
Total R&D Departmen...

828  
Total R&D Dept(NO)

Gender

Female

Male

Job Satisfaction Level

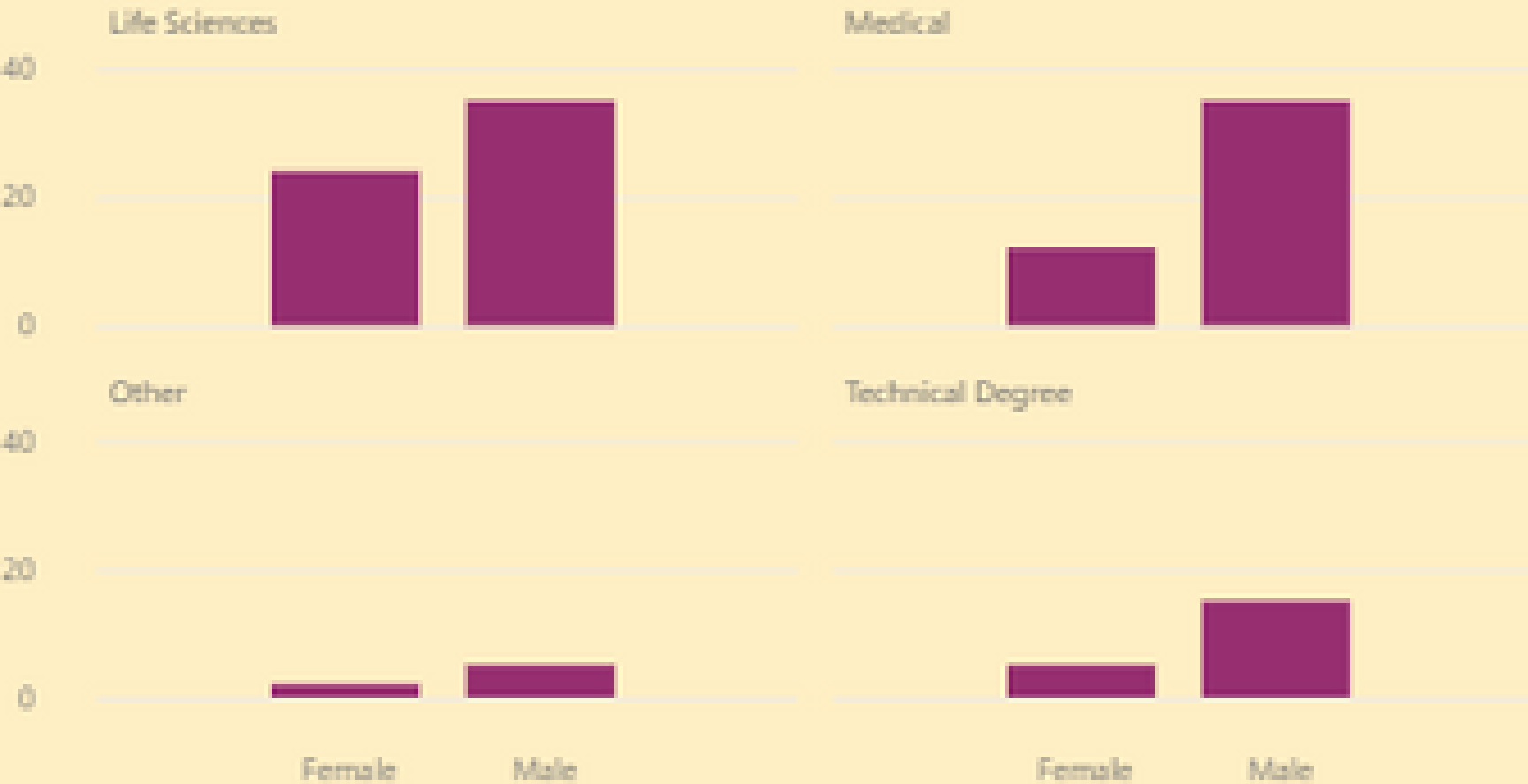
Dissatisfied

HighlyDissatis...

