HR ATTRITION ANALYSIS

CF_age band

All

Gender

Female

Male

Marital Status

Divorced

Married

Single

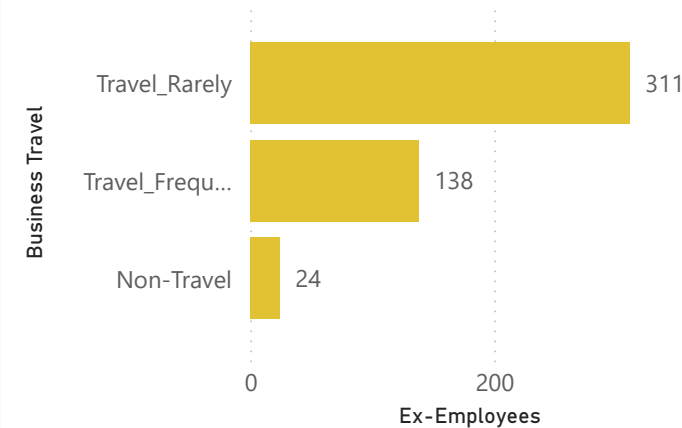## Department

HR

R&D

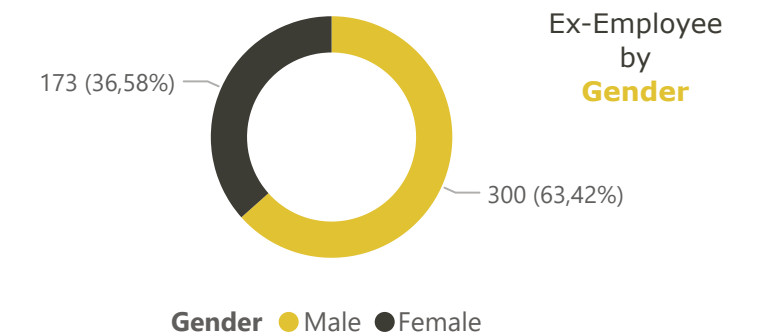Sales

2925 EMployees

473 Ex-Employees
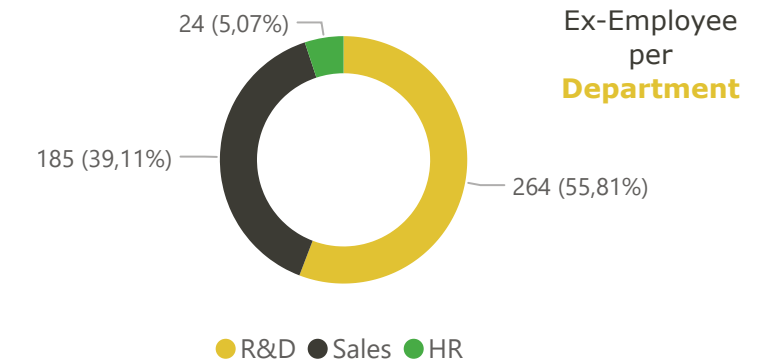
2452 Current Employees

16,82 % Attrition Rate

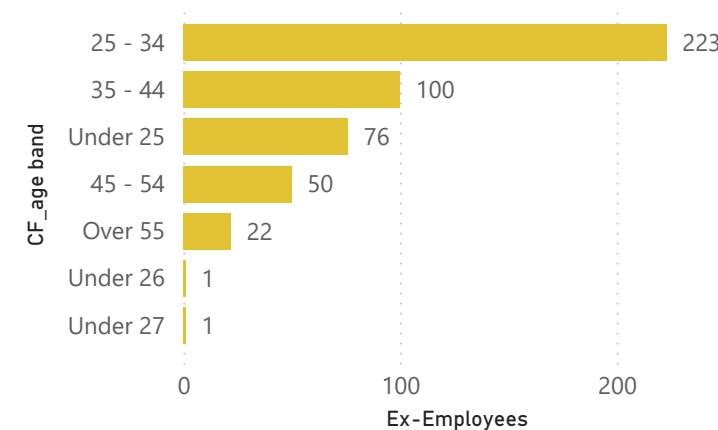### Ex-Employees by Business Travel

Business Travel	Ex-Employees
Travel_Rarely	311
Travel_Frequ...	138
Non-Travel	24

Ex-Employees by Distance From Home

(Line chart — Ex-Employees vs Distance From Home)
Values noted: 55, 51, 36, 14, 23, 10, 4
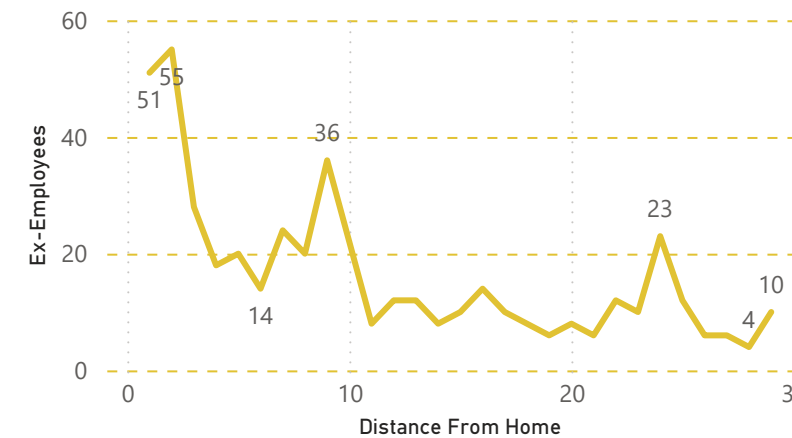
Ex-Employees by Education

Education	Ex-Employees
Bachelo... Degree	199
Master's Degree	116
Associat... Degree	86
High School	62
Doctoral Degree	10

