HR ANALYTICS DASHBOARD SUMMARY

Attrition Analysis by Department

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Outline

- Dashboard Overview

- General company Wide-Insights

- Department of Human Resources

- Research and Development

- Sales

- Summary

- Recommendations

DASHBOARD OVERVIEW

The **HR Analytics Dashboard** provides a clear view of employee attrition trends across the company.

- Its **main purpose** is to help understand and monitor why and where attrition is happening.
- It tracks **key metrics** like total employee count, attrition count, and attrition rate.
- Also includes insights on **average age, salary, and tenure** of employees.
- The dashboard breaks down data by **age group, education field, salary slab, and job role** for deeper analysis.

Company-Wide Attrition Insight

Insights:

- Out of 1,470 employees, 237 left the company, resulting in a **16.1% attrition rate**.
- The **average employee age** is 37 years, and the **average monthly salary** stands at ₹6.5K.
- **Attrition is highest among the 26–35 age group**, with 116 exits, and more males have left compared to females.
- The **job role most affected** by attrition is **Laboratory Technician**, accounting for 62 departures.
- A large portion of employees (38%) are from the **Life Sciences** education field.
- Employees earning **up to ₹5K salary** are the most impacted group in terms of attrition

HR ANALYTICS DASHBOARD

Count of Employee	Attrition	Attrition Rate	Avg of Age	Avg Salary	Avg Years
1470	**237**	**16.1%**	**37**	**6.5K**	**7.0**

Attrition By Age

Male	Female
150	87

Sum of Attrition_count by EducationField

- Technical Degree 14%
- Life Sciences 38%
- Marketing 15%
- Medical 27%

Attrition By Age

Age Range	Count
26-35	116
18-25	44
36-45	43
46-55	26
55+	8

Attrition By Years at Company

16   59   19   21   9   8   18

0   5   10

Attrition by Salary_Slab

Salary Slab	Count
Upto 5k	16
5k-10k	49
10k-15k	20
15k+	5
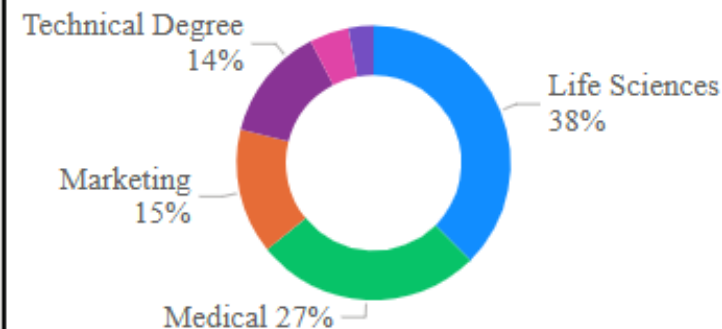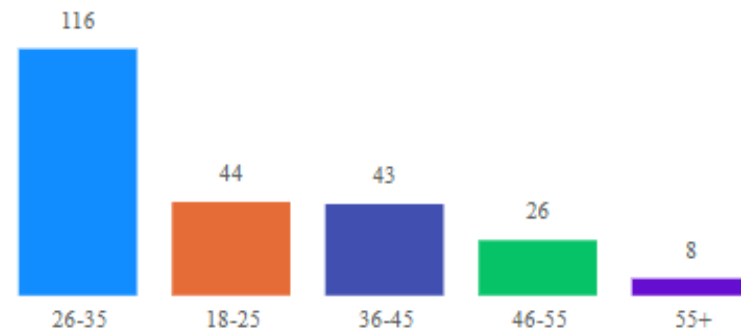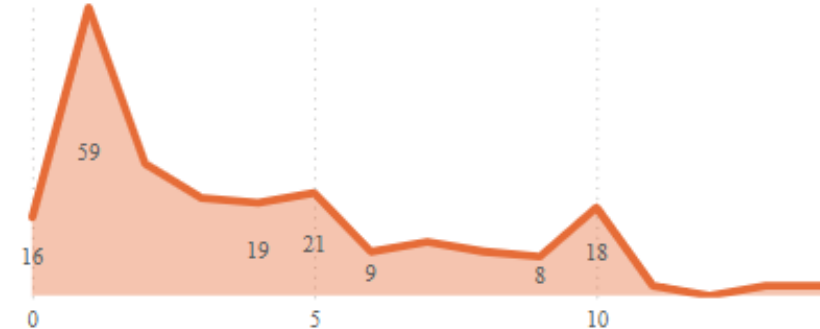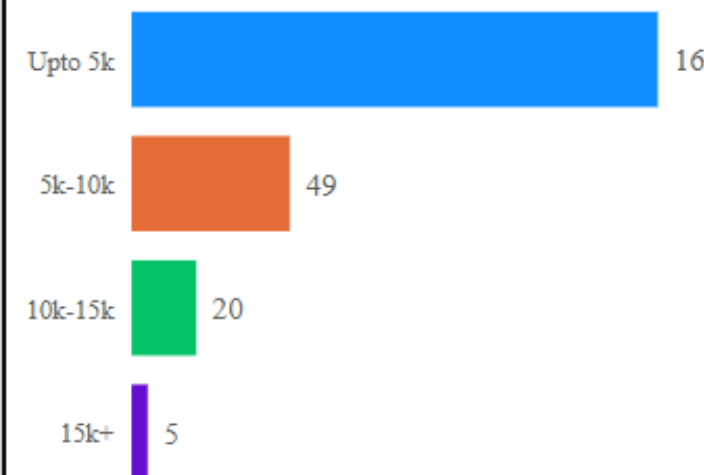
Attrition By Job Role