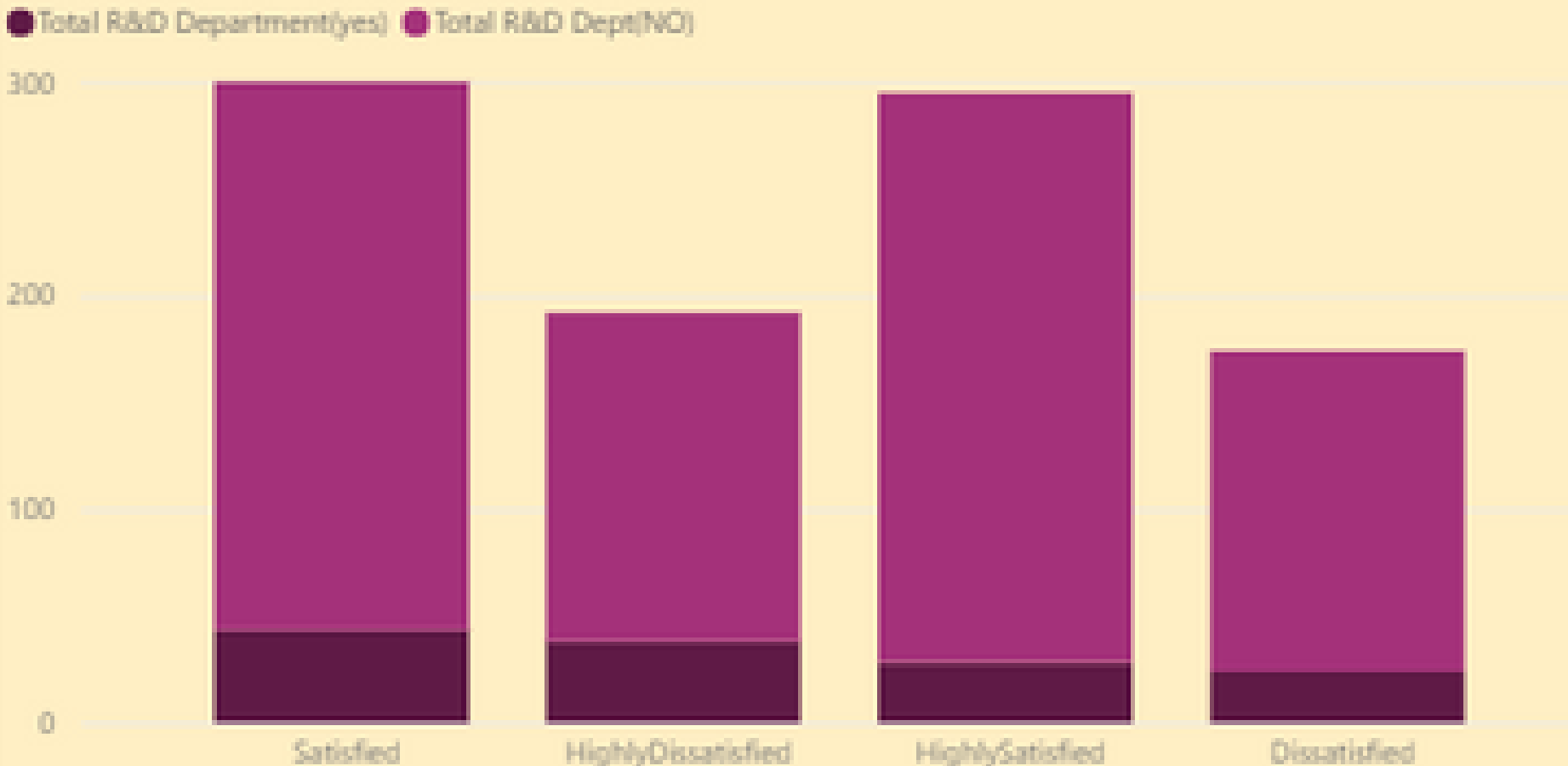
Highly Satisfied

Satisfied

Total R&D Department(yes) by Gender and EducationField



Total R&D Department(yes) and Total R&D Dept(NO) by Job Satisfaction Level



# SALES DEPARTMENT

1470

Total Employees

92

Total Sales Dept(yes)

354

Total Sales Dept(NO)