Ex-Employees by CF_age band

CF_age band	Ex-Employees
25 - 34	223
35 - 44	100
Under 25	76
45 - 54	50
Over 55	22
Under 26	1
Under 27	1

Ex-Employee per **Department**

(Donut chart)
- 24 (5,07%)
- 185 (39,11%)
- 264 (55,81%)

Legend: R&D ● Sales ● HR

Ex-Employee by **Gender**

(Donut chart)
- 173 (36,58%)
- 300 (63,42%)

Gender ● Male ● Female

Ex-Employees by Job Satisfaction

(Line chart — Ex-Employees vs Job Satisfaction)
Job Satisfaction	Ex-Employees
1	132
2	92
3	144
4	105

Ex-Employees by Training Times Last Year

Training Times Last Year	Ex-Employees
2	198
3	137
4	51
0	29
5	28
1	18
6	12

Ex-Employee by Job Level

- 286 (60,47%)
- 103 (21,78%)
- 64 (13,53%)
- 10 (2,11%)

Job Level: ●1 ●2 ●3 ●4 ●5
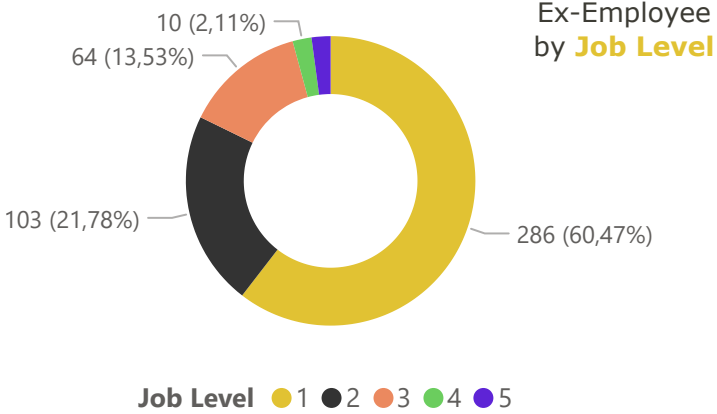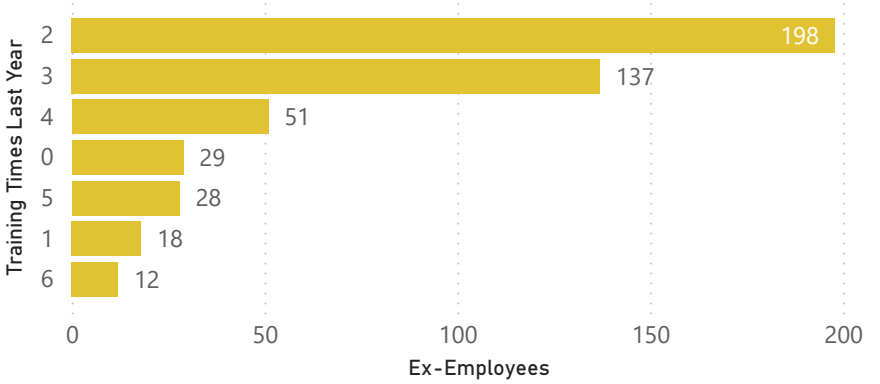
Ex-Employees by Education Field

