Human Resources Attrition Analysis

The purpose of this dashboard is to help analyze the presently existing Human Resources data to identify the factors affecting attrition within the organization.
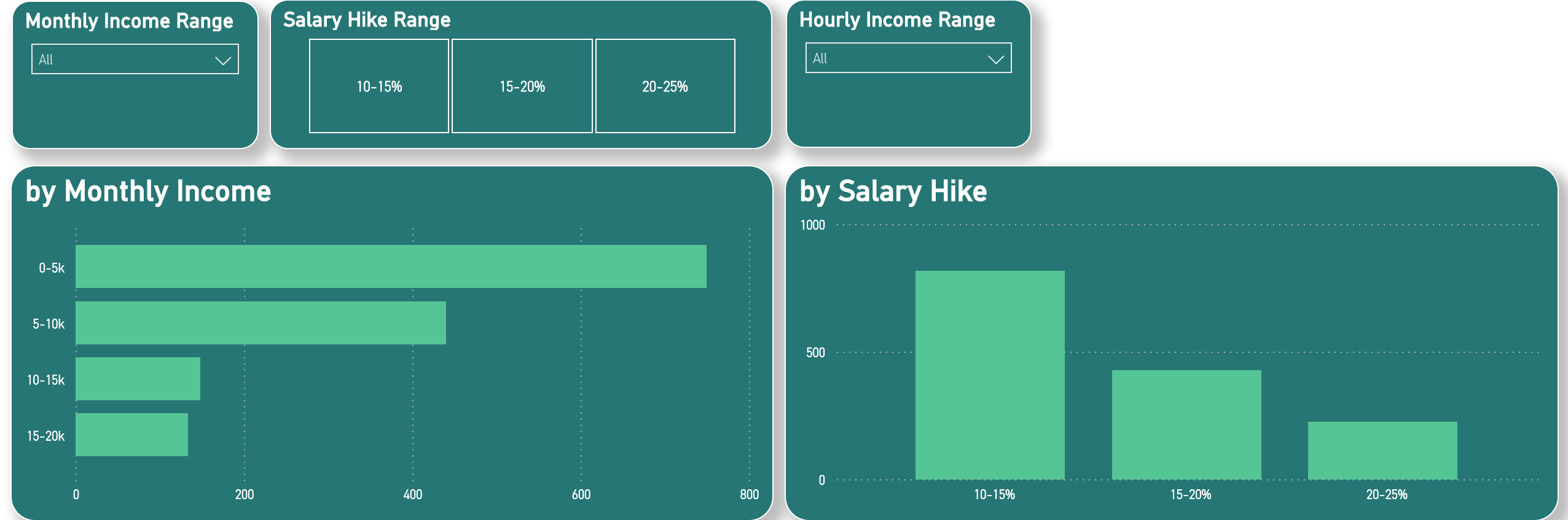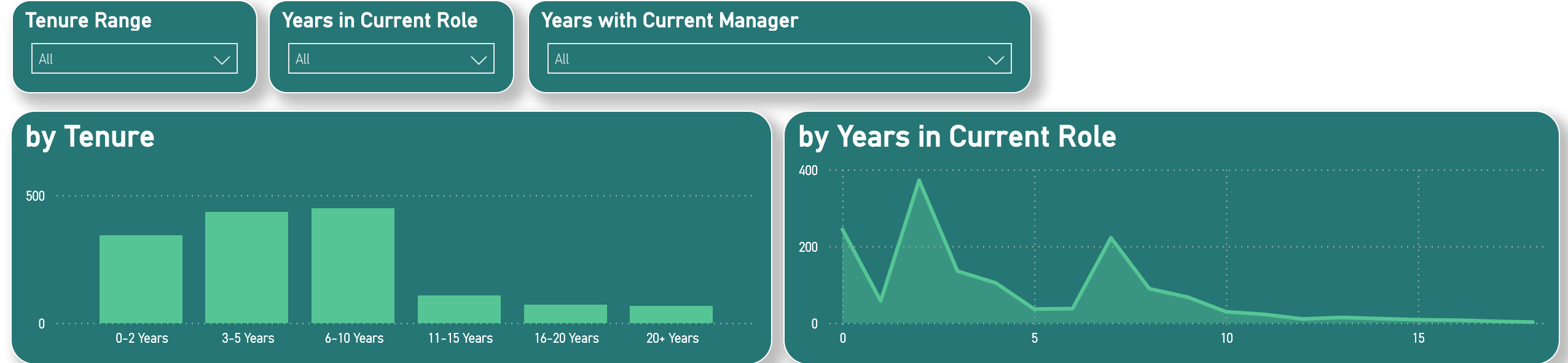
Summary

1470	237	1233
Total Employees	Total Attrition	Current Employee Count

Demographic Factors [Employee Distribution]

Age Range
All

Gender
Female | Male

Education Field
All

Department
Human Resources | Research & Development | Sales

by Age

by Gender

588 (40%)
882 (60%)

Gender
● Male
● Female

by Department

Research & Development 961 | Sales 446 | Human Resources

Financial Factors [Employee Distribution]

