

HR ANALYTICS DASHBOARD - OVERVIEW

Gender

All

Department

All

Employee_Attrition

All

Total Employees

1470

Average Age

37

Average Monthly Income

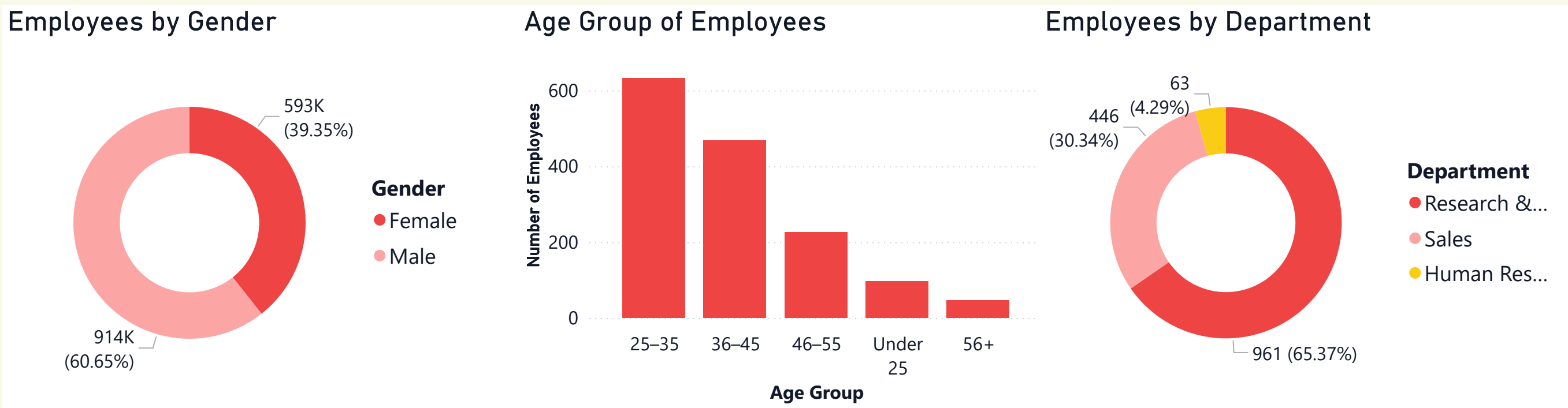
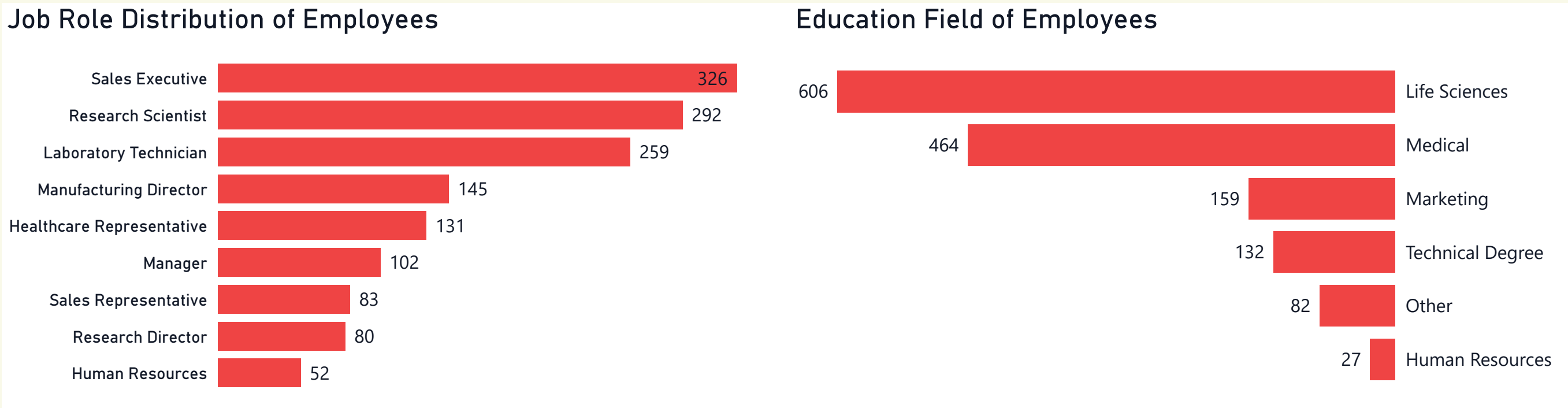
\$6.503