EducationField

Human Resources

Marketing

Other

Life Sciences

Medical

Technical Degree

Job Satisfaction Level

Dissatisfied

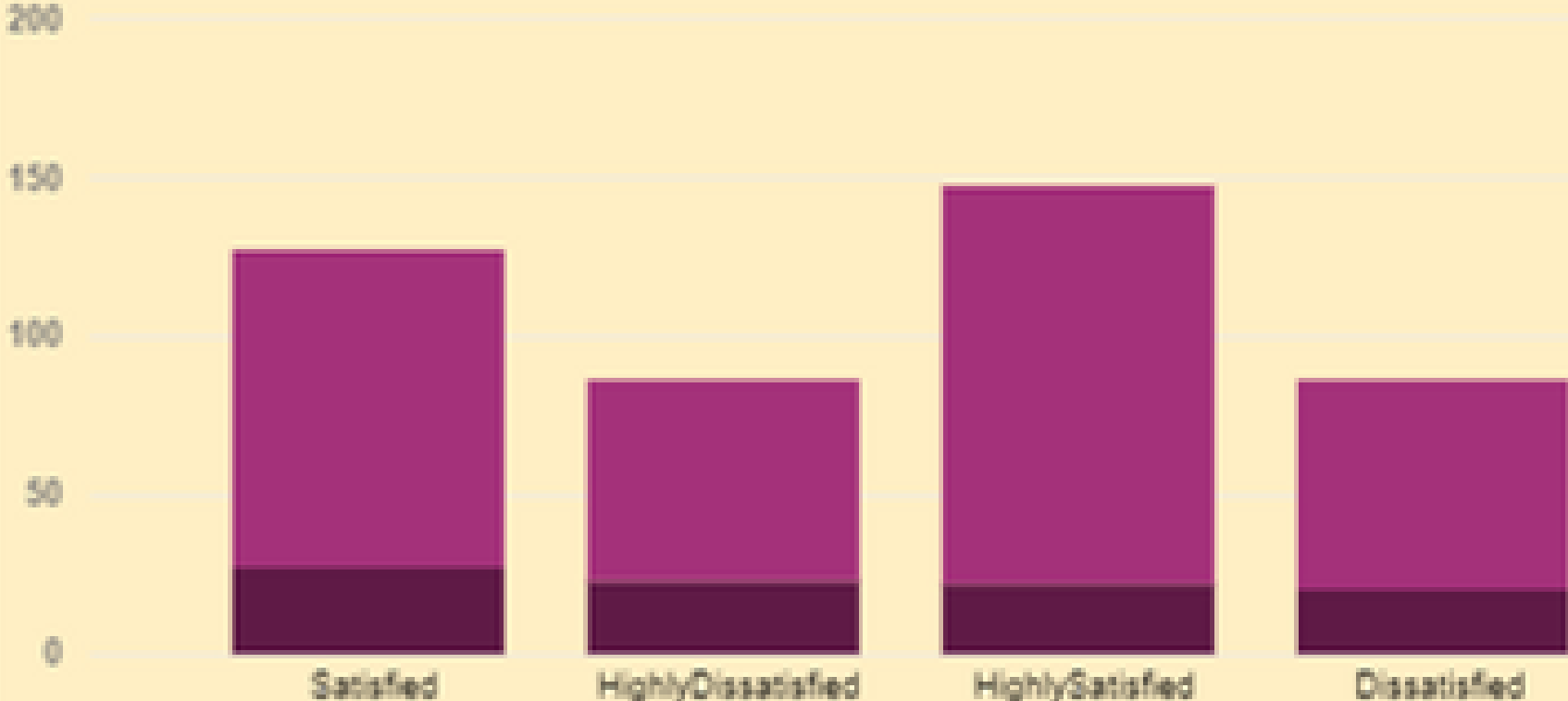
Highly Satisfied

HighlyDissatisfied

Satisfied

Total Sales Dept Attrition (yes) and Total Sales Dept Attrition (no) by Job Satisfaction Level

● Total Sales Dept Attrition (yes) ● Total Sales Dept Attrition (no)



Total Sales Dept Attrition (yes) and Total Sales Dept Attrition(no) by EducationField

● Total Sales Dept Attrition (yes) ● Total Sales Dept Attrition(no)



# HR DEPARTMENT

1470

Total Employees

12

Total HR Departme...