Monthly Income Range
All

Salary Hike Range
10-15% | 15-20% | 20-25%

Hourly Income Range
All

by Monthly Income

0-5k
5-10k
10-15k
15-20k
0 | 200 | 400 | 600 | 800

by Salary Hike

10-15% | 15-20% | 20-25%

Tenure [Employee Distribution]

Tenure Range
All

Years in Current Role
All

Years with Current Manager
All

by Tenure

0-2 Years | 3-5 Years | 6-10 Years | 11-15 Years | 16-20 Years | 20+ Years

by Years in Current Role
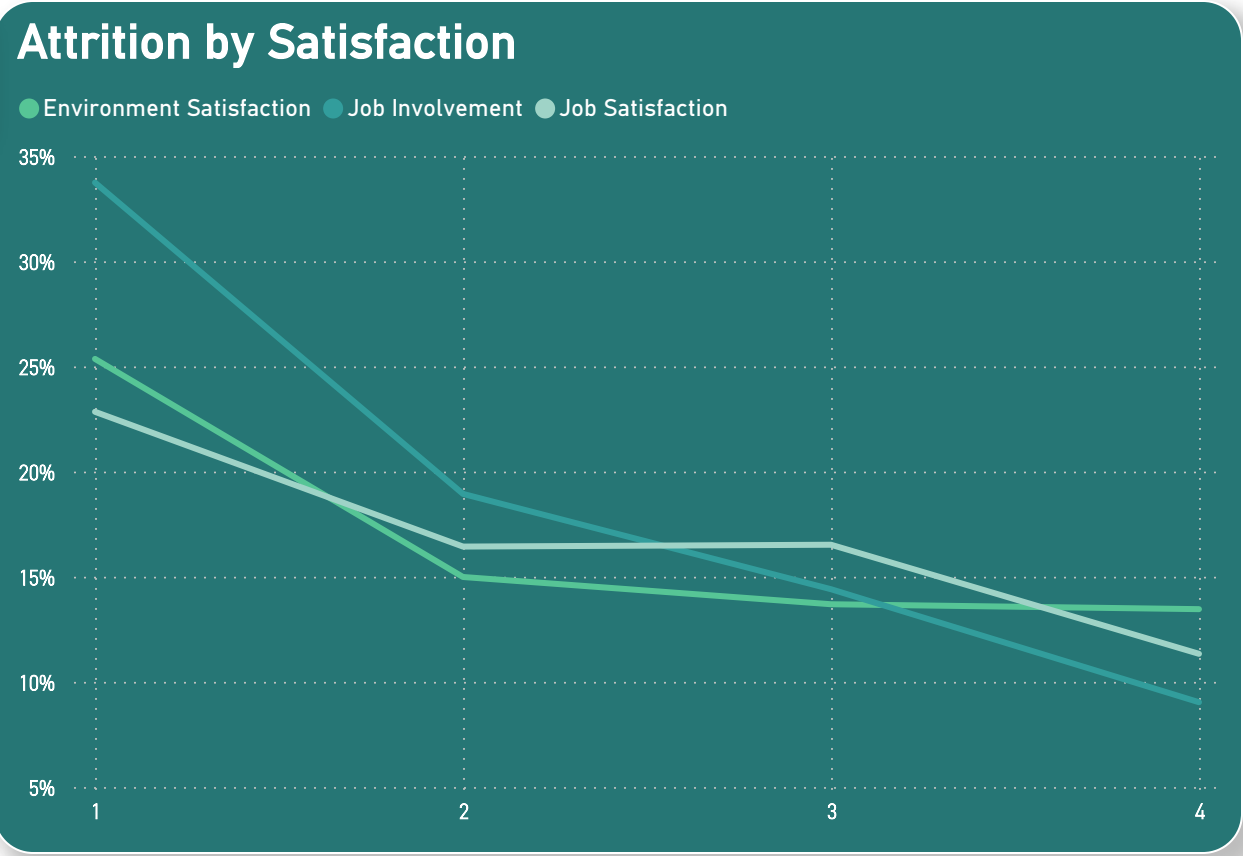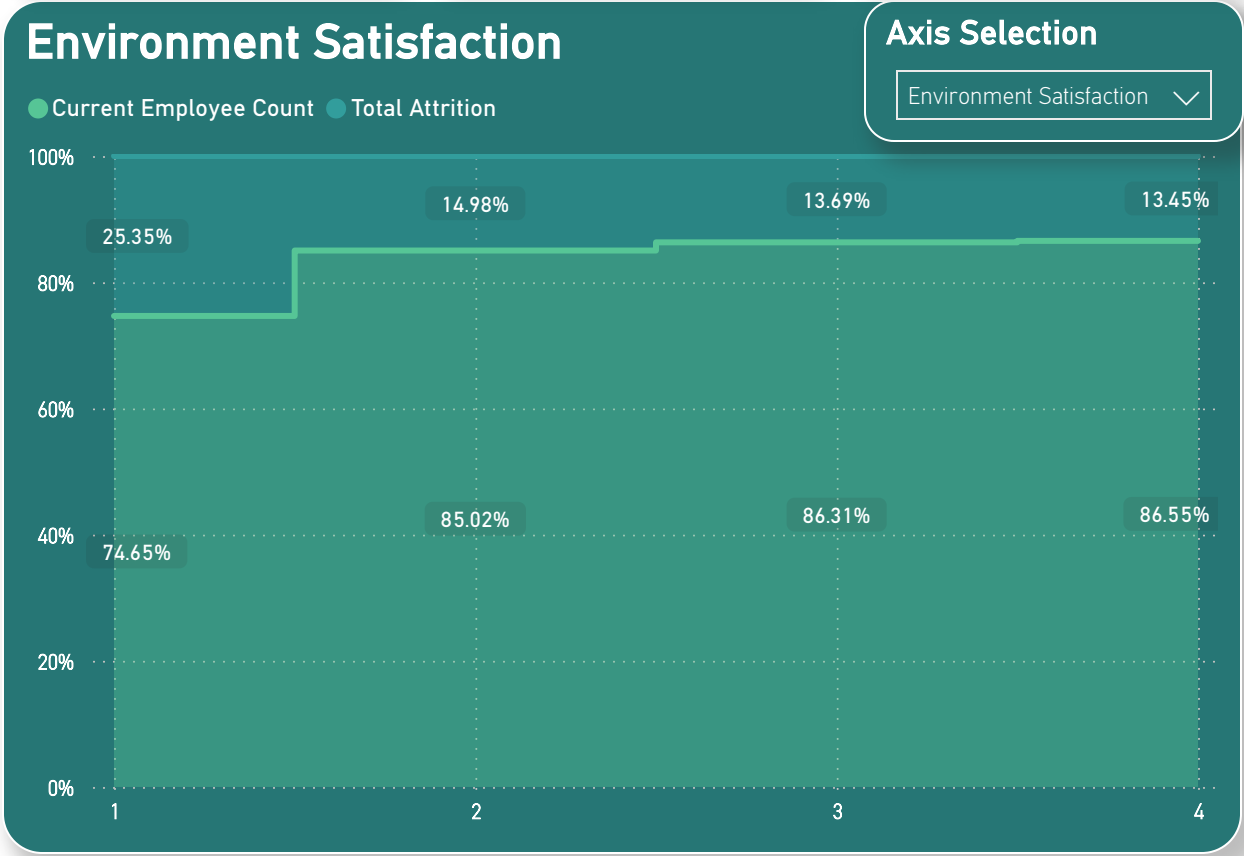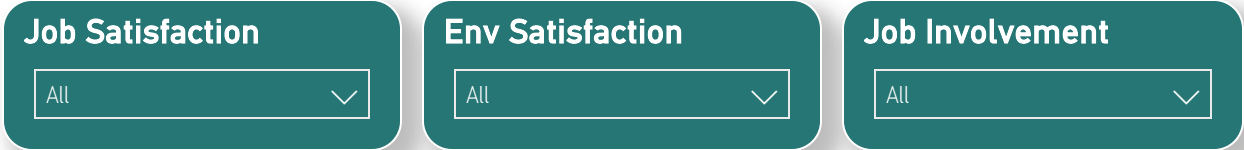