Education Field	Ex-Employees
Life Sciences	178
Medical	126
Marketing	70
Technical Degree	64
Other	21
Human Resources	14

Ex-Employees by Num Companies Worked

Values: 46, 198, 32, 34, 31, 34, 11, 24

Ex-Employee per Marital Status

- 237 (50,11%)
- 168 (35,52%)
- 68 (14,38%)

Marital Status: ●Single ●Married ●Divorced

Ex-Employees by Job Role

100%

Job Role	Value
Laboratory Technician	
Sales Executive	
Research Scientist	94
Sales Representative	68
Human Resources	24
Manufacturing Director	18
Healthcare Representati...	
Manager	
Research Director	4

3,3%
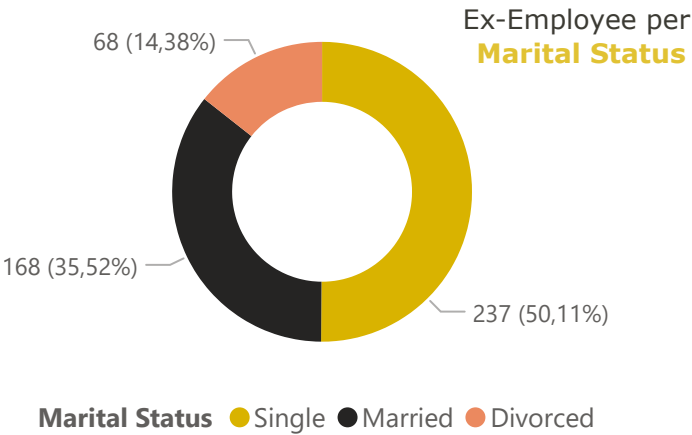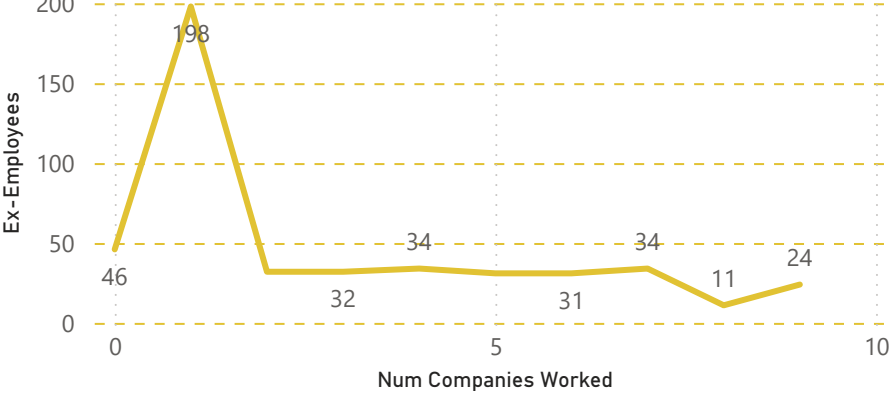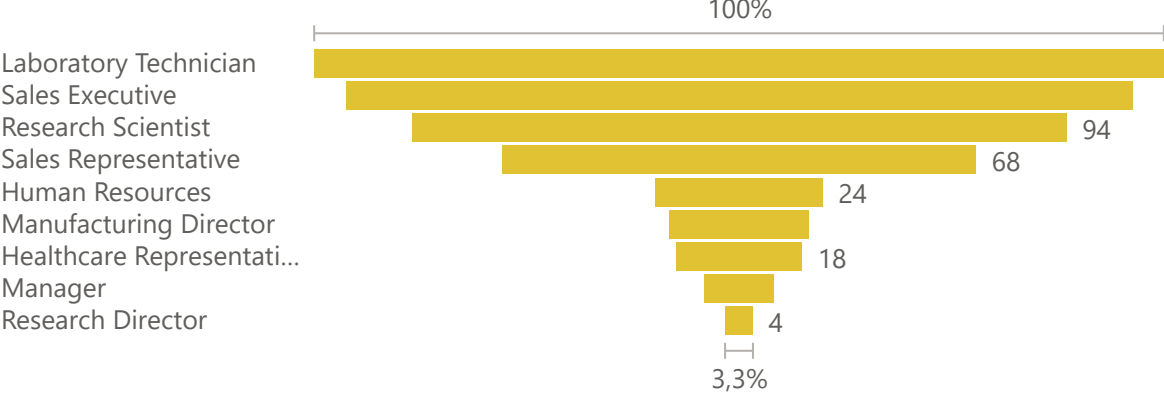
Total Working Years	Ex-Employees
1	80
10	50
6	43
7	35
5	32
8	31
4	24