Job Role	Count
Laboratory Technician	62
Sales Executive	57
Research Scientist	47
Sales Representative	33
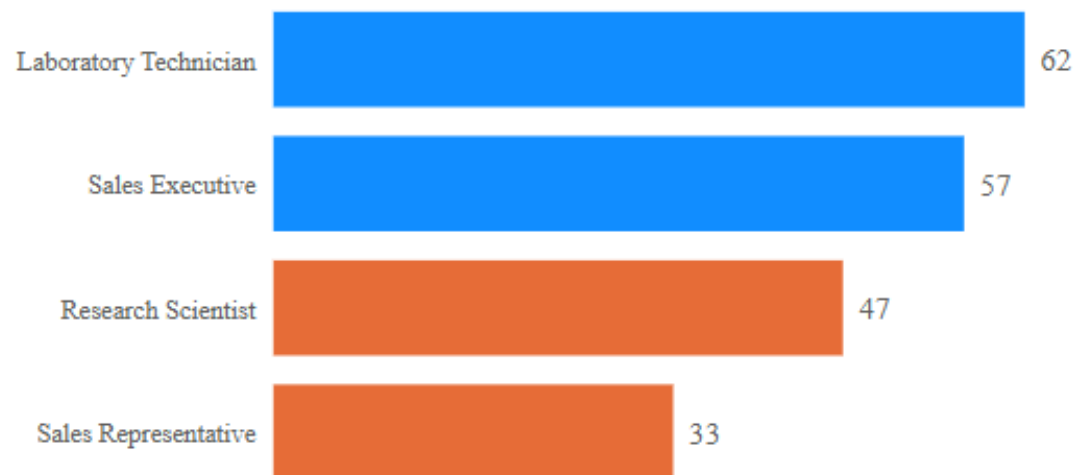
| JobRole	1	2	3	4	Total
Healthcare Representative	2	2	1	4	9
Human Resources	5	2	3	2	12
Laboratory Technician	20	8	21	13	62
Manager	1	2	1	1	5
Manufacturing Director	2	2	4	2	10
Research Director	0	1	1	0	2
Research Scientist	13	10	15	9	47
Sales Executive	16	9	18	14	57
Sales Representative	7	10	9	7	33
Total	**66**	**46**	**73**	**52**	**237**

HR Department Insights

- The HR department has a small team of 63 employees, out of which 12 have left, resulting in a **19% attrition rate**, which is higher than the company average.

- The **26–35 age group** is the most affected by attrition, which is a crucial age bracket for long-term retention.

- Interestingly, **all 12 employees who left belonged to the HR job role**, indicating a focused issue within the function.

- Employees with **salaries up to ₹5K** are the most vulnerable to leaving, suggesting compensation as a key factor.

