

■ HR Analytics Dashboard – Key Insights

■ Attrition Trends:

- Overall attrition rate: **16.1%**.
- Highest turnover in **Laboratory Technicians**, **Sales Executives**, and **Research Scientists**.
- Most attrition occurs in the **26-35 age group**, highlighting retention challenges for mid-level employees.

■ Salary Impact:

- **≤5K salary slab** sees the highest attrition.
- Lower-paid employees are more likely to leave, indicating a potential need for competitive compensation strategies.

■ Demographic Insights:

- **Male employees** have a higher attrition rate than females.
- Attrition varies by education, with **Life Sciences** and **Medical** fields experiencing more turnover.

■ Job Satisfaction:

- Lower satisfaction correlates with higher attrition, emphasizing the importance of employee engagement initiatives.

■ Key Takeaway:

- The dashboard reveals actionable insights for **targeted HR interventions**, such as boosting satisfaction, offering retention incentives, and improving compensation for at-risk groups.