Years Since Last Promotion	Ex-Employees
0	219
1	98
2	54
7	32
3	18
6	12
4	10

Years In Current Role	Ex-Employees
0	145
2	137
7	62
3	32
4	29
1	22
8	14

Years At Company	Ex-Employees
1	118
2	54
3	42
5	42
4	37
10	36
0	31

Years With Curr Manager	Ex-Employees
0	169
2	102
7	62
3	37
1	22
4	22
8	20

HR ATTRITION ANALYSIS(CURRENT EMPLOYEES)

Gender

Female

Male

Marital Status

Divorced

Married

Single

Department

HR

R&D
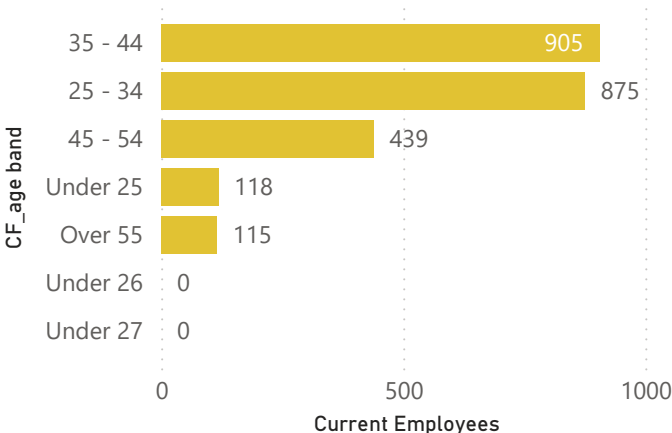
Sales

2925
EMployees

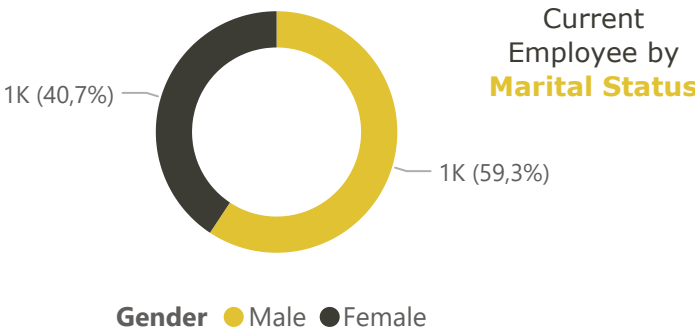**19**
Current Emp Attrition

2452
Current Employees

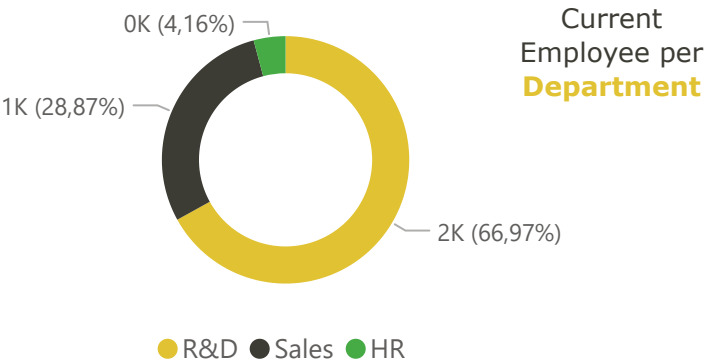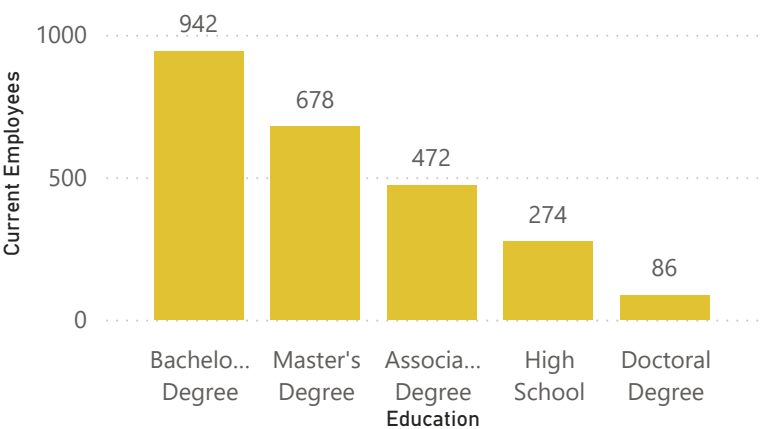**0,77 %**
Current Employee Attrition Rate

