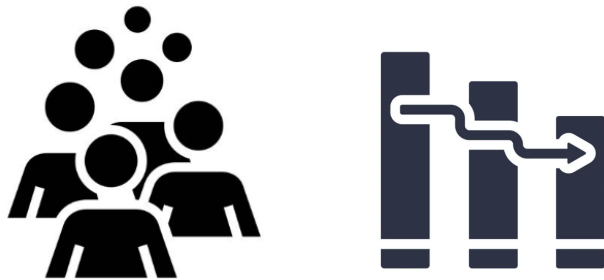




HR ANALYTICS

Employee Retention

Name- Vrushali Awachat



Head Count And Attrition



Organizational Work
Experience



Performance And Improvement
Areas



HR ANALYTICS DASHBOARD

Employee Retention

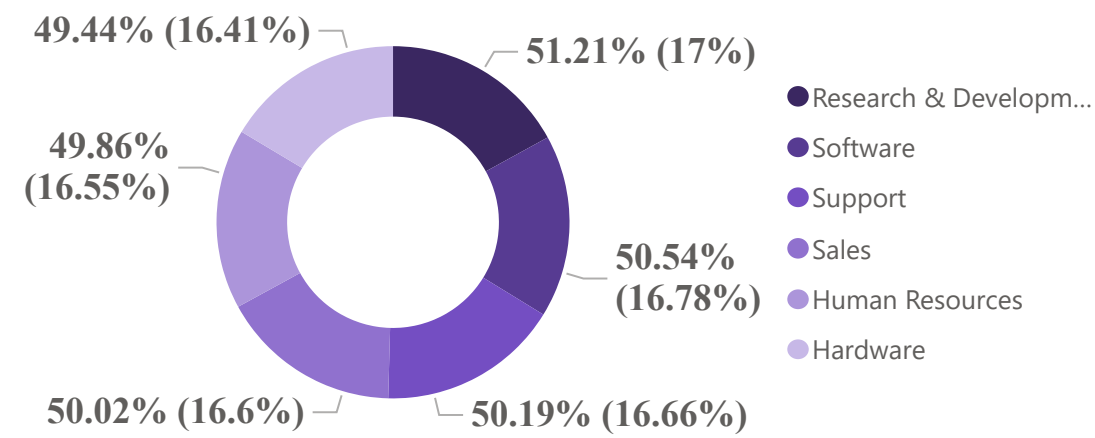
HeadCount And
Attrition

Organizational Work
Experience

Performance And
Improvement Areas



Average of Attrition Rate by Department



Total Employee

50.00K

Avg attrition Rate

50.21%

Avg Hourly Rate

115.43

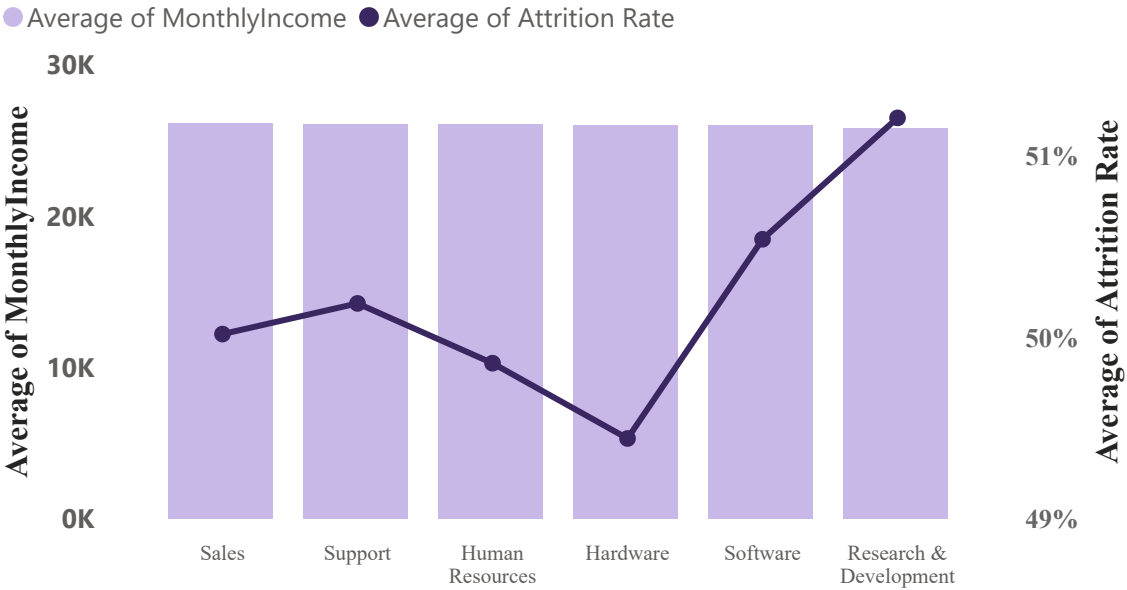
Average Age

38.97

Avg Monthly Income

26.02K

Monthly Income and Attrition Rate by Department



Gender

Female

Male

Job Role

All

Department

☐ Hardware

☐ Human Resources

☐ Research & Development

☐ Sales

☐ Software

☐ Support

Employee's Worklife

Average

Excellent

Good

Poor

JobRole	Average	Excellent	Good	Poor	Total
Healthcare Representative	3873	1233	2544	4996	12646
Research Scientist	3858	1222	2514	5036	12630
Manager	3843	1242	2564	4924	12573
Sales Representative	3723	1255	2528	5036	12542
Research Director	3717	1272	2512	5028	12529
Developer	3978	1215	2450	4876	12519
Sales Executive	3657	1286	2660	4872	12475
Manufacturing Director	3612	1185	2694	4952	12443
Human Resources	3678	1232	2444	4992	12346
Laboratory Technician	3666	1245	2458	4864	12233
Total	37605	12387	25368	49576	124936