0 | 5 | 10 | 15

Human Resources Attrition Analysis

The purpose of this dashboard is to help analyze the presently existing Human Resources data to identify the factors affecting attrition within the organization.
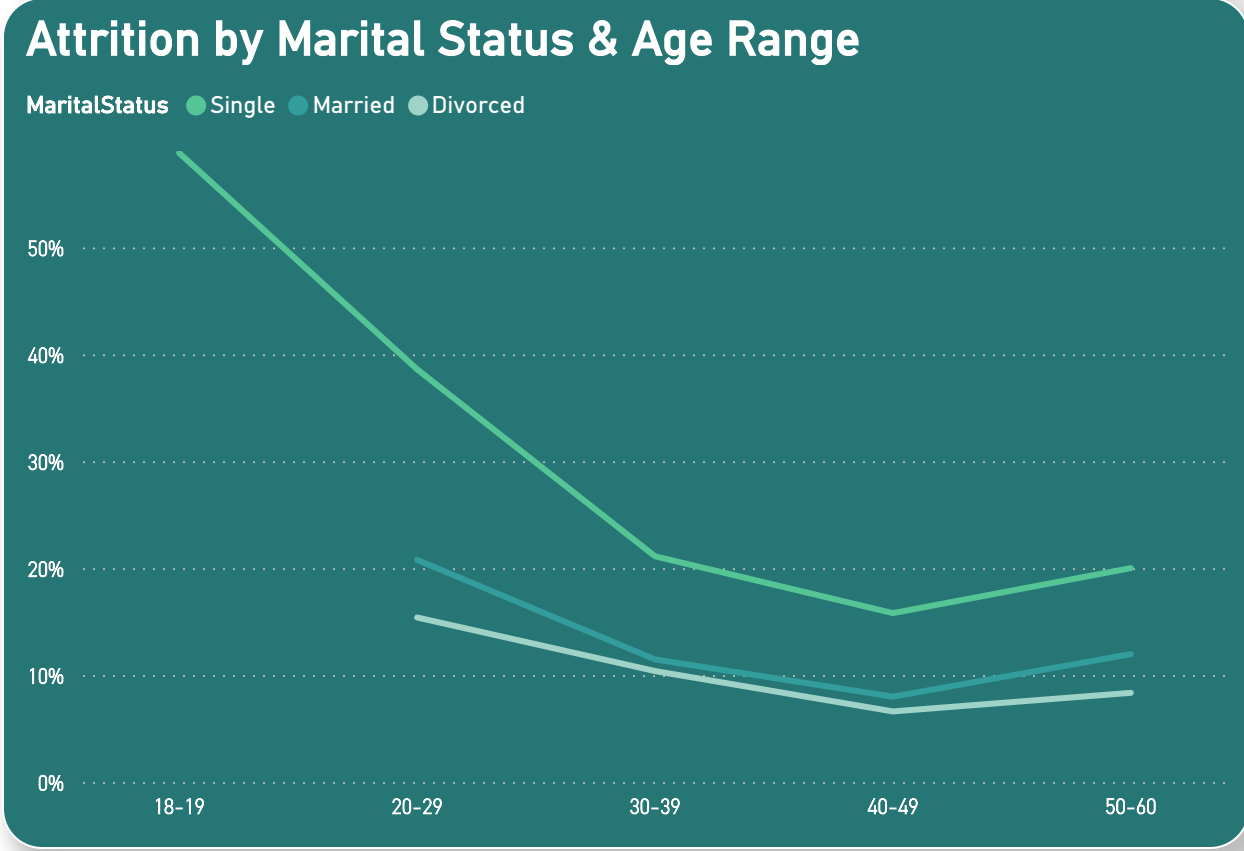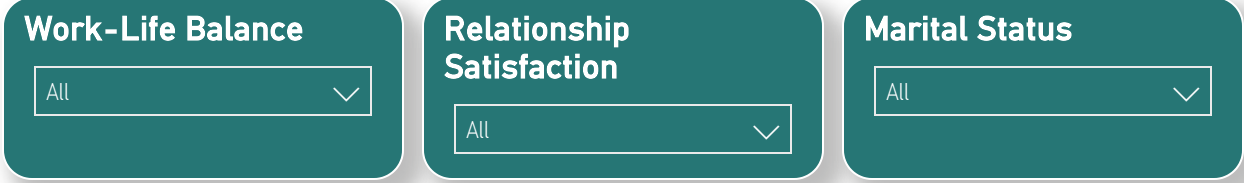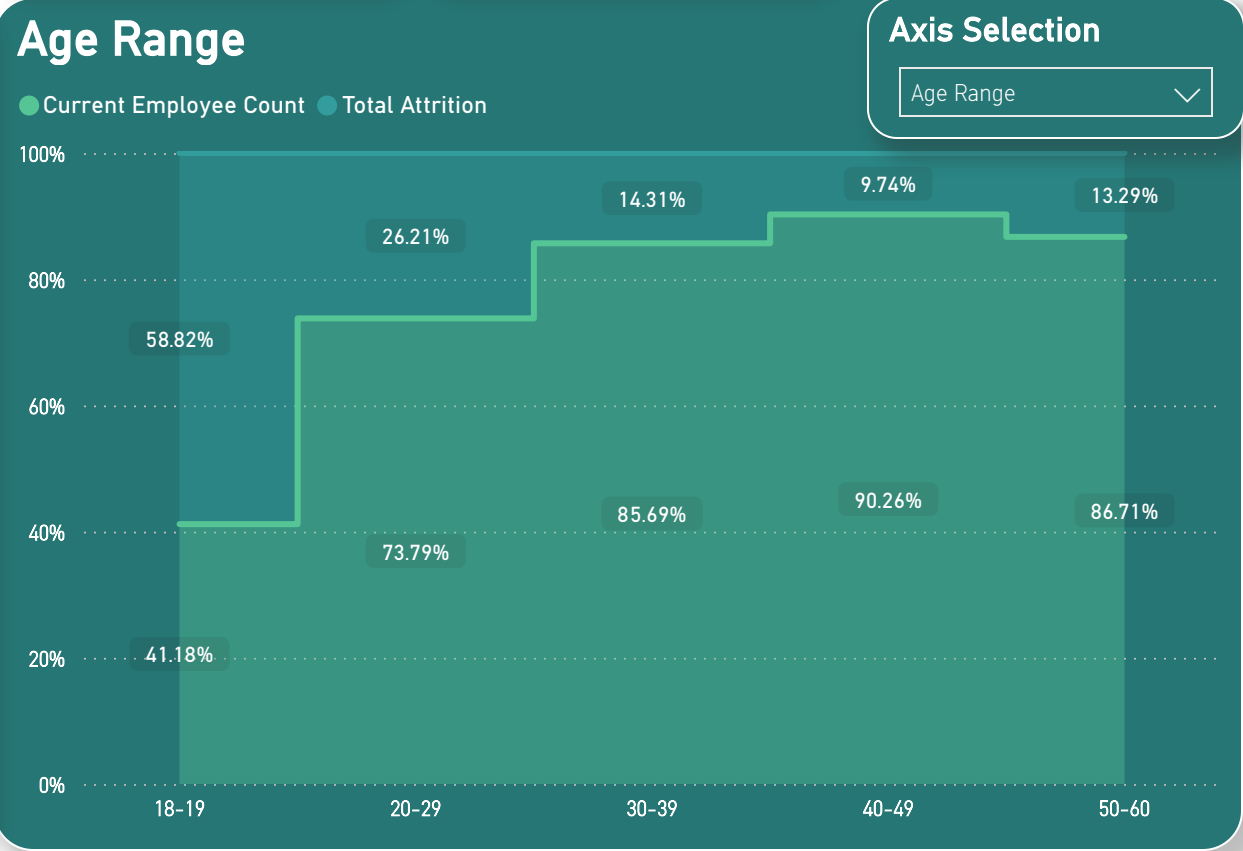
Summary

