Human Resources Dashboard

Problem Statement

- Attrition rate is a metric that quantifies the rate at which employees depart an organisation, whether this depart is:

-Voluntary: When an employee chooses to leave.
-Involuntary: When an employee is dismissed.

Usually, companies try to keep attrition rate low, except for some cases in involuntary attrition such as low-involved or under-performing employees.
Attrition Rate can be influenced by many reasons in which a data analyst should analyse and discover their impact on the overall company attrition rate.

Human Resources Dashboard

Human Resources | Research &... | Sales

18-24 | 24-29 | 30-40 | 40-50 | 50-60

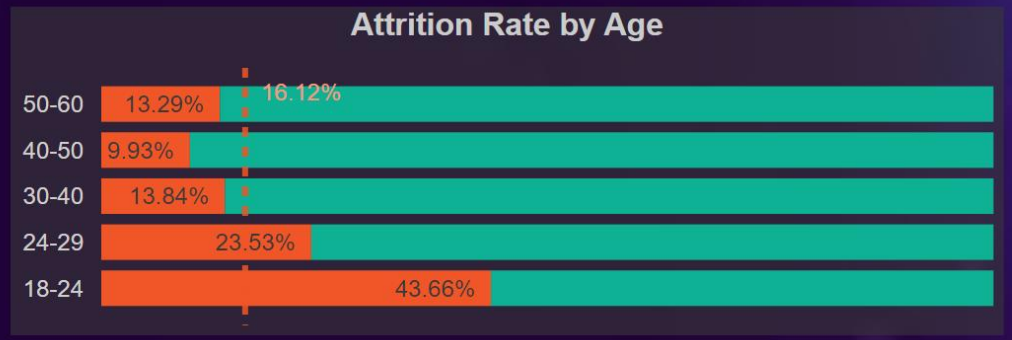
Human Resources
51 Stayed
12 Left

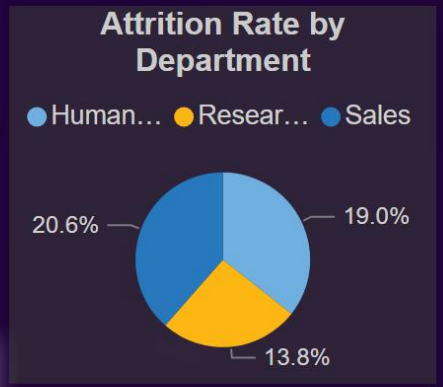
Research & Development
828 Stayed
133 Left