HR ANALYTICS DASHBOARD

Employee Retention

HeadCount And
Attrition

Organizational Work
Experience

Performance And
Improvement Areas



Hardware

Human Resources

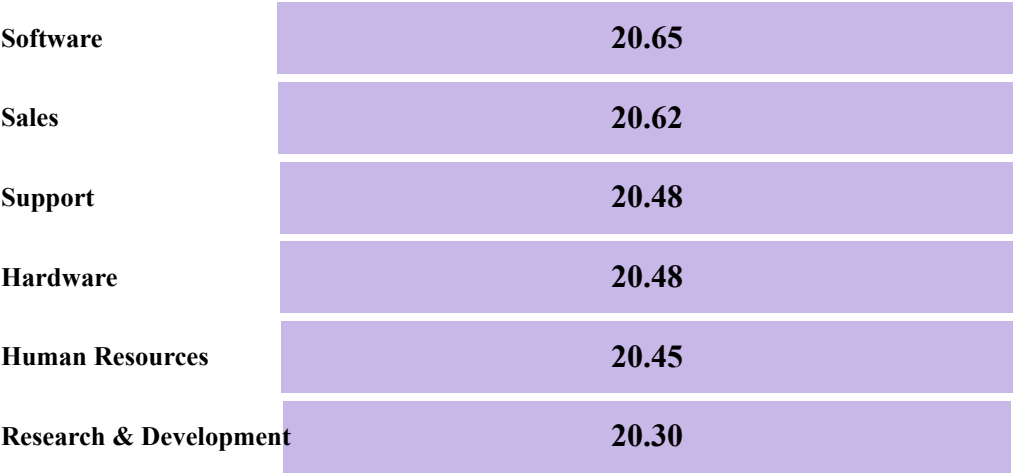
Research &
Development

Sales

Software

Support

Average of TotalWorkingYears by Department



Avg Working
Years

20.50

Job Role

All

Avg Years At
company

10.77

Avg Years in
current Role

5.91

Marital status