51

Total HR Dept(NO)

YearsInCurrentRole

0 18



Job Satisfaction Level

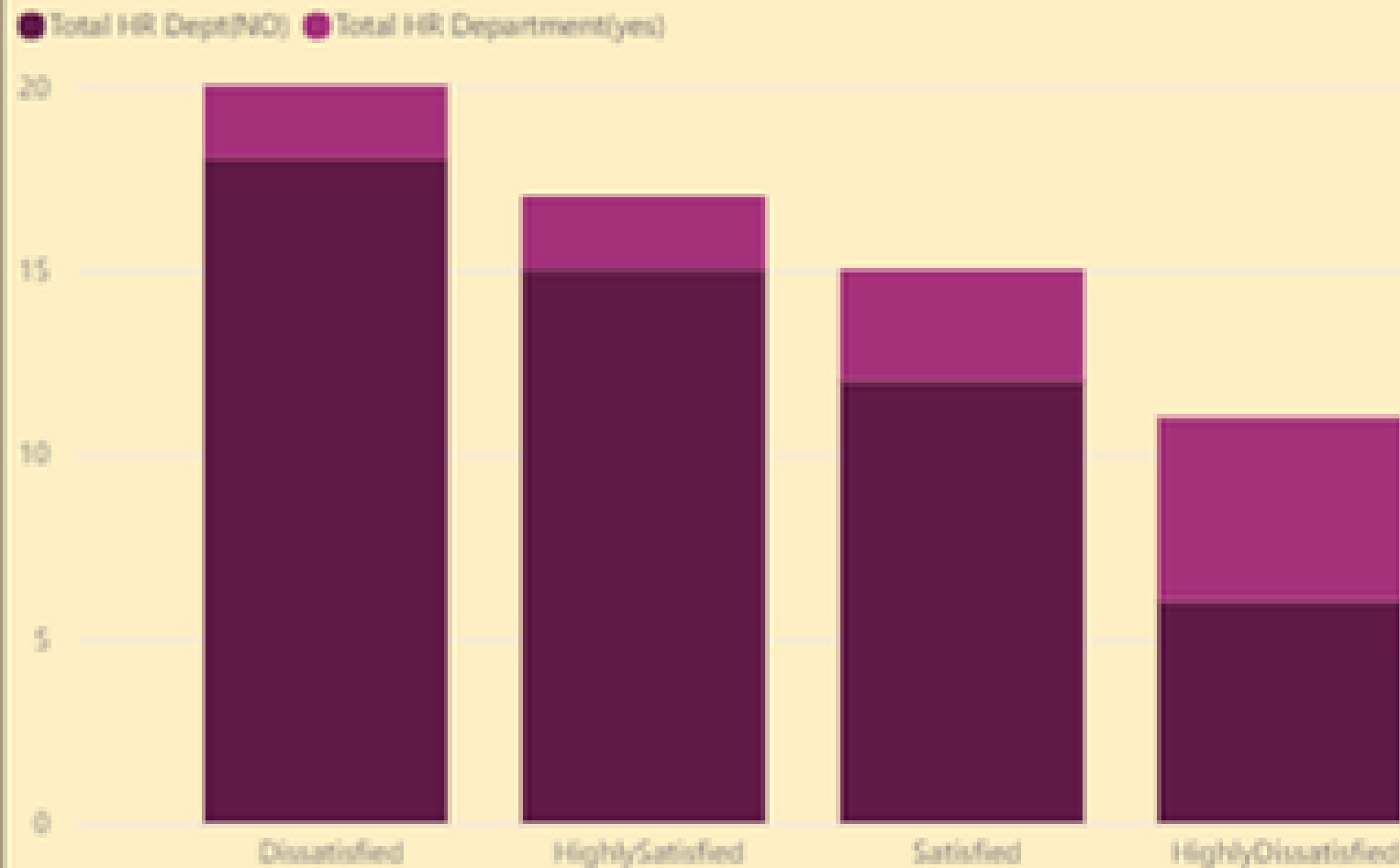
Dissatisfied

Highly Satisfied

Highly Dissatisfied

Satisfied

Total HR Dept(NO) and Total HR Department(yes) by Job Satisfaction Level



Total HR Department(yes) and Total HR Dept(NO) by YearsInCurrentRole



# INSIGHTS

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- **Total employees: 1470**
- **Attrition rate: 16%**
- **Male attrition: 150 employees.**
- **Female attrition: 87 employees.**
- **Department-wise attrition:**
  - Research & Development: 961 employees, 133 left.**
  - Sales: 446 employees, 92 left.**
  - HR: 63 employees, 12 left.**
- **Most leaving employees in the 30-40 age group.**
- **Average employee stats:**
  - Monthly income: \$6502**
  - Percent Salary Hike: 15%**
  - Job Satisfaction: 3/5**
  - Work Life Balance: 3/5**
- **Additional stats for departed employees:**
  - Average Distance from home: 10.6**



**THANK YOU!!**