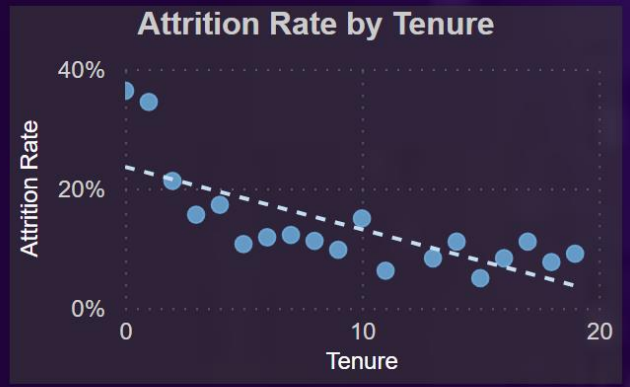
Sales
354 Stayed
92 Left

16.12% Attrition Rate

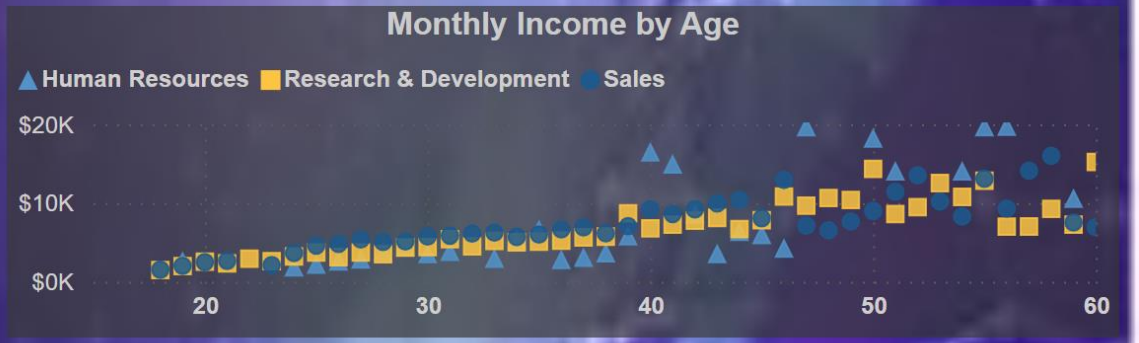
5 Median Tenure

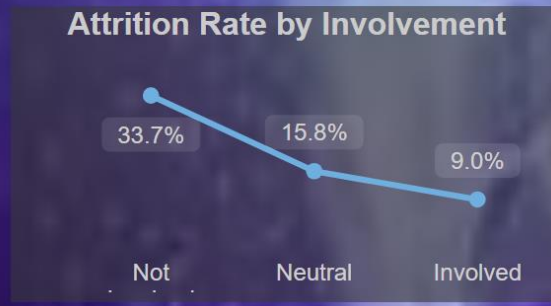


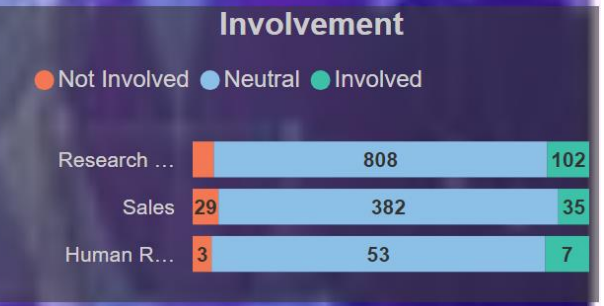


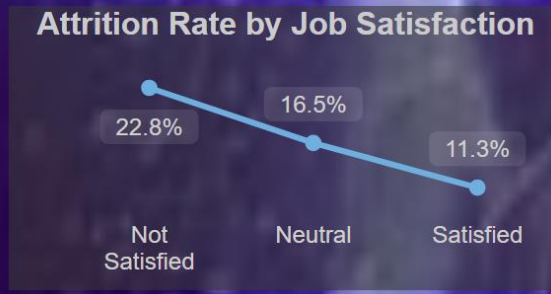


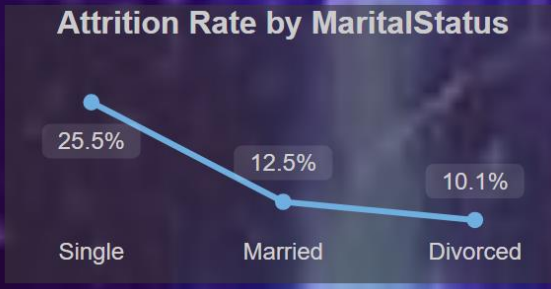
Overview | Details

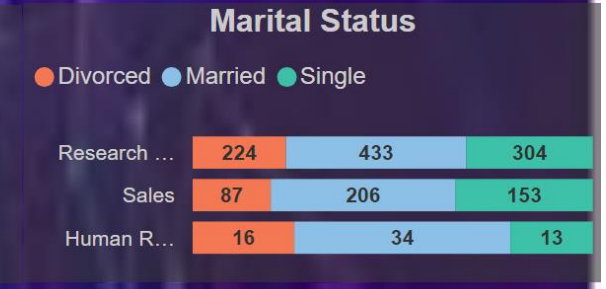








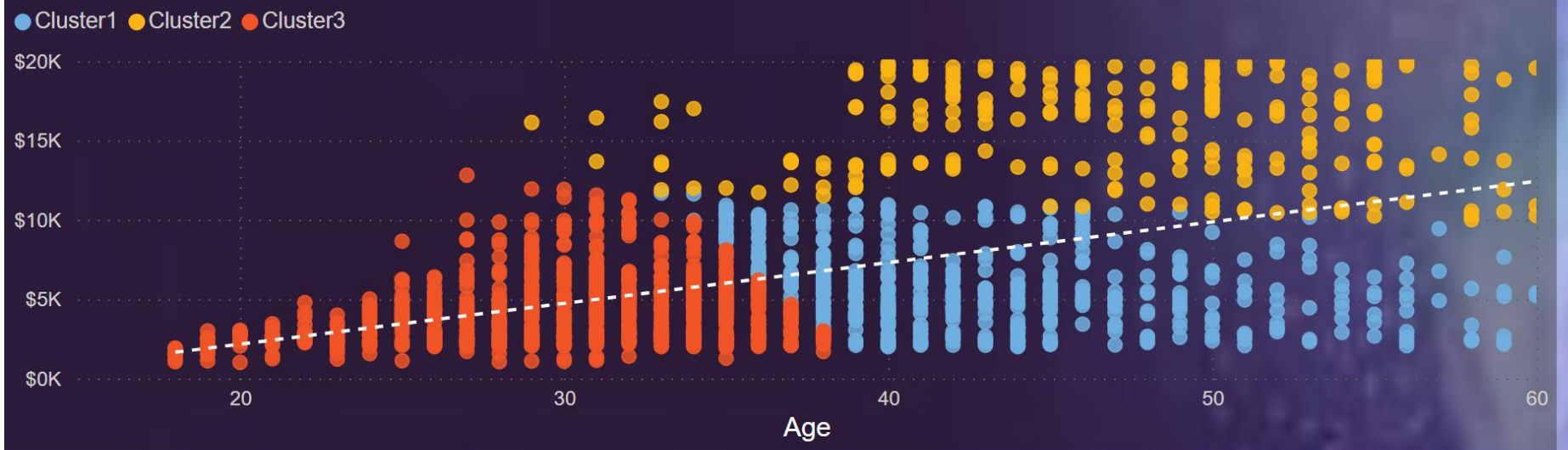




Human Resources Dashboard

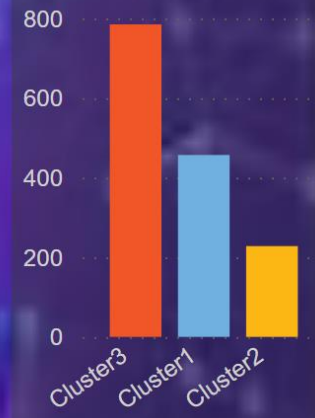
Human Resources | Research &... | Sales

Employee Distribution by Monthly Income & Age

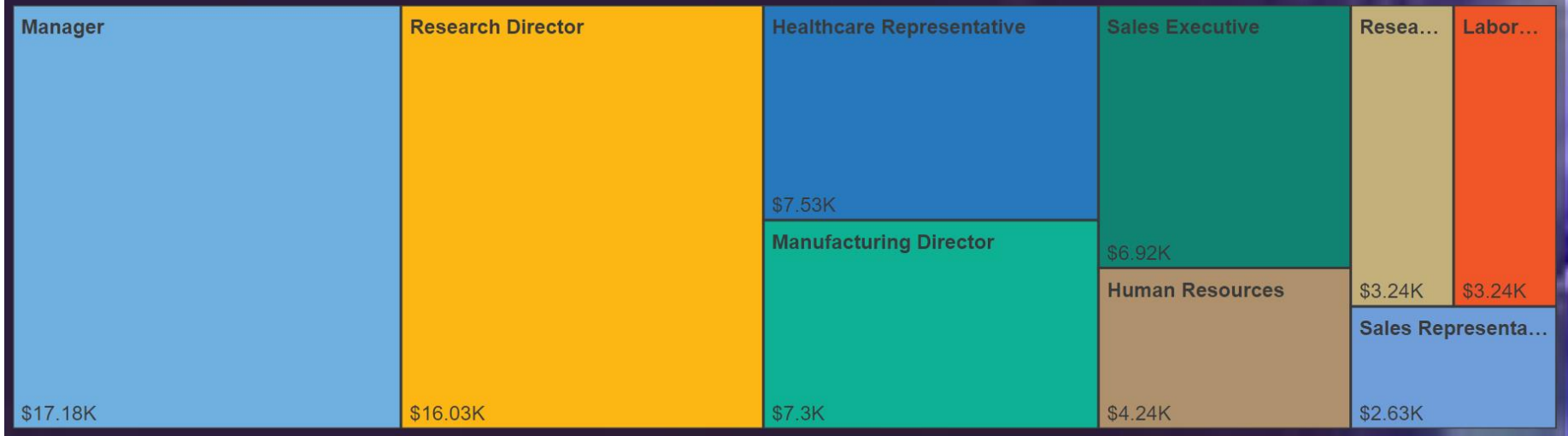


Attrition Rate by Clusters

Count of Employees by Clusters



Monthly Income by Role



Role	Attrition Rate
Sales Representative	39.76%
Laboratory Technician	23.94%
Human Resources	23.08%
Sales Executive	17.48%
Research Scientist	16.10%
Manufacturing Director	6.90%
Healthcare Representative	6.87%
Manager	4.90%
Research Director	2.50%
Avg	**16.12%**

Overview | Details

Insights

- Attrition rate is nearly 16% which considered higher than healthy organizations attrition “10%”
- Sales Department has the highest attrition rate followed by human resources department.
- Employees under 24 years of age have the highest attrition rate “44%” followed by Employees of age 24-39 “24%”
- Monthly income influence on attrition rate of older employees is higher as it reflects that experienced employees and seniors leaving are by voluntary attrition
- Employees not involved have an attrition rate of 34%
- Employees not satisfied have an attrition rate of 23%
- Lowest paying roles are Sales Representative, Research Scientist followed by Laboratory technician
- Top 3 rules with highest attrition rates are Sales Representative, Laboratory Technician followed by Human Resource.