- About **58% of HR employees have a Human Resources education background**, and attrition is **equally distributed between males and females**.

HR ANALYTICS DASHBOARD

Count of Employee	Attrition	Attrition Rate	Avg of Age	Avg Salary	Avg Years
63	12	19.0%	38	6.7K	7.2

Attrition By Age

Female	Male
6	6

Sum of Attrition_count by EducationField

- Technical De... 17%
- Medical 17%
- Human Resources 58%

Attrition By Age

26-35	18-25	36-45	46-55	55+
8	2	2	0	0

Attrition By Years at Company

(area chart showing values 4, 2, 2, 1, 1, 1 over range 0 to 10)

Attrition by Salary_Slab

Upto 5k	10
10k-15k	1
5k-10k	1
15k+	0

Attrition By Job Role
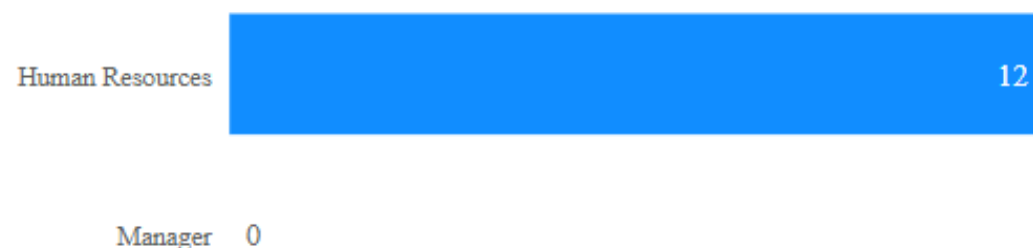
| Human Resources | 12 |
| Manager | 0 |

| JobRole	1	2	3	4	Total
Human Resources	5	2	3	2	12
Manager	0	0	0	0	0
Total	**5**	**2**	**3**	**2**	**12**

R&D Department Insights

- The **Research & Development department** is the largest with 961 employees and 133 recorded attritions, leading to a **13.8% attrition rate**.
- The **average age** of employees in this department is 37 years, aligning with mid-career professionals.
- The roles most affected are **Lab Technicians (62)** and **Research Scientists (47)**, showing a clear pattern.
- The **26–35 age group** again stands out with the highest attrition, raising concerns about early career satisfaction.
- A larger number of **males (90)** left compared to **females (43)**, and the **majority earned below ₹5K**, highlighting pay-scale concerns.

HR ANALYTICS DASHBOARD

Human Resources	Research & Development	Sales

Count of Employee	Attrition	Attrition Rate	Avg of Age	Avg Salary	Avg Years
961	133	13.8%	37	6.3K	6.9

Attrition By Age

Male	Female
90	43

Sum of Attrition_count by EducationField
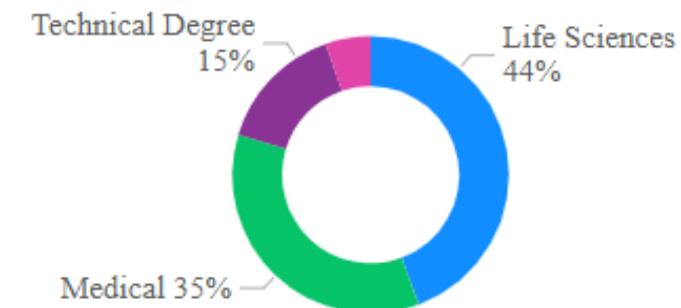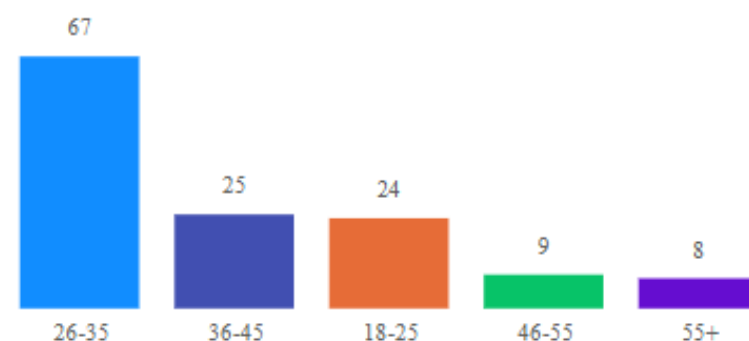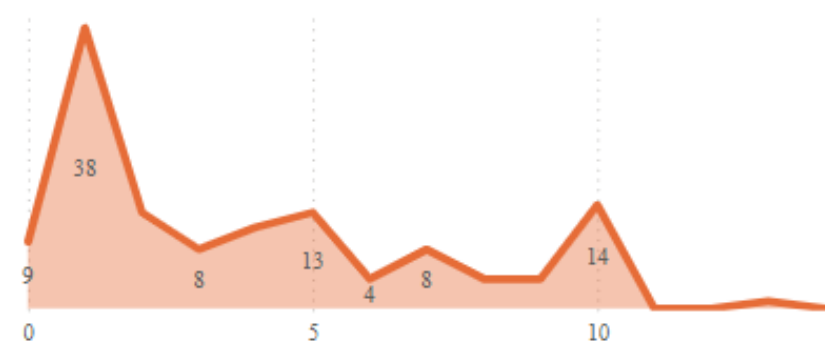
- Technical Degree 15%
- Life Sciences 44%
- Medical 35%