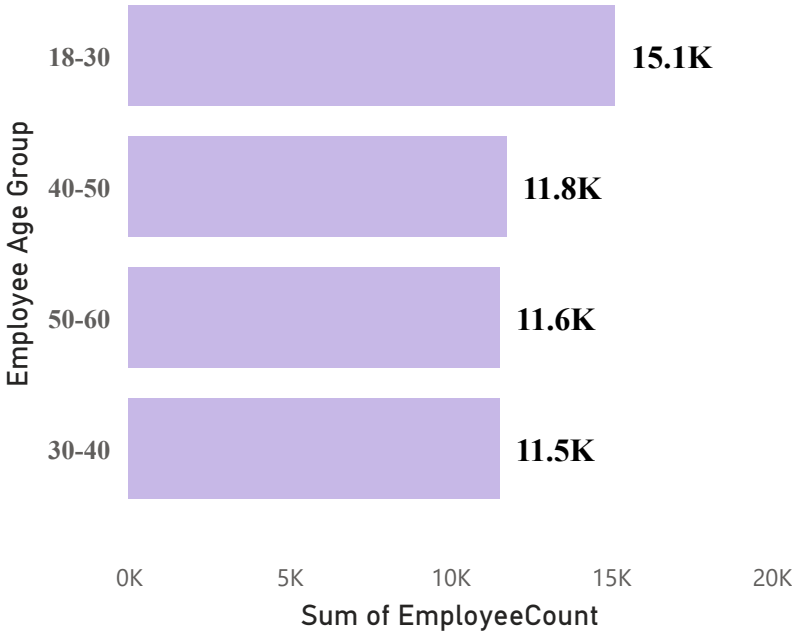
- ☐ Divorced
- ☐ Married
- ☐ Single

Over Time

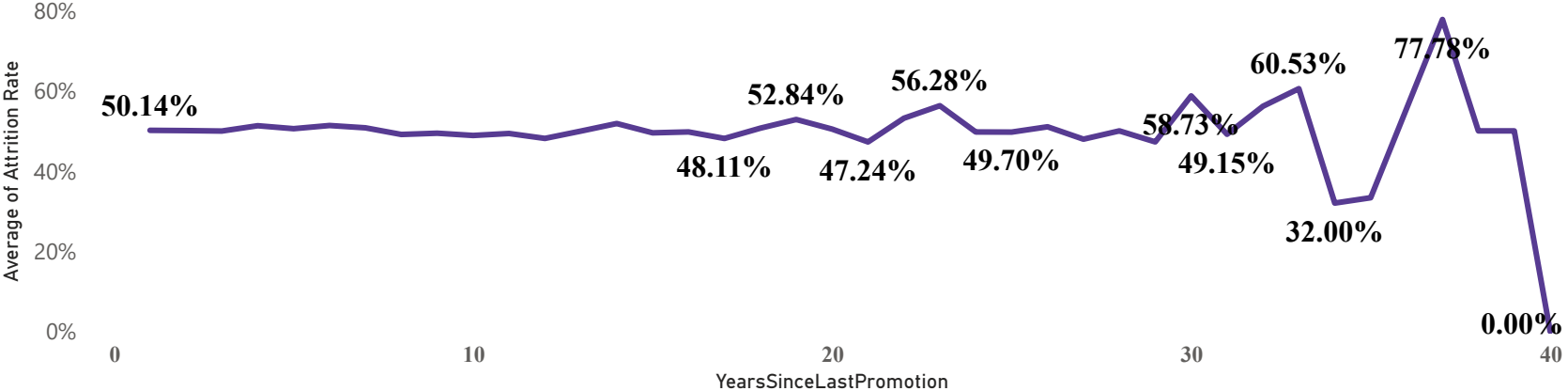
No

Yes

Total Employee by Employee Age Group



Average of Attrition Rate by YearsSinceLastPromotion



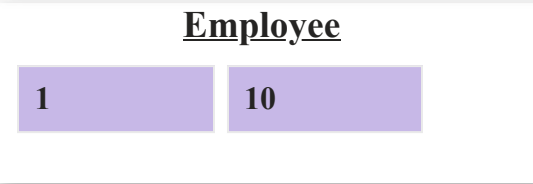
HR ANALYTICS DASHBOARD

Employee Retention

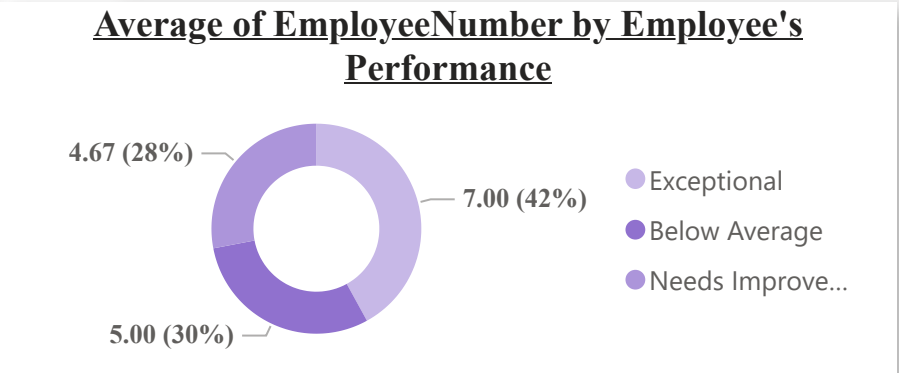
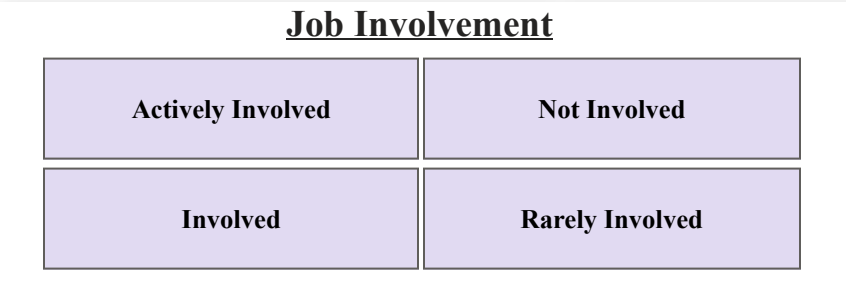
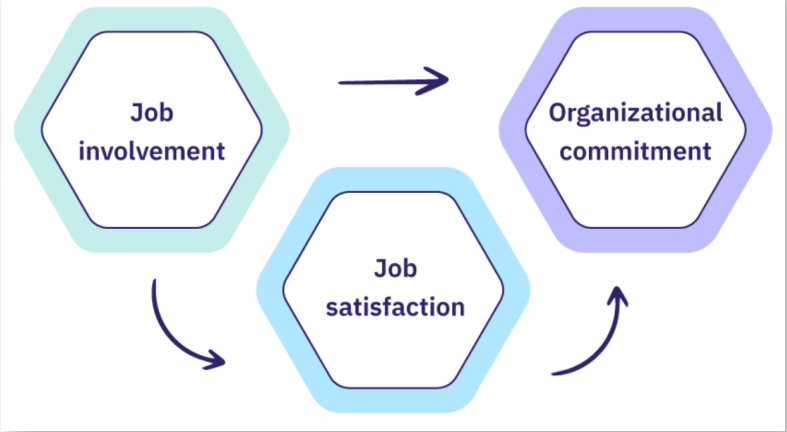
