



HR Analytics Dashboard

AVG Years at Company



7.01

Total Employees

1480



Female

Male

Department

All

MaritalStatus

All

BusinessTravel

All

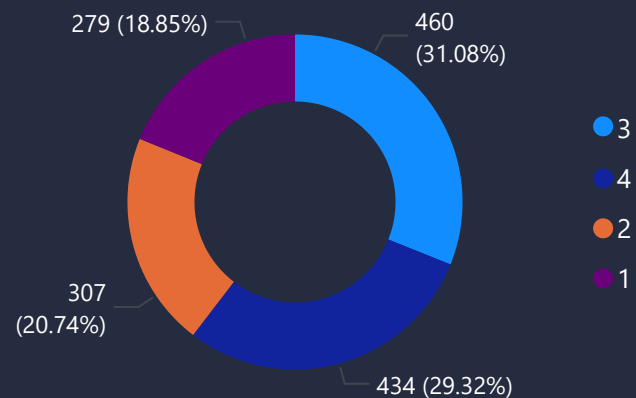
Attrition

All

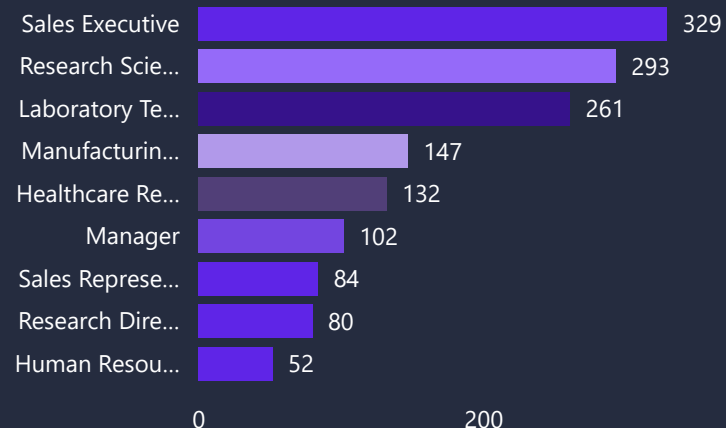
Attrition Count for Yes

238

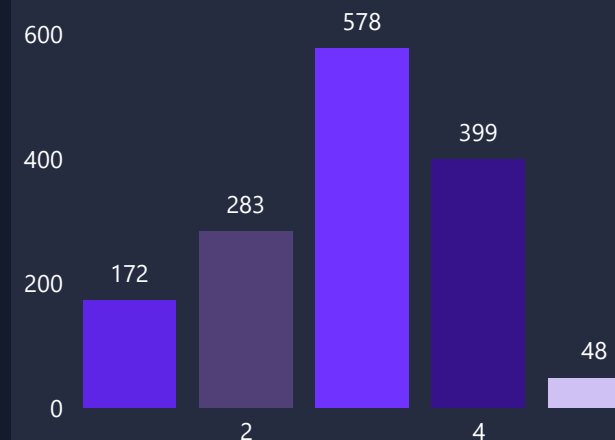
Relationship Satisfaction of EMP



Job Role of Employee



Education Level of Employee



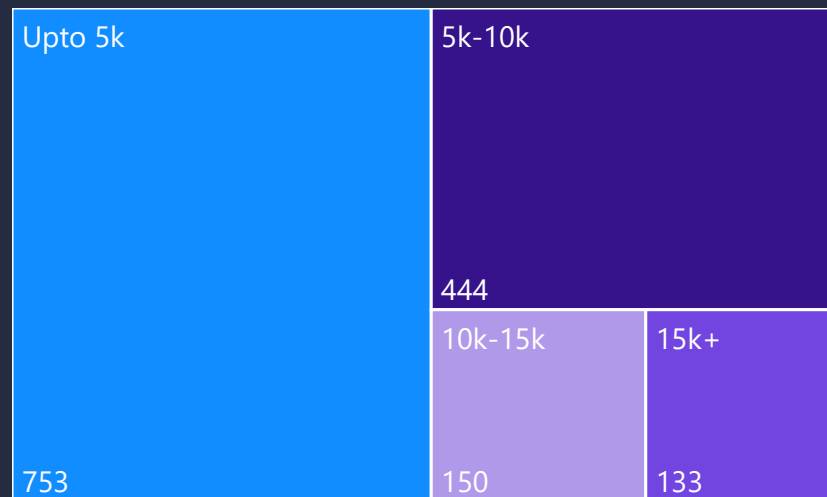
AVG Salary Hike %

15.21

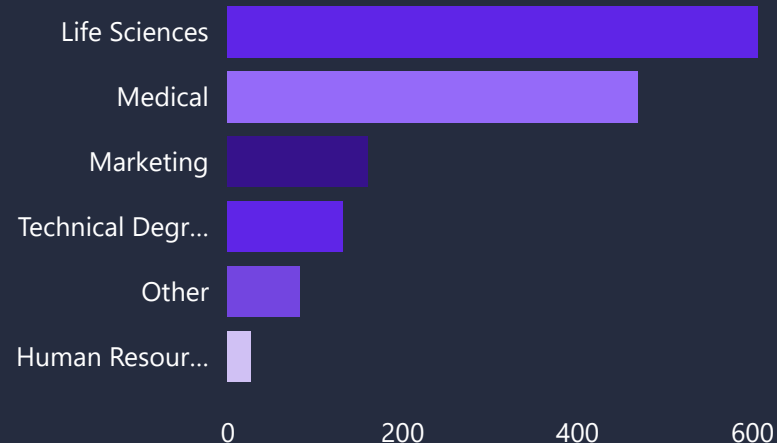
Attrition Rate %

16.08%

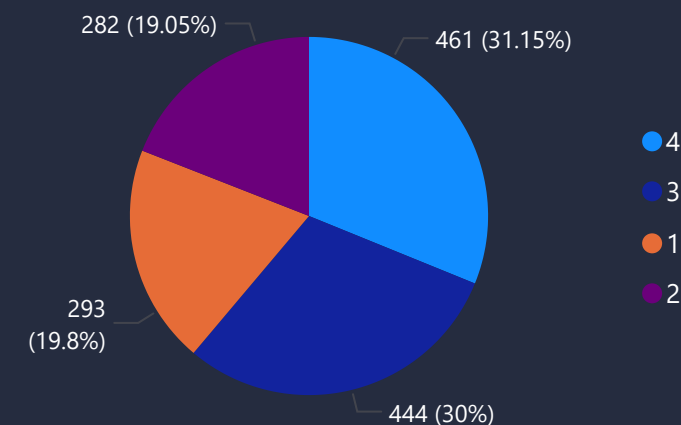
Employee Count by SalarySlab



Education Field of Employee



Job Satisfaction of Employee



HR Analytics Dashboard Insights & Plan

Key Findings

1. **Attrition is high at 16.08%** , Company is losing **238 employees** out of 1480 total this is significant.
2. **Salary Slab are extremely unbalanced** , majority earn low pay. It means 80% of workforce is low paid.
3. **Relationship Satisfaction & Job Satisfaction are not very strong**
4. Salary hike % is relatively low.
5. The highest education group (Level 3 & 4 = ~977 employees) is also in the lowest salary slab. **This usually causes dissatisfaction and faster turnover..**

Root Causes

1. **Salary structure is the biggest driver of attrition** when 753 employees fall in "Up to 5k" slab, retention becomes nearly impossible.
2. **High-pressure roles** (Sales, Research, Lab Tech) have max headcount is likely max attrition
3. **Weak manager-employee relationship satisfaction.**
4. **Career growth pathways are unclear** , High education employees stuck at low salary slabs , they switch quickly.
5. **15% hike sounds fine, but when base salary is extremely low, it changes nothing.**

Recommendations

1. **Move employees out of extremely low slabs (<5k).** Create a minimum threshold aligned with market.
2. Since relationship satisfaction is weak : **Conduct leadership training Introduce , manager performance metrics (team attrition, team engagement) , & Enforce monthly 1-on-1s.**
3. Increase Job satisfaction through meaningful interventions like : **Work-life balance policies , predictable workload , & Transparent feedback loops.**
4. Retention packages for vulnerable groups. **Focus on : Sales , R&D , Technical Roles and Offers them : Early salary revision , Retention bonus after 18 Months , & Progression-linked rewards**