Retention Rate

83.88%

Avg. Satisfaction Rating

2.73



ATTRITION

Education Field

All

Department

All

Gender

All

Years Since Last Promotion

All

Attrition Count

237

Average Tenure

7.0

Attrition Rate

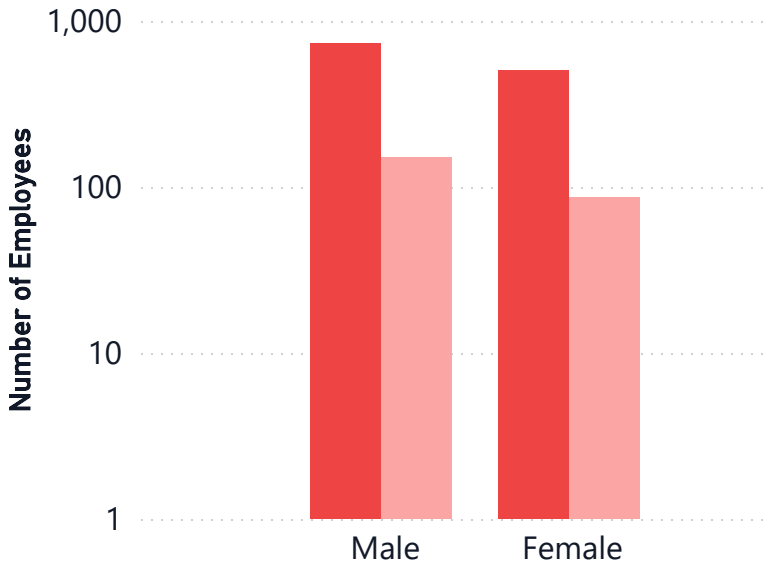
16.12%

Average Salary Hike

15.21%

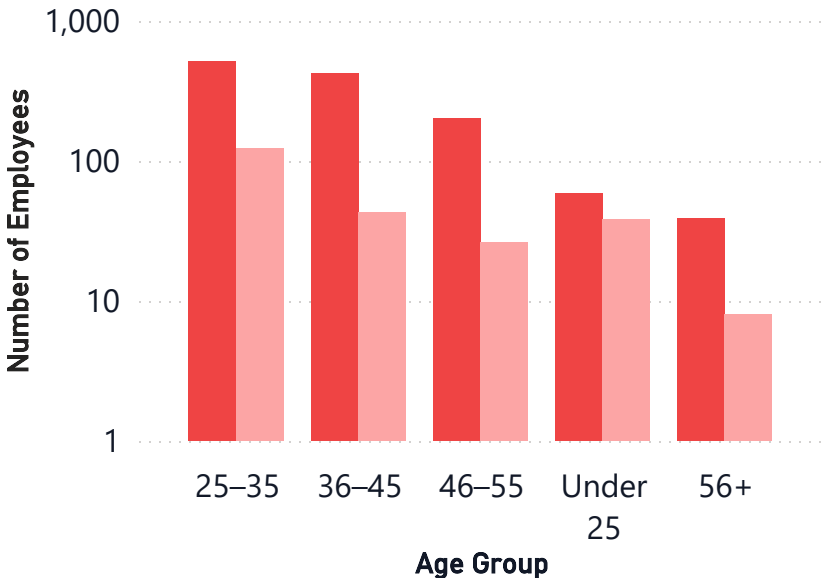
Attrition by Gender

Attrition ● No ● Yes

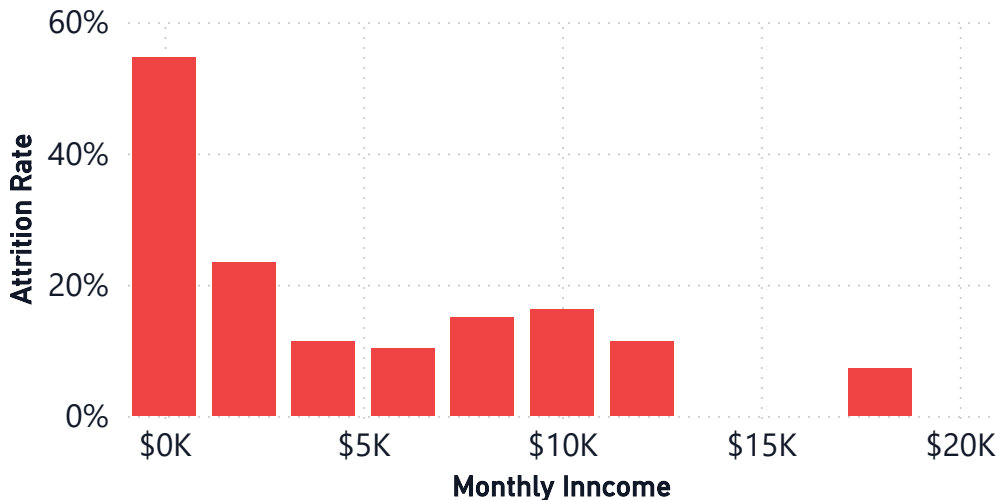


Attrition by Age Group

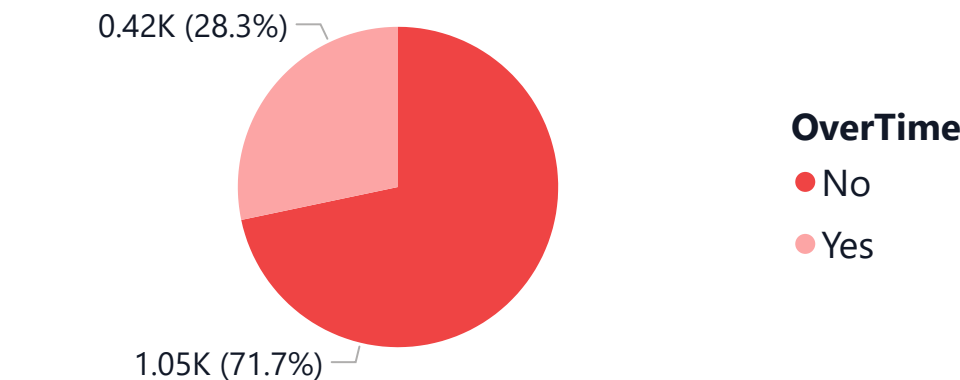
Attrition ● No ● Yes



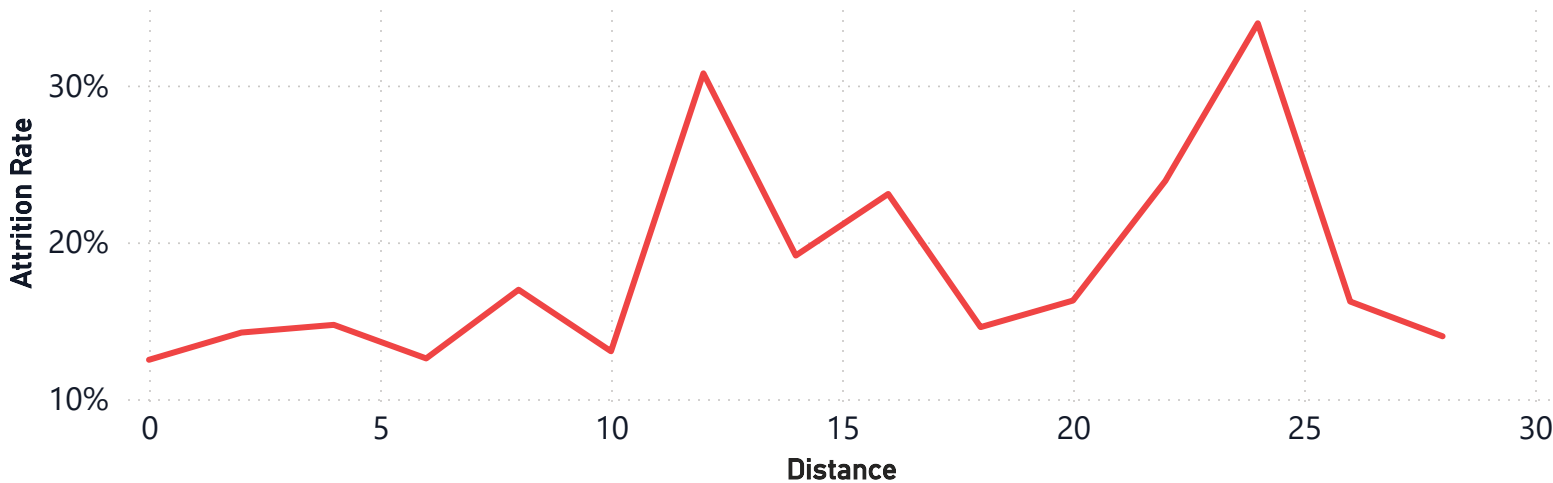
Attrition Rate by Salary



Attrition by Overtime



Attrition Rate by Distance from Home



Attrition by Job Satisfaction



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EMPLOYEE DETAILS

Gender

All

Education Field

All

Department

All

Employee_Attrition

All

Employee_Number	Age	Gender	Department	Job_Role	Employee_Attrition	Monthly_Income	Years_At_Company	Distance_From_Home
1	41	Female	Sales	Sales Executive	Yes	\$5,993	6	
2	49	Male	Research & Development	Research Scientist	No	\$5,130	10	
4	37	Male	Research & Development	Laboratory Technician	Yes	\$2,090	0	
5	33	Female	Research & Development	Research Scientist	No	\$2,909	8	
7	27	Male	Research & Development	Laboratory Technician	No	\$3,468	2	
8	32	Male	Research & Development	Laboratory Technician	No	\$3,068	7	
10	59	Female	Research & Development	Laboratory Technician	No	\$2,670	1	
11	30	Male	Research & Development	Laboratory Technician	No	\$2,693	1	
12	38	Male	Research & Development	Manufacturing Director	No	\$9,526	9	
13	36	Male	Research & Development	Healthcare Representative	No	\$5,237	7	
14	35	Male	Research & Development	Laboratory Technician	No	\$2,426	5	
15	29	Female	Research & Development	Laboratory Technician	No	\$4,193	9	
