

## EXECUTIVE SUMMARY — HR ANALYTICS DASHBOARD

### 1. Overview

This HR Analytics Dashboard provides a comprehensive view of workforce composition, attrition patterns, demographic trends, employee satisfaction, and behavioural drivers across a dataset of **1,470 employees**. The goal is to enable data-driven decision-making that improves retention, workforce planning, employee engagement, and organisational performance.

### 2. Key Workforce Metrics

Total Headcount	Active Employees	Attrition Rate	Average Tenure Years	Average Age
1470	1233	16.12%	7	38

KPI	Value	Interpretation
<b>Total Headcount</b>	1470	Large, diverse workforce
<b>Active Employees</b>	1233	Majority retained
<b>Attrition Rate</b>	<b>16.12%</b>	Slightly above industry benchmark (10–15%)
<b>Average Tenure</b>	7 years	Strong employee longevity
<b>Average Age</b>	38	Mid-career workforce

*Insight:* Workforce stability is reasonable, but attrition remains a concern that requires targeted interventions.

### 3. Major Attrition Drivers

#### a. Business Travel

- Frequent travelers show the **highest attrition** (24.91%).
- Rare travelers show moderate attrition.
- Non-travelers have **lowest attrition**.

#### Interpretation:

Travel demands may cause burnout, work-life imbalance, or job dissatisfaction.

#### b. Job Involvement

Attrition decreases sharply as involvement increases:

## **Job Involvement Attrition Rate**

Level 1           **~34%**

Level 2           ~19%

Level 3           ~14%

Level 4           **~9%**

### **Interpretation:**

Employees who feel less connected to their work are **3x more likely** to leave. This suggests gaps in engagement, recognition, or role clarity.

### **c. Job Role**

Highest attrition is found in:

- **Sales Representatives (40 %)**
- Laboratory Technicians (24 %)
- Customer-facing or high-pressure roles (HR Roles 23%)

Lowest attrition appears in managerial and director-level roles.

### **Interpretation:**

High-demand, low-control positions face the greatest turnover risk.

### **d. Age Band**

- **Under 25s** have the highest attrition (~40%).
- Employees aged **35–44** have the lowest attrition (~10%).
- Attrition rises again for employees **over 55**.

### **Interpretation:**

Younger employees may seek better opportunities and career acceleration.

Older employees may be transitioning out due to retirement or role fatigue/ Medical condition.

## **4. Employee Experience Insights**

**Job Satisfaction Score: 2.73 / 4**

This reflects **moderate satisfaction**, below the “Satisfied” threshold (3.0).

## **Interpretation:**

There is room for improvement in areas such as career progression, recognition, role clarity, and work-life balance.

### **Refined Business Insights to Major Contributor of Attrition**

1. **Travel-related roles cause burnout** which in turn contributes to attrition.
2. **Low job involvement** strongly predicts turnover; engagement strategies are needed.
3. **Younger employees** are at high risk and may require targeted development programs.
4. **Sales and Operational roles** face high turnover and require job redesign or incentive reviews.
5. **Moderate job satisfaction** highlights cultural or engagement challenges that may worsen attrition if not addressed.

### **Strategic Recommendations**

1. Reduce travel burden
2. Evaluate travel frequency, provide rotation, increase support, or offer hybrid alternatives.
3. Strengthen job involvement  
(Manager coaching, recognition programs, clearer career paths).
4. Target early-career employees  
(Improved onboarding, mentorship, and growth opportunities).
5. Review high-attrition job roles  
(Assess workload, compensation competitiveness, role clarity, and training support).
6. Improve overall job satisfaction  
(Conduct pulse surveys, enhance communication, and foster a stronger employee experience culture.)

## **Conclusion**

The HR Analytics Dashboard demonstrates that attrition is driven by specific behavioural, demographic, and role-based factors. Addressing these targeted areas will reduce turnover, strengthen engagement, and improve overall workforce stability. The insights here position HR to make high-impact, data-driven decisions.