1470 Total Employees	**237** Total Attrition	**1233** Current Employee Count

Employee Fulfillment [Attrition Distribution]

Job Satisfaction
All

Env Satisfaction
All

Job Involvement
All

Environment Satisfaction

Axis Selection
Environment Satisfaction

- Current Employee Count
- Total Attrition

	1	2	3	4
Attrition	25.35%	14.98%	13.69%	13.45%
Current	74.65%	85.02%	86.31%	86.55%

Attrition by Satisfaction

- Environment Satisfaction
- Job Involvement
- Job Satisfaction

Employee Emotional Factors [Attrition Distribution]

Work-Life Balance
All

Relationship Satisfaction
All

Marital Status
All

Employee Demographic Factors [Attrition Distribution]

Gender
All

Age Range
All

Attrition by Marital Status & Age Range

MaritalStatus
- Single
- Married
- Divorced

Age Range

Axis Selection
Age Range

- Current Employee Count
- Total Attrition

	18-19	20-29	30-39	40-49	50-60
Attrition	58.82%	26.21%	14.31%	9.74%	13.29%
Current	41.18%	73.79%	85.69%	90.26%	86.71%

Employee Geographic Factors [Attrition Distribution]

Distance from Office
All

Business Travel
All

Travel Distance

0-5 km	5-10 km	10-15 km	15-20 km	20+ km
13.77%	14.47%	21.74%	18.40%	22.06%

Business Travel

Non-Travel	Travel_Rarely	Travel_Frequently
8.00%	14.96%	24.91%

Human Resources Attrition Analysis

The purpose of this dashboard is to help analyze the presently existing Human Resources data to identify the factors affecting attrition within the organization.
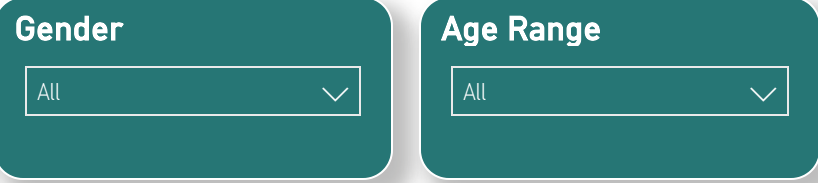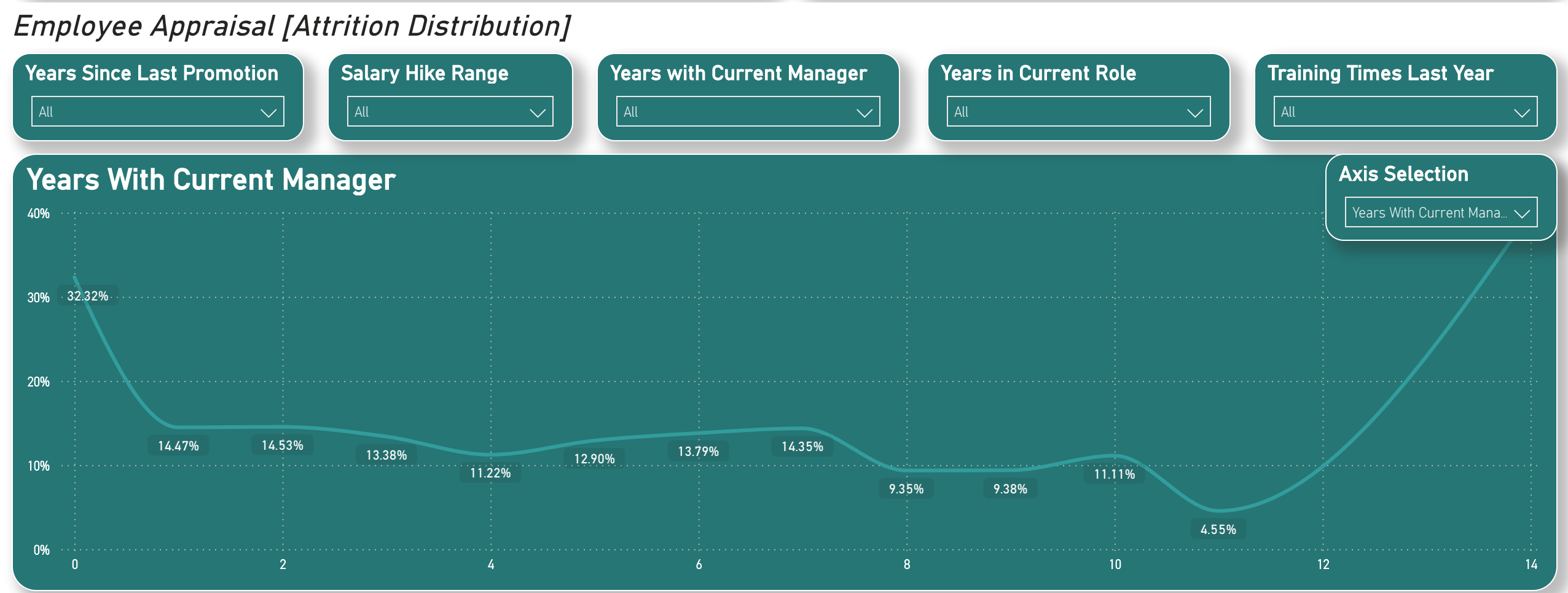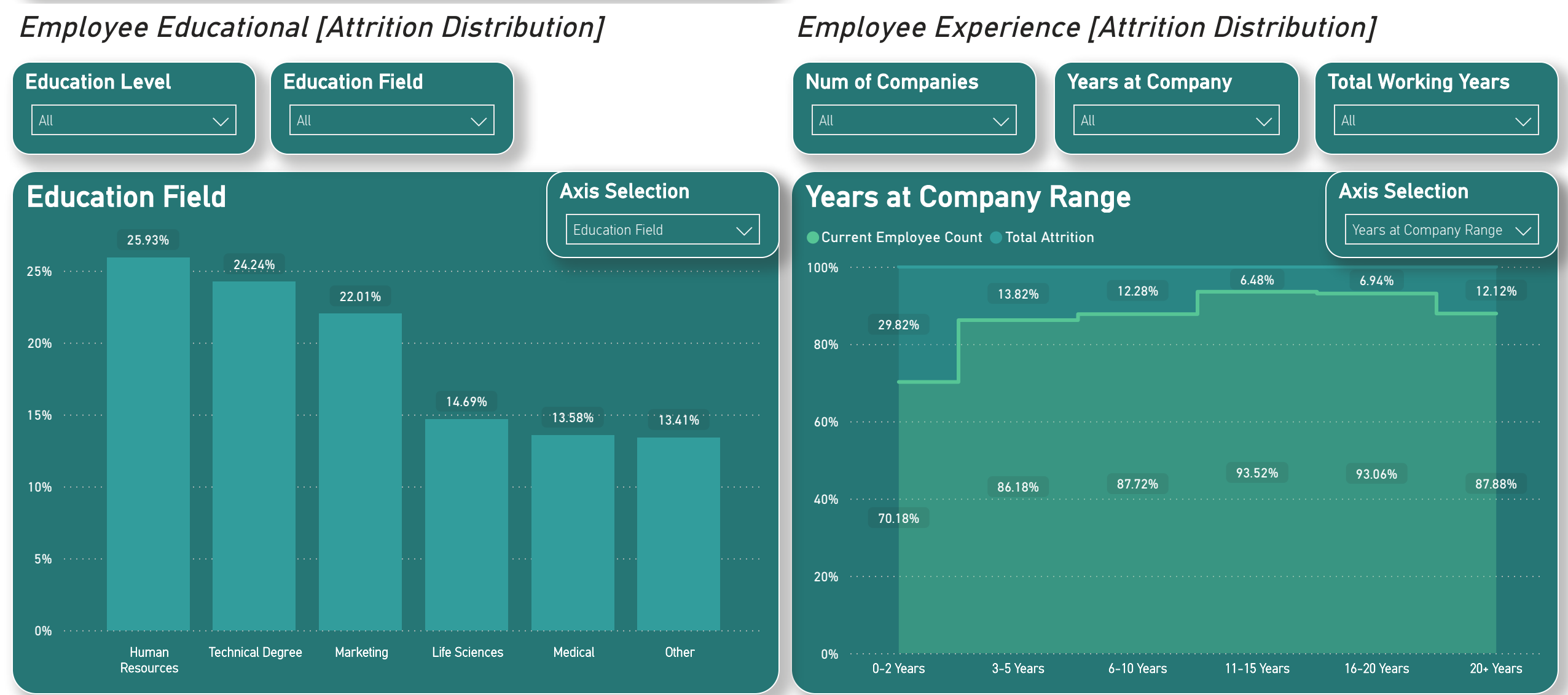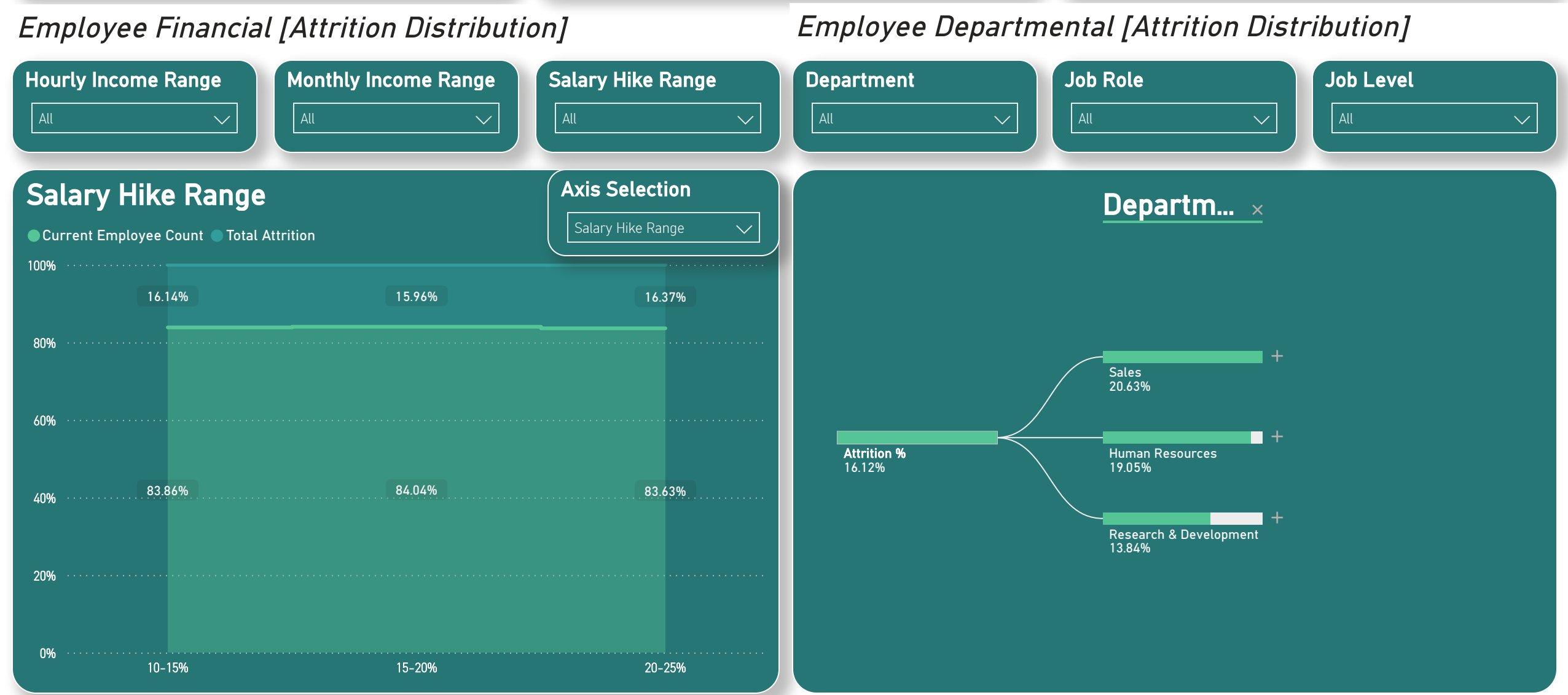
Summary

