📊 HR Performance Analytics – Storyboard

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1 Objective

To analyze HR data and uncover key insights on employee attrition, performance trends, and department-wise patterns to guide strategic HR planning and improve retention.

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2 Dataset Summary

- **Source:** HR_Analytics.csv
- **Key Fields:** Age, Salary, Department, Job Role, Education Field, Gender, Years at Company, Attrition
- **Total Records:** *1416*

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3 KPIs Monitored

- 🧍 Total Employees
- 📉 Attrition Count & Rate (16.2%)
- 💰 Average Monthly Salary (6.5K)
- 📊 Age Group Distribution
- 🎓 Education Field Breakdown
- 🏢 Department-wise Attrition

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4 Data Insights

📌 Age-Based Attrition

- Highest attrition found in **26–35 age group**
- Suggests mid-career transitions or dissatisfaction

📌 Job Role Impact

- **Sales Executive** and **Research Scientist** have the highest turnover

📌 Salary Effect

- Employees earning **≤5K** are more likely to leave

📌 **Education Field Trends**

- **Life Sciences** has the highest attrition among education fields

📌 **Departmental Patterns**

- **R&D Department** reports the most attrition cases

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5 Business Implications

- Critical to address role-specific turnover in Sales and R&D
- Salary and early career support should be reviewed
- Need for tailored engagement strategies across departments and age groups

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6 Recommendations

- 🎯 **Retention Initiatives**: Focus on high-attrition roles
- 💸 **Compensation Review**: Adjust packages for lower bands
- 🎓 **Skill Development**: Offer training to reduce dissatisfaction
- 🚀 **Career Path Planning**: Targeted efforts for younger age groups

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7 Conclusion

This analysis empowers HR to make informed decisions by pinpointing where attrition happens most and why allowing for targeted improvements in employee satisfaction and organizational stability.