16	31	Male	Research & Development	Research Scientist	No	\$2,911	5	
18	34	Male	Research & Development	Laboratory Technician	No	\$2,661	2	
19	28	Male	Research & Development	Laboratory Technician	Yes	\$2,028	4	
20	29	Female	Research & Development	Manufacturing Director	No	\$9,980	10	
21	32	Male	Research & Development	Research Scientist	No	\$3,298	6	
22	22	Male	Research & Development	Laboratory Technician	No	\$2,935	1	
23	53	Female	Sales	Manager	No	\$15,427	25	
24	38	Male	Research & Development	Research Scientist	No	\$3,944	3	
26	24	Female	Research & Development	Manufacturing Director	No	\$4,011	4	
27	36	Male	Sales	Sales Representative	Yes	\$3,407	5	
28	34	Female	Research & Development	Research Director	No	\$11,994	12	
30	21	Male	Research & Development	Research Scientist	No	\$1,232	0	
31	34	Male	Research & Development	Research Scientist	Yes	\$2,960	4	
32	53	Female	Research & Development	Manager	No	\$19,094	14	

REPORT

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EMPLOYEE DETAILS

REPORT

Overview

This report presents an analysis of employee attrition trends to deliver actionable insights for HR decision-making. The dataset included a wide range of HR related attributes such as age, gender, department, job satisfaction, salary, business travel, and more. The goal was to uncover patterns and build a visual tool that HR stakeholders could use to reduce attrition and improve employee retention.

Key Metrics

Total Employees: 1,470
Attrition Rate: 16.1%
Retention Rate: 83.9%
Average Tenure: 7.0 years
Average Monthly Income: 6,543
Overtime Workers: 28%
Average Salary Hike: 15.21%
Departments with Highest Attrition: Sales and Research & Development
Job Roles with Highest Attrition: Sales Executive, Laboratory Technician