Current Employees by CF_age band

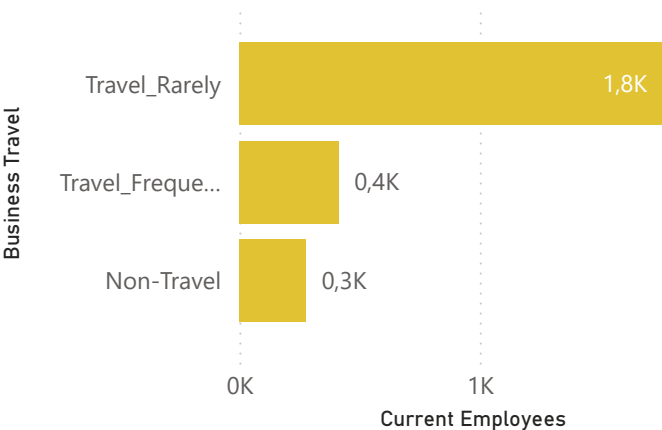| CF_age band	Current Employees
35 - 44	905
25 - 34	875
45 - 54	439
Under 25	118
Over 55	115
Under 26	0
Under 27	0
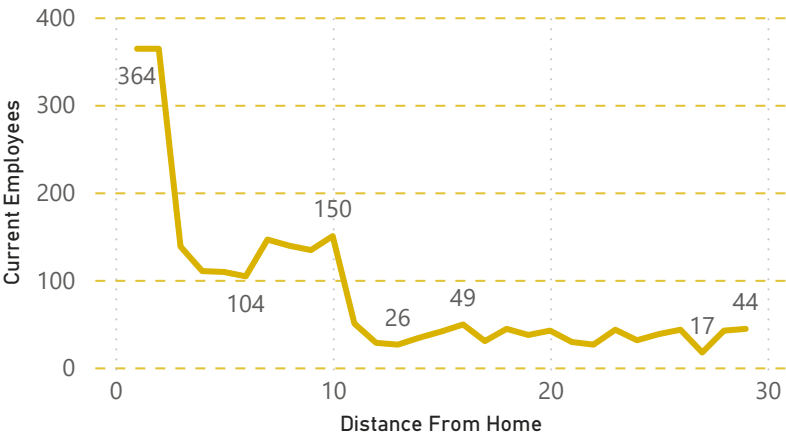
Current Employees by Distance From Home

364
150
104
26
49
17
44

Current Employees by Education

Bachelor... Degree	942
Master's Degree	678
Associa... Degree	472
High School	274
Doctoral Degree	86

Current Employees by Business Travel

Travel_Rarely 1,8K
Travel_Freque... 0,4K
Non-Travel 0,3K

Current Employee per Department

0K (4,16%)
1K (28,87%)
2K (66,97%)

R&D ● Sales ● HR

Current Employee by Marital Status

1K (40,7%)
1K (59,3%)