Attrition By Age

26-35	36-45	18-25	46-55	55+
67	25	24	9	8

Attrition By Years at Company

38, 9, 8, 13, 4, 8, 14

Attrition by Salary_Slab

Upto 5k	110
5k-10k	12
10k-15k	8
15k+	3

Attrition By Job Role

Laboratory Technician	62
Research Scientist	47
Manufacturing Direc…	10
Healthcare Represen…	9
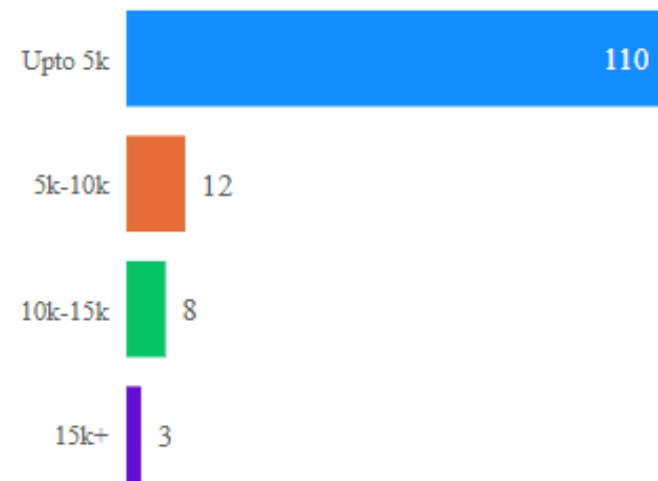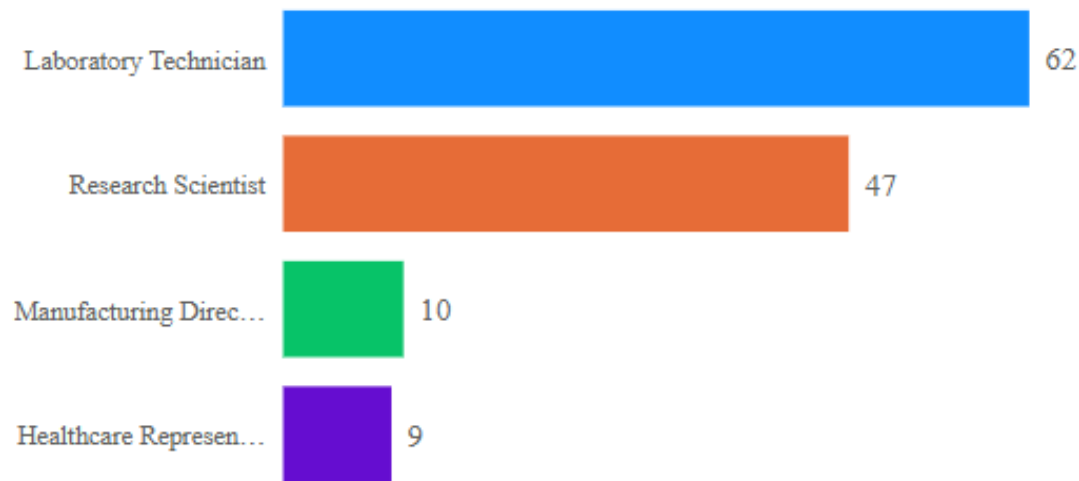
JobRole	1	2	3	4	Total
Healthcare Representative	2	2	1	4	9
Laboratory Technician	20	8	21	13	62
Manager	1	1	1	0	3
Manufacturing Director	2	2	4	2	10
Research Director	0	1	1	0	2
Research Scientist	13	10	15	9	47
Total	38	24	43	28	133

