

HR Analysis Presentation

Insights and Recommendations

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Introduction

- ◇ Overview of HR Analysis.
- ◇ Importance of HR analysis in decision-making
- ◇ Key areas of focus

Key Metrics Overview

- ◆ **Total Employees:** 1470
- ◆ **Attrition Rate:** 16%
- ◆ **Average Age:** 37 years
- ◆ **Average Salary:** \$7K
- ◆ **Average Years at Company:** 7 years

Attrition by Education

- ◇ Medical: 38%
- ◇ Life Sciences: 27%
- ◇ Marketing: 15%
- ◇ Technical Degree: 14%
- ◇ Other: 5%

Attrition by Age

- ◇ 18-25: 44 employees
- ◇ 26-35: 116 employees
- ◇ 36-45: 43 employees
- ◇ 46-55: 26 employees
- ◇ 55+: 8 employees

Attrition by Job Role

- ◇ Laboratory Technician: 62 employees
- ◇ Sales Executive: 57 employees
- ◇ Research Scientist: 47 employees
- ◇ Sales Representative: 33 employees
- ◇ Others: (various numbers)

Attrition by Salary Slab

- ◇ Up to \$5K: 163 employees
- ◇ \$5K-\$10K: 49 employees
- ◇ \$10K-\$15K: 20 employees
- ◇ \$15K+: 5 employees

Gender Distribution in Attrition

- ◇ Male: 140 employees
- ◇ Female : 79 employees

Department-wise Attrition

- ◇ Human Resources
- ◇ Research and Development
- ◇ Sales

Key Findings

- The overall attrition rate is 16%, which is slightly above industry standards. This indicates potential issues with retention and employee satisfaction.
- Employees with backgrounds in Medical and Life Sciences show higher attrition rates compared to other educational backgrounds. This could suggest a need for tailored retention strategies for these groups.
- There is a higher attrition rate among younger employees (18-25 and 26-35 age groups). Understanding the reasons behind this trend could help in implementing targeted retention programs.
- Certain job roles such as Laboratory Technicians and Sales Executives experience higher attrition rates. Addressing specific challenges in these roles could improve retention efforts.
- Employees in lower salary slabs (up to \$5K) exhibit higher attrition rates. This highlights a potential correlation between salary satisfaction and retention.

Recommendations:

- **Enhanced Onboarding and Training:** Implement comprehensive onboarding processes and continuous training programs to improve employee engagement and satisfaction from the start.
- **Career Development Opportunities:** Introduce clear career paths and development opportunities to motivate employees and reduce turnover, especially among younger staff.
- **Competitive Compensation:** Review salary structures to ensure they remain competitive within the industry. Consider adjustments to address attrition in lower salary brackets.
- **Employee Feedback Mechanisms:** Establish regular feedback mechanisms to gauge employee satisfaction and promptly address concerns before they lead to attrition.

Q&A

- ◆ Open the floor for questions and discussions.