Job Satisfaction: Attrition is higher among employees with satisfaction ratings below 3

Key Insights

Overall Attrition Rate:
A measurable percentage of employees left the organization, with higher attrition observed in specific departments and roles.

Attrition by Gender:
Female employees showed slightly higher attrition than males in certain job roles.

Job Role & Attrition:
Sales Executives and Laboratory Technicians had noticeably higher attrition compared to Research Scientists or Managers.

Overtime Impact:
Employees who worked overtime were more likely to leave, highlighting workload management as a potential issue.

Work-Life Balance & Job Satisfaction:
Poor work-life balance (levels 1–2) and lower job satisfaction strongly correlated with higher attrition.

Distance from Home:
Employees who live farther from work showed marginally higher attrition, suggesting possible commute fatigue.

Salary Trends:
Attrition was more common among lower-income brackets, with better-paid employees being more stable.

Challenges:

- The dataset lacked direct numeric labels for attrition.
- Raw salary and distance data were continuous and difficult to visualize.
- Need for interactivity and clean storytelling in visuals.

Solutions:

- Created a calculated column (Attrition Numeric) to enable percentage and average-based analyses.
- Grouped salary into bands and binned distance data for cleaner, more interpretable visuals.
- Added slicers for age group, department, and gender, and used KPIs and cards for high-level summary.

Conclusion:
The dashboard provides a clear, interactive, and visually engaging platform for HR to monitor attrition and identify problem areas. It empowers HR teams to make data-driven decisions that can improve employee retention and job satisfaction.