1470	237	1233
Total Employees	Total Attrition	Current Employee Count

Employee Financial [Attrition Distribution]

Hourly Income Range
All

Monthly Income Range
All

Salary Hike Range
All

Employee Departmental [Attrition Distribution]

Department
All

Job Role
All

Job Level
All

Salary Hike Range

● Current Employee Count ● Total Attrition

Axis Selection
Salary Hike Range

100%
16.14%   15.96%   16.37%
80%
60%
40%
83.86%   84.04%   83.63%
20%
0%
10-15%   15-20%   20-25%

Departm... ✕

Attrition %
16.12%

Sales
20.63% +

Human Resources
19.05% +

Research & Development
13.84% +

Employee Educational [Attrition Distribution]

Education Level
All

Education Field
All

Education Field

Axis Selection
Education Field

25% 25.93%
     24.24%
     22.01%
20%
15%   14.69%
             13.58% 13.41%
10%
5%
0%
Human   Technical Marketing Life   Medical Other
Resources Degree   Sciences

Employee Experience [Attrition Distribution]

Num of Companies
All

Years at Company
All

Total Working Years
All

Years at Company Range

● Current Employee Count ● Total Attrition

Axis Selection
Years at Company Range

100%
        13.82%   12.28%   6.48%   6.94%   12.12%
29.82%
80%
60%
        86.18%   87.72%   93.52%   93.06%   87.88%
40%
70.18%
20%
0%
0-2 Years 3-5 Years 6-10 Years 11-15 Years 16-20 Years 20+ Years

Employee Appraisal [Attrition Distribution]

Years Since Last Promotion
All

Salary Hike Range
All

Years with Current Manager
All

Years in Current Role
All

Training Times Last Year
All

Years With Current Manager

Axis Selection
Years With Current Mana...