Gender ● Male ● Female

Current Employees by Job Satisfaction

Job Satisfaction	Current Employees
1	444
2	464
3	732
4	812

Current Employees by Training Times Last Year
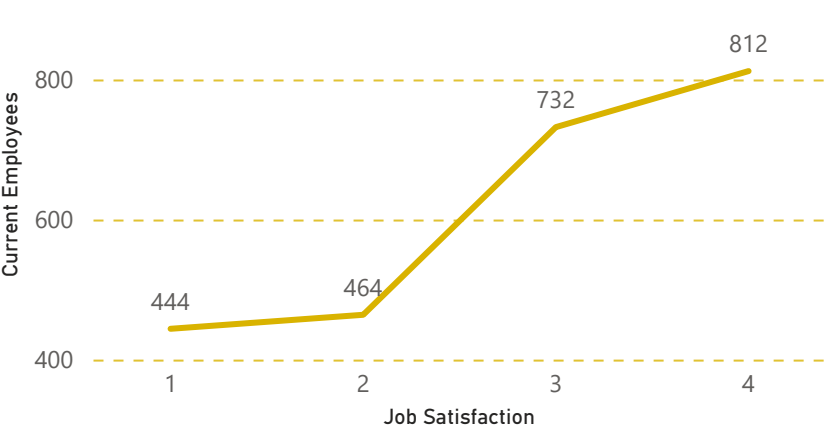
Training Times Last Year	Current Employees
2	894
3	838
5	208
4	194
1	122
6	118
0	78

Current Employee per (Job Level donut)

- 961 (39,19%)
- 791 (32,26%)
- 370 (15,09%)
- 202 (8,24%)

Job Level ● 2 ● 1 ● 3 ● 4 ● 5
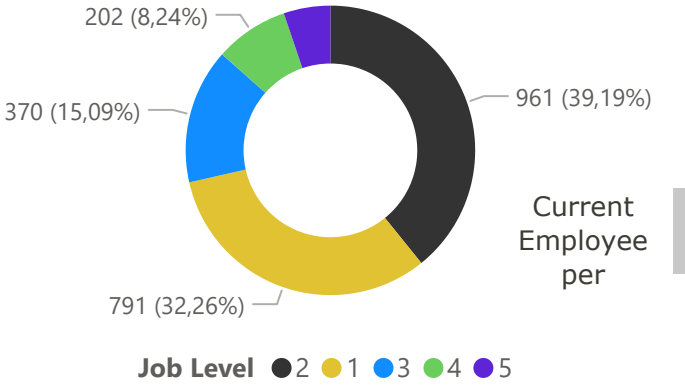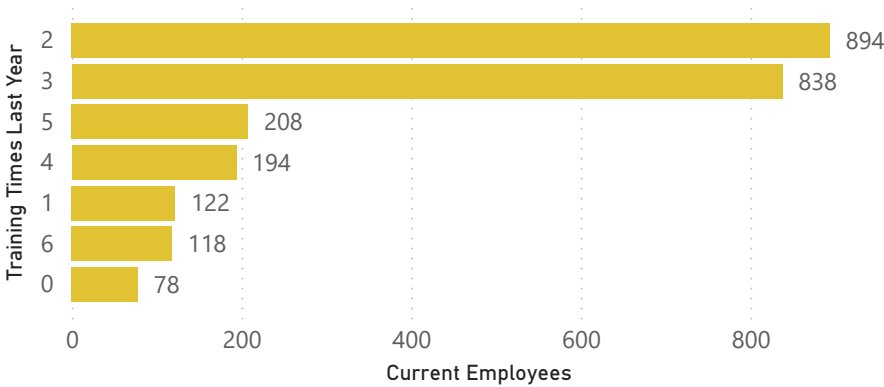
Current Employees by Education Field

Education Field	Current Employees
Life Sciences	1025
Medical	797
Marketing	248
Technical Degree	200
Other	142
Human Resources	40
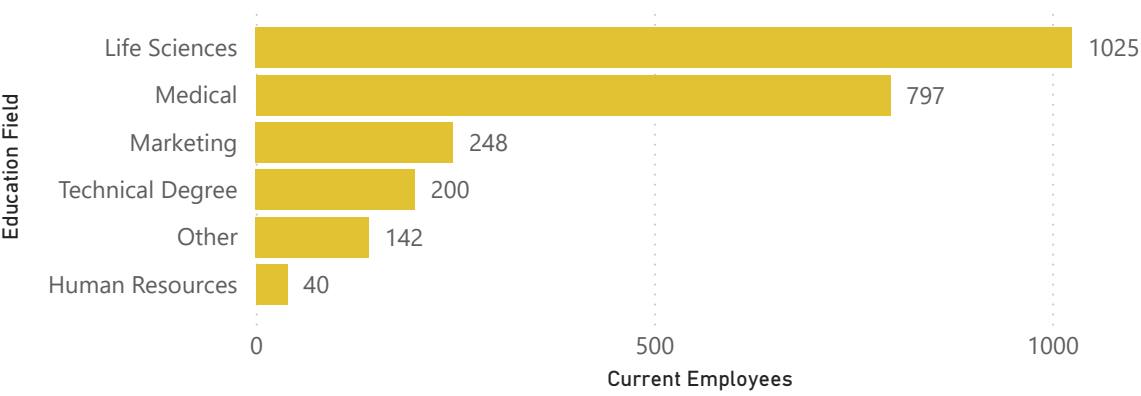
Current Employees by Num Companies Worked

