HR Analytics Dashboard

**Key insights from the HR analytics dashboard**

1. **Total employees and attrition rate**
   * **Total employees**: the organization has **1,470 employees** in total.
   * **Total attrition**: out of this, **237 employees** have left the company, resulting in an overall **attrition rate of 16%**.
   * **Active employees**: after attrition, the company currently has **1,233 active employees**, with the **average age of employees being 37 years**.
2. **Attrition by education field**
   * The dashboard reveals that the **highest attrition** comes from the **life sciences** (89 employees) and **medical** (63 employees) fields, while the **human resources** department has the lowest attrition, with only 7 employees leaving.
   * Other fields like **marketing** (35), **technical** (32), and **other** fields (11) also contribute to the overall attrition.
3. **Attrition rate by gender**
   * The **gender split** in the attrition rate shows a fairly balanced distribution:
     + **Males**: 53.48%
     + **Females**: 46.52%
   * This indicates that attrition rates are relatively equal between male and female employees, with a slight tendency towards male employees leaving at a higher rate.
4. **Attrition by department**
   * **Sales** has the highest attrition rate at **38.55%**, which could suggest potential dissatisfaction or high turnover in this department.
   * **HR** also faces a significant attrition rate of **35.59%**, indicating that employee retention in this department could be a challenge.
   * In comparison, the **R&D department** has a lower attrition rate of **25.86%**, implying a more stable workforce.
5. **Attrition by age group**
   * The highest number of employees who have left belong to the **25-34 age group** (554 employees), followed by the **35-44 age group** (505 employees).
   * The **45-54 age group** sees a lower attrition number (245 employees), and those **under 25** (97 employees) and **over 55** (69 employees) have even lower attrition rates.
   * This suggests that younger employees may have higher turnover, possibly due to career changes or job dissatisfaction early in their careers.
6. **Employee satisfaction by job role**
   * The **satisfaction analysis** section provides insights into how employees in different job roles feel about their work:
     + **Sales executives** and **sales representatives** show high levels of dissatisfaction, with **91 dissatisfied sales executives** and **21 dissatisfied sales representatives**. This correlates with the high attrition rate in the sales department.
     + **Research scientists** have a high number of employees who are **very satisfied** (95 employees), which aligns with the lower attrition in r&d.
     + The **healthcare representative** role also shows a balanced satisfaction level, with **43 employees** marking themselves as "satisfied" and **43 as very satisfied**.
   * This breakdown suggests that roles in research and healthcare see higher satisfaction levels, while sales roles face more dissatisfaction and turnover.

**Final takeaways**

This **HR analytics dashboard** provides a clear picture of employee attrition trends across various metrics such as department, education, gender, age, and satisfaction level. The data reveals key trends that could help HR teams focus on reducing attrition and improving job satisfaction. Key takeaways include:

* **Sales and HR departments** have higher attrition rates, suggesting these areas need a deeper review of work conditions and retention strategies.
* The **25-34 age group** sees the highest turnover, likely due to younger employees seeking better career opportunities or job dissatisfaction.
* **Gender differences in attrition** are minimal, with only a slight male dominance in the attrition rate, indicating no significant gender bias in employee retention.
* **Job satisfaction insights** highlight that roles in **sales** are more likely to be associated with dissatisfaction, while roles in **research** and **healthcare** exhibit higher satisfaction and retention.