40%
30% 32.32%
        14.47% 14.53% 13.38%   13.79% 14.35%
20%   11.22% 12.90%   11.11%
10%   9.35% 9.38%   4.55%
0%
0   2   4   6   8   10   12   14

Overview of HR Attrition Analysis

Summary

1470	**237**	**16.12%**
Total Employees	Total Attrition	Average Attrition%

OVERVIEW:

The dashboard provides a comprehensive analysis of the company's workforce, exploring various demographic, financial, and tenure-related factors. It is divided into multiple sections, covering aspects such as age range, gender, education field, department, monthly income, salary hikes, and tenure. The visualizations effectively highlight patterns in workforce distribution and attrition dynamics, offering actionable insights.

The analysis reveals that the workforce is predominantly male, with 60% of employees being men compared to 40% women. Employees are distributed across three primary departments: Human Resources, Research & Development, and Sales, with Research & Development having the largest share. In terms of income, the majority of employees fall within the $0–$5k and $5k–$10k monthly income brackets, indicating a focus on mid-level earners.

Further insights from the second page reveal that job involvement and job/environment satisfaction play a critical role in reducing attrition. As these factors increase, attrition decreases, indicating an inverse correlation. Surprisingly, gender does not significantly impact attrition, with less than a 3% variation observed. However, marital status and age range significantly affect attrition, with clear trends emerging. Additionally, geographic distance from the office has a direct correlation with attrition, with employees living farther away more likely to leave the organization.

The third page focuses on financial factors, education fields, experience, and tenure. Employees with backgrounds in Human Resources, Technical Degrees, and Marketing form the majority of the workforce, providing an opportunity for targeted retention strategies in these groups. Attrition is notably higher among employees with 0–2 years of total working experience, with a rate of 43.9%. As experience increases, attrition rates decline, indicating that experience and tenure contribute to employee stability.

Interestingly, salary hike percentages do not appear to significantly influence attrition, suggesting that financial incentives alone may not be sufficient to retain employees. Instead, factors such as work-life balance, satisfaction, and organizational culture may play a more substantial role. Additionally, employees with longer tenures in their roles or under the same managers exhibit lower attrition, reflecting a correlation between loyalty and reduced turnover.

In summary, the dashboard provides a detailed understanding of workforce trends and attrition dynamics. Key takeaways include the importance of job satisfaction, the influence of demographics such as marital status and geographic distance, and the limited impact of salary hikes on retention. These insights can guide the organization in developing targeted strategies to improve employee satisfaction and retention.

SUGESSTIONS:

Based on the visualizations and the trends observed, the following are the prescriptive analysis for the organization to reduce attrition effectively:

1. **Improve Job Involvement and Satisfaction**
   - **Action:** Conduct regular employee engagement surveys to assess job involvement and satisfaction levels. Use the feedback to address areas of dissatisfaction, such as work-life balance, management support, and career growth opportunities.
   - **Impact:** Higher job involvement and satisfaction are inversely correlated with attrition. Addressing these factors can significantly reduce turnover.

2. **Target Early-Career Employees**
   - **Action:** Implement onboarding programs and mentorship initiatives for employees with 0–2 years of experience. Provide clear career paths and learning opportunities tailored to their growth.
   - **Impact:** Since attrition is highest among employees with less than 2 years of experience, early intervention can enhance retention and build loyalty among new hires.

3. **Enhance Retention in High-Risk Department**
   - **Action:** Focus retention strategies on departments with higher attrition, such as Human Resources, Marketing, and Technical fields. Offer department-specific incentives, flexible work arrangements, and professional development opportunities.
   - **Impact:** Addressing department-specific challenges can improve overall retention within these groups.

4. **Address Geographic Distance Challenges**
   - **Action:** Provide remote or hybrid work options for employees living farther from the office. Additionally, consider offering transportation support or relocation incentives.
   - **Impact:** Reducing the challenges of long commutes can decrease attrition rates among employees geographically distant from the workplace.

5. **Focus on Marital Status Needs**
   - **Action:** Provide tailored benefits for different life stages. For younger, single employees, focus on career growth and skill development. For married employees, offer family-friendly policies, such as childcare support or flexible hours.
   - **Impact:** Addressing demographic-specific needs can enhance job satisfaction and decrease turnover.

6. **Invest in Education and Skill Development**
   - **Action:** Develop targeted training programs and certifications, especially for employees in technical fields, marketing, and human resources. Offer tuition reimbursement or partnerships with educational institutions.
   - **Impact:** Employees in these education fields are more prone to attrition. Investing in their development can increase engagement and retention.

7. **Rethink Financial Incentives**
   - **Action:** While salary hikes alone may not reduce attrition, focus on comprehensive compensation packages, including bonuses, performance rewards, and non-monetary benefits such as health and wellness programs.
   - **Impact:** Aligning financial rewards with employee satisfaction factors can support overall retention efforts.

8. **Promote Tenure-Based Loyalty Programs**
   - **Action:** Implement rewards for tenure milestones, such as increased vacation days, sabbaticals, or financial bonuses for long-serving employees.
   - **Impact:** Encouraging tenure-based loyalty can retain experienced employees who are less likely to attrit as their tenure increases.

By implementing these strategies, the organization can systematically address the underlying causes of attrition and build a more engaged and loyal workforce.