Num Companies Worked	Current Employees
0	342
1	841
2	260
3	286
4	243
5	94
7	114
10	79

Current Employee per (Marital Status donut)

- 1K (47,8%)
- 1K (28,43%)
- 1K (23,78%)

Marital Status ● Married ● Single ● Divorced

Current Employees by Job Role

- 100%
- Sales Executive
- Research Scientist
- Laboratory Technician — 387
- Manufacturing Director — 268
- Healthcare Representative
- Manager — 194
- Research Director
- Sales Representative — 100
- Human Resources
- 14,9%
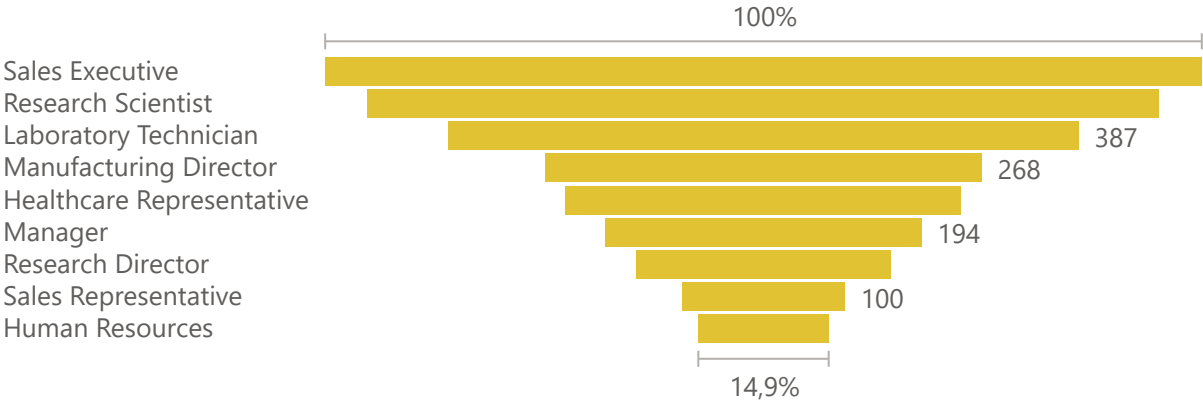
Total Working Years	Current Employees
10	350
6	204
8	172
9	172
5	143
7	125
4	102

Years Since Last Promotion	Current Employees
0	937
1	613
2	263
3	84
4	111
5	86
6	52

Years In Current Role	Current Employees
0	340
1	92
2	604
3	238
4	177
5	69
6	70

Years At Company	Current Employees
0	56
1	222
2	198
3	216
4	182
5	348
6	133

Years With Curr Manager	Current Employees
0	353
1	130
2	586
3	244
4	174
5	53
6	49

Main Causes of Attrition

Ex-Employees by CF_age band

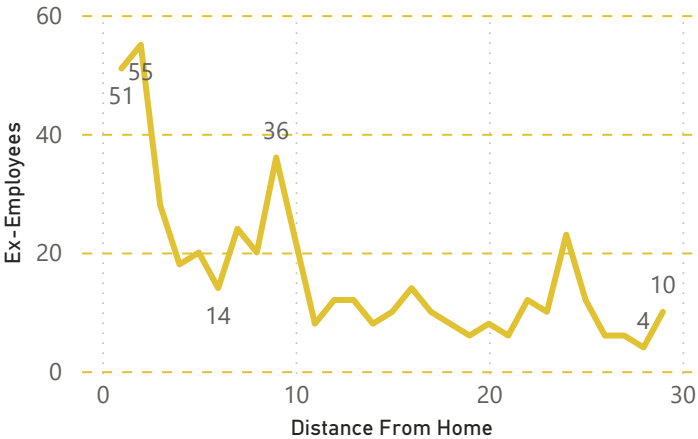| CF_age band	Ex-Employees
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Under 26	1
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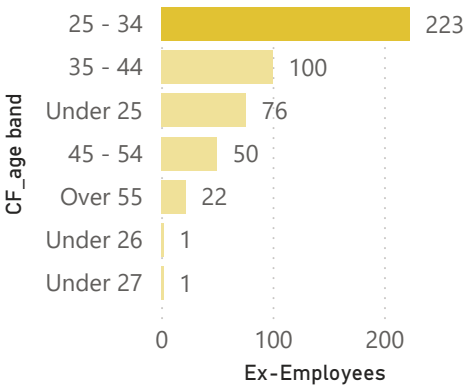
25-34 is the age group that leaves the company the most or has higher attrition but this correlates to some of the factors we see below.