HeadCount
And
Attrition

Organizational
Work
Experience

Performance
And
Improvement

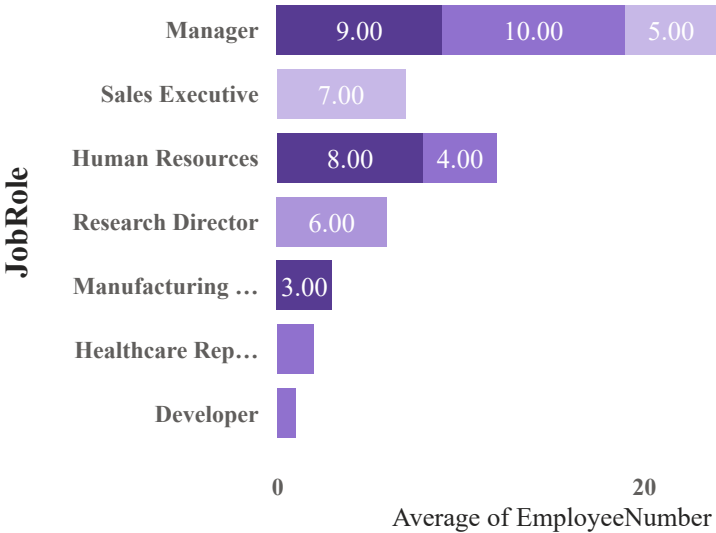


Outcomes of Job Involvement and Job Satisfaction



Employee by JobRole and Employee's Involvement

● Actively Involved ● Involved ● Not Involved ● Rarely Involved



Employee by JobRole and Employee's Satisfaction

● Disappointed ● Neither Satisfied ● Somewhat Satisfied ● Very Satisfied

