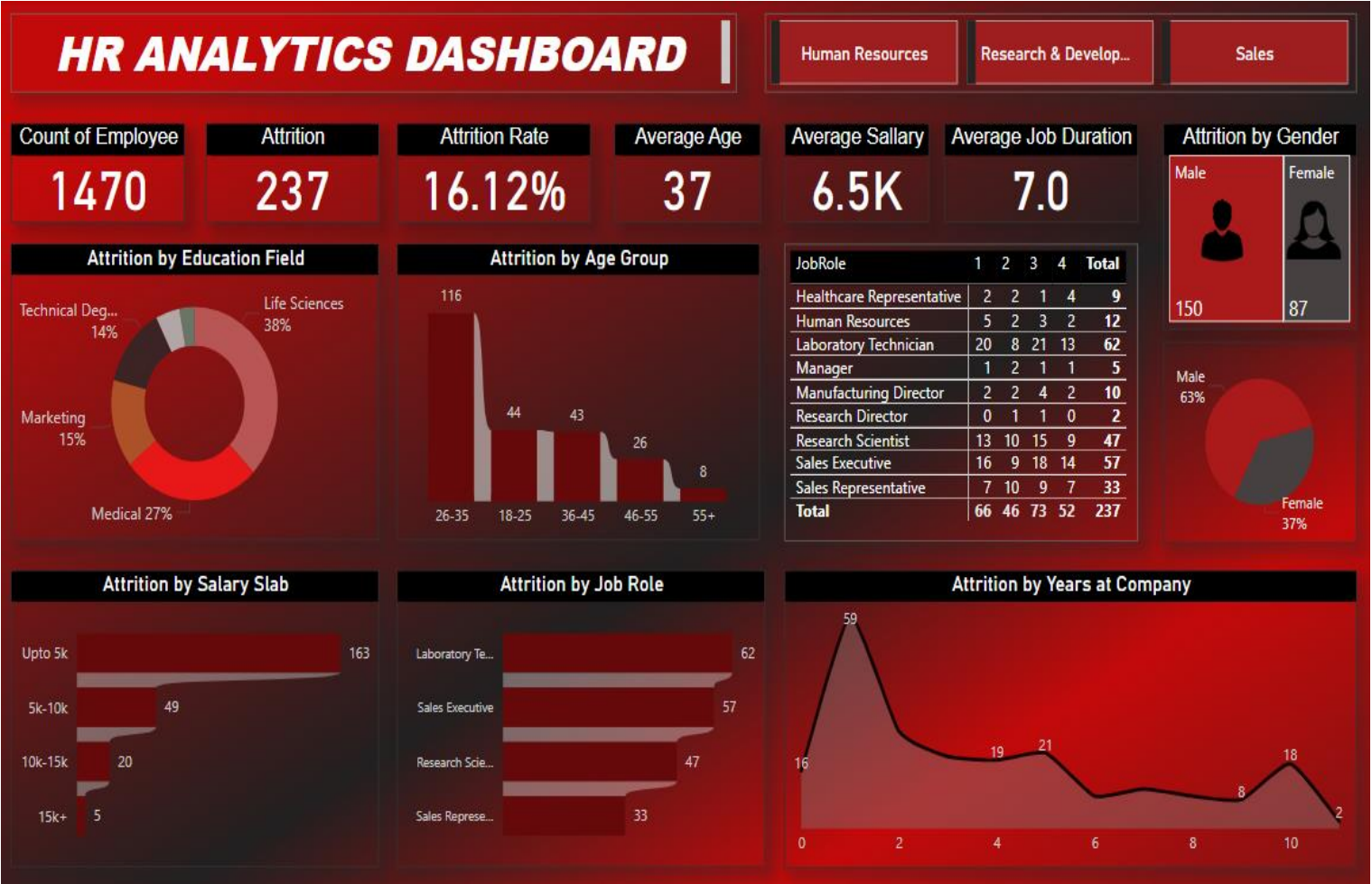


HR Analytics Report



Key Metrics

1. Total Employees:

- **1470 employees** in the organization.

2. Attrition Data:

- **Total Attrition: 237 employees.**
- **Attrition Rate: 16.12%** (percentage of employees leaving).

3. Demographics and Job Data:

- **Average Age of Employees: 37 years.**
 - **Average Salary: 6.5K** (assumed monthly).
 - **Average Job Duration: 7 years.**
-

Attrition Analysis

1. Attrition by Gender:

- **Male:** 150 employees (63%).
- **Female:** 87 employees (37%).
- **Observation:** Males have a higher attrition rate than females.

2. Attrition by Education Field:

- **Life Sciences:** 38%.
- **Medical:** 27%.
- **Marketing:** 15%.
- **Technical Degrees:** 14%.
- **Observation:** Life Sciences and Medical fields face the highest attrition, contributing to 65% of total attrition.

3. Attrition by Age Group:

- **26–35 years:** 116 employees (highest attrition).
- **18–25 years:** 44 employees.

- **36–45 years:** 43 employees.
- **Observation:** Young to mid-career employees (26–35 years) show the highest attrition.

4. Attrition by Salary Slab:

- **Up to 5K Salary:** 163 employees (majority).
- **5K–10K Salary:** 49 employees.
- **Observation:** Low salary brackets (under 5K) contribute the most to attrition.

5. Attrition by Job Role:

- **Laboratory Technician:** 62 employees.
- **Sales Executive:** 57 employees.
- **Research Scientist:** 47 employees.
- **Observation:** Technical and sales roles face the highest attrition.

6. Attrition by Years at Company:

- **Peak Attrition:** In the **2nd year** (59 employees).
- **Observation:** Early-career employees tend to leave within the first few years.

KPIs and Relationships

1. Attrition and Salary:

- Low salaries (up to 5K) correlate with high attrition.
- Decision: Review salary structures to retain talent in the lower income bracket.

2. Attrition by Age Group:

- Younger employees (26–35 years) leave the most.
- Decision: Improve career development programs, mentorship, and growth opportunities for young employees.

3. Attrition by Education Field:

- Life Sciences and Medical fields face higher attrition.

- Decision: Investigate challenges (e.g., job satisfaction, role expectations) in these education fields.

4. **Attrition by Job Role:**

- Sales Executives and Laboratory Technicians face the highest attrition.
- Decision: Conduct role-specific surveys to understand reasons for attrition, such as workload, stress, or career growth.

5. **Attrition and Job Duration:**

- The highest attrition happens in the 2nd year.
- Decision: Improve onboarding, training, and engagement strategies for employees in their first 2–3 years.

Business Recommendations

1. **Salary Adjustments:** Focus on increasing salaries for employees in the lower pay brackets to reduce attrition.
2. **Engagement for Young Employees:** Design career growth opportunities, learning programs, and recognition for employees aged 26–35.
3. **Role-Specific Interventions:** Address issues faced by high-attrition job roles (e.g., Sales Executives, Laboratory Technicians) to reduce turnover.
4. **Early Retention Programs:** Focus on retaining employees during their initial years with improved onboarding, mentorship, and career planning.
5. **Diverse Workforce Support:** Investigate why attrition is higher among males and ensure gender-inclusive policies.