High Attrition is also experienced by employees who leave within t distances **1-2, 8-9, 23**

Ex-Employees by Distance From Home

Years At Company	Ex-Employees
1	118
2	54
3	42
5	42
4	37
10	36
0	31
7	22
8	18
6	17

The **First five years** at the company are crucial for retaining employees as most tend to leave or experience attrition especially after the **1st year** where attrition is abnormally high

Ex-Employees by Num Companies Worked
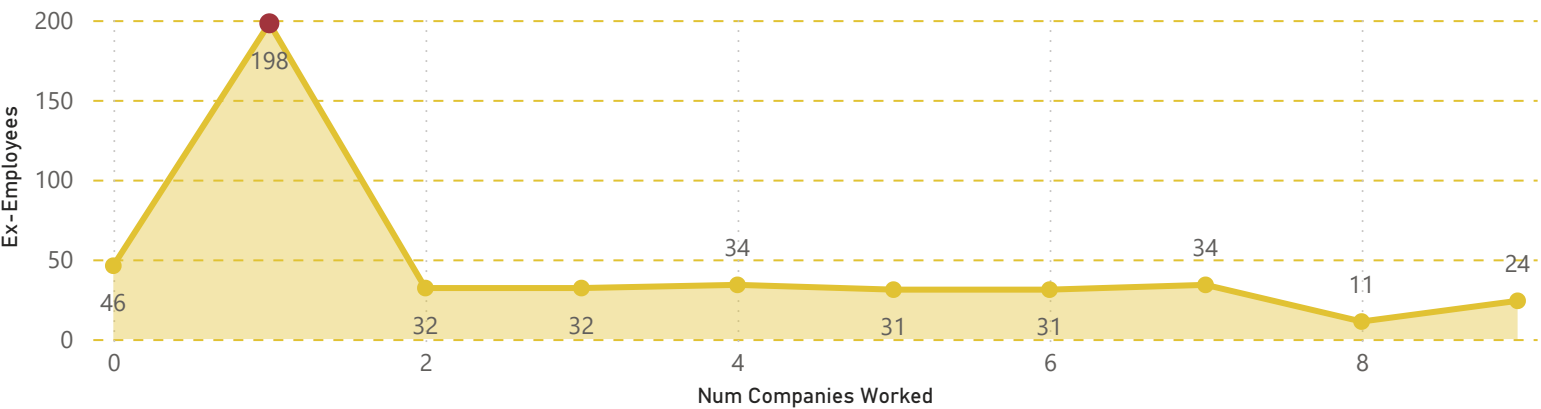
Total Working Years	Ex-Employees
1	80
10	50
6	43
7	35
5	32
8	31
4	24

From this we see that most of the Ex-employees who experienced attrition had being working **only** for **1 Year** , which also correlates with the table which shows a total of **1 working Year** still showing High Attrition

Proposed Solution

The HR or The Recruitment team should use these filters when recruiting new employees especially those within the age band of 25-35 :

1. They should not live within work distances (1-2,8-9, and 23) .
2. Choose those who have already worked for more than one company.
3. Take those with at least 2 yrs of experience .

The HR Department should:

- Assign Mentorship or Buddy System:
- Pair new employees with experienced mentors to provide guidance, support, and a friendly point of contact during their transition.
- Regular Check-Ins:
- Schedule periodic one-on-one meetings between HR and new employees to address concerns, gather feedback, and assess their integration into the team.
- Create Feedback Mechanisms:
- Develop anonymous surveys or suggestion boxes specifically for first-year employees to voice their experiences and needs.