Sales Department Insights

- The **Sales department** employs 446 people and has the **highest attrition rate at 20.6%**, with 92 employees leaving.

- The **top roles affected** are **Sales Executives (57)** and **Sales Representatives (33)**, making up most of the attrition.

- Despite a slightly **higher average salary of ₹7K**, the **₹5K–10K salary slab** still faces the most exits.

- Around **38% of employees come from a Marketing background**, yet that doesn't seem to reduce turnover.

- **Males (54)** have left more than **females (38)**, showing a moderate gender imbalance in attrition.

HR ANALYTICS DASHBOARD

Count of Employee	Attrition	Attrition Rate	Avg of Age	Avg Salary	Avg Years
446	92	20.6%	37	7.0K	7.3

Attrition By Age

Male 54	Female 38

Sum of Attrition_count by EducationField
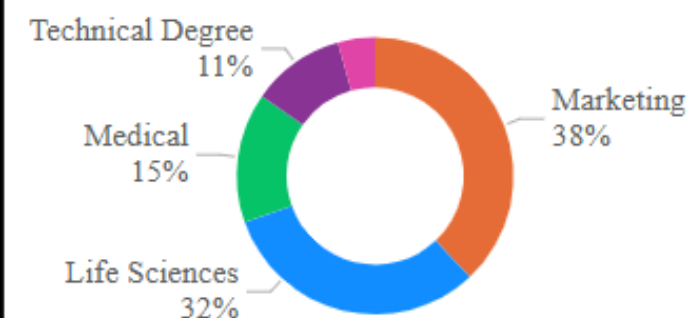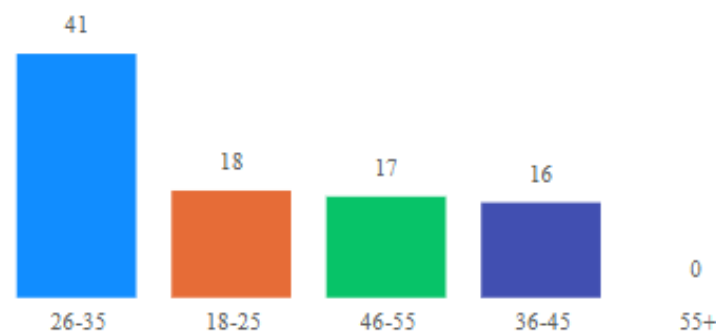
- Technical Degree 11%
- Marketing 38%
- Medical 15%
- Life Sciences 32%

Attrition By Age

Age Range	Value
26-35	41
18-25	18
46-55	17
36-45	16
55+	0

Attrition By Years at Company

7, 17, 7, 2, 5, 4, 2

Attrition by Salary_Slab

Slab	Value
Upto 5k	4
5k-10k	36
10k-15k	11
15k+	2

Attrition By Job Role

Role	Value
Sales Executive	57
Sales Representative	33
Manager	2
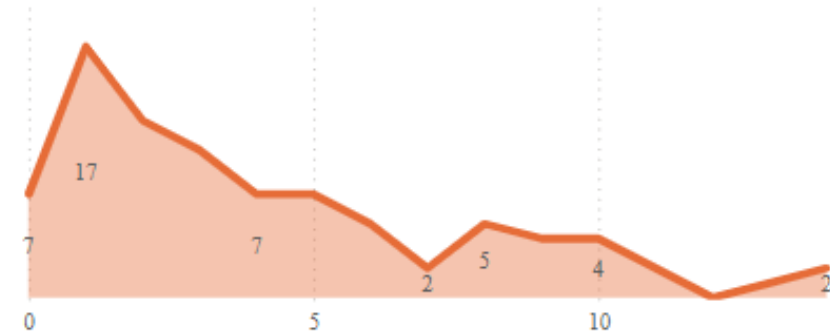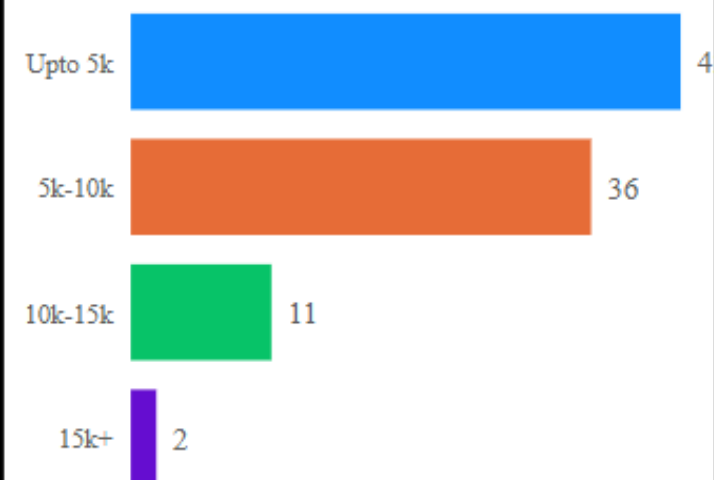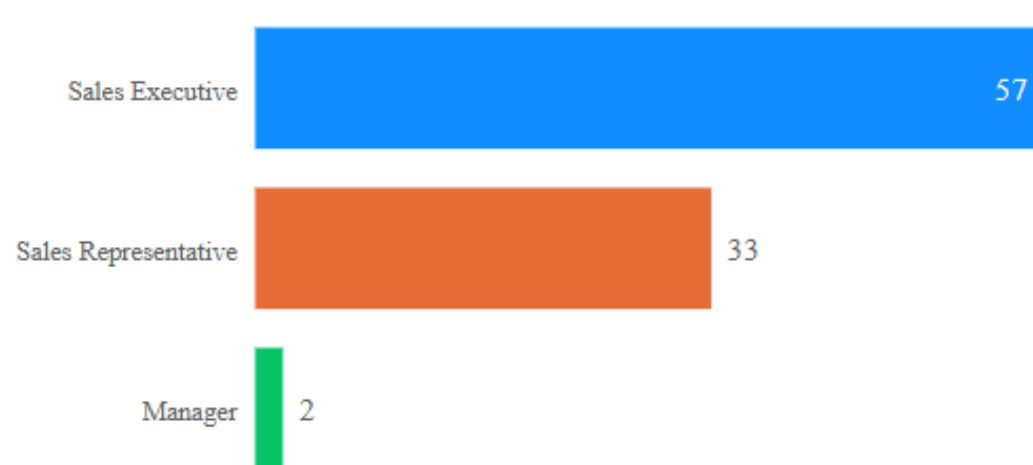
JobRole	1	2	3	4	Total
Manager	0	1	0	1	2
Sales Executive	16	9	18	14	57
Sales Representative	7	10	9	7	33
Total	23	20	27	22	92

Summary

Department	Employees	Attrition	Rate	Major Cause
All Departments	1,470	237	16.1%	26–35 age group, low salary
Human Resources	63	12	19.0%	HR role-focused, low salary
R&D	961	133	13.8%	Lab Technicians, 26–35 age group
Sales	446	92	20.6%	Sales Executives, ₹5K–10K salary

Recommendations

- **Target retention efforts** toward employees in the **26–35 age group**, as they show the highest attrition.
- **Review and revise salary structures**, especially in the **₹0–₹10K range**, which sees the most exits.
- Create **career development paths** for high-risk roles like **Lab Technicians and Sales Executives**.
- Conduct structured **exit interviews** to uncover specific issues and patterns by role or department.
- Improve **employee engagement and support programs** in departments with consistently high attrition.

Thank You