



# HR ANALYTICS DASHBOARD



Total Employees

1470

Total Attrition

237

Attrition Rate

16.1%

Average Age

37

[Adamya Aggarwal](#)

( data analyst)

Gender Diversity

Male  
882Female  
588

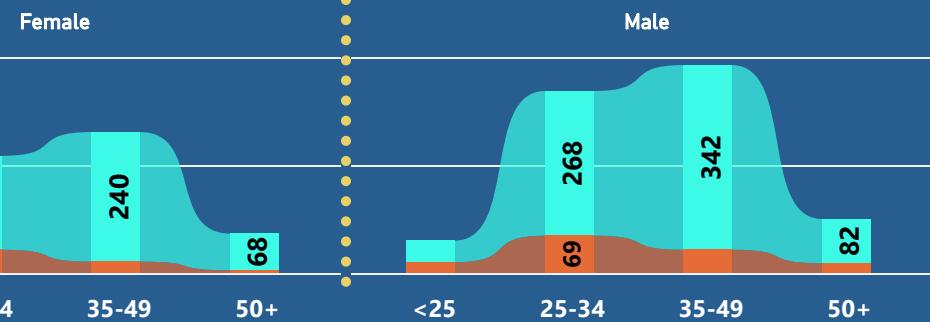
Attrition by Gender

Male  
150Female  
87

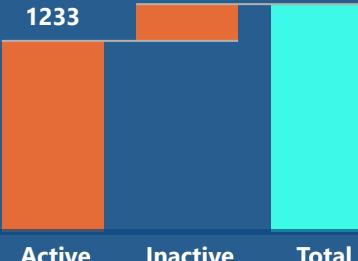
Job Role	1	2	3	4	Total
Sales Executive	53	45	73	98	269
Research Scientist	41	43	75	86	245
Laboratory Technician	36	40	54	67	197
Manufacturing Director	24	30	45	36	135
Healthcare Representative	24	17	42	39	122
Manager	20	19	26	32	97
Research Director	15	15	26	22	78
Sales Representative	5	11	18	16	50
Human Resources	5	14	10	11	40

## Current Status of Employees

● Active ● Inactive

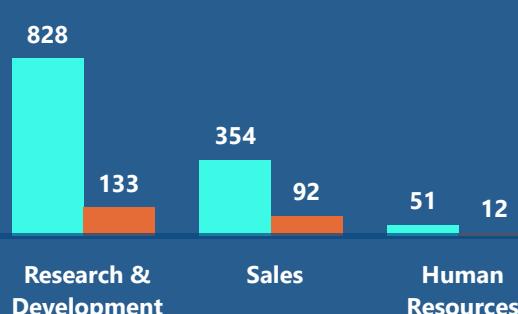


## Active / Inactive Employees

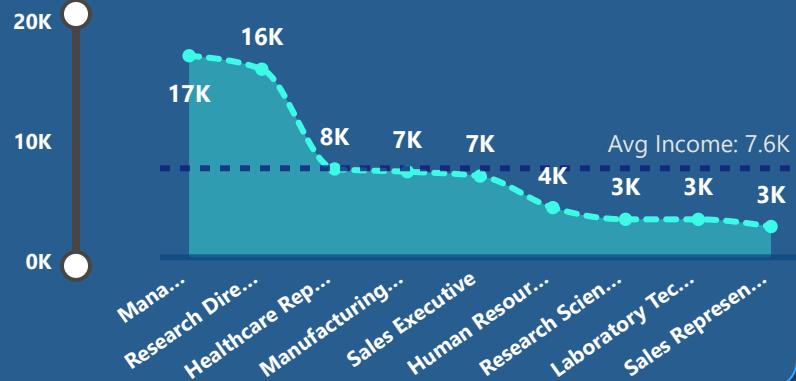


## Active Employees and Attrition Count by Department

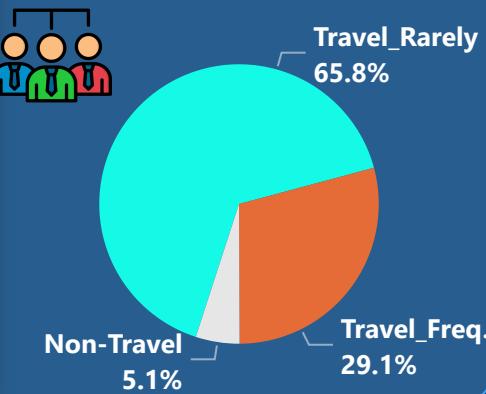
● Active Employees ● Attrition Count



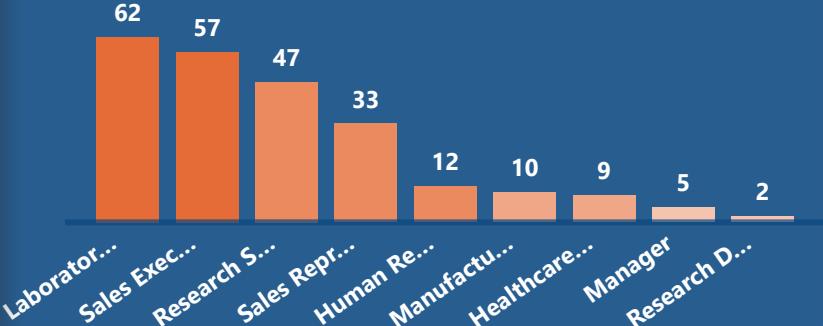
## Average Monthly Income by Job Role



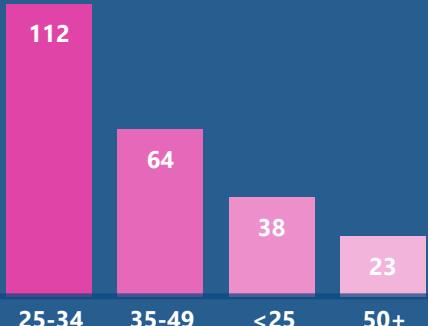
## Attrition Count by Business Travel



## Attrition by Job Role

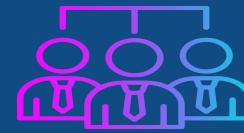


## Attrition by Age Group





# INFORMATION PAGE



## " Recommendation Summary: HR Analytics "

### Recommendations for Employee Retention and Development:

#### 1. Conduct Exit Interviews:

- Why: When employees leave, let's talk to them. Find out their experiences and what could be better.
- Action: Actively listen to employee feedback and address issues contributing to attrition. Make data-informed changes to enhance workplace satisfaction.

#### 2. Analyze Attrition Drivers:

- Why: Some departments have more people leaving. Let's pay attention to them.
- Action: Develop customized retention strategies in those departments with elevated attrition, fostering a more stable and engaged work environment.

#### 3. Provide Development Opportunities:

- Why: Let's help employees to get better at their jobs and grow in their careers.
- Action: Offer clear career paths, growth opportunities, and continuous skill development. Invest in your workforce to retain valuable talent.

#### 4. Initiate Employee Surveys:

- Why: Valuing employees' voices is crucial to improving satisfaction and addressing their concerns.
- Action: Administer employee surveys and listen to their answers. Use their feedback to make your company a great place to work.

#### 5. Establish Robust Communication Channels:

- Why: Transparent communication build trust, which leads to higher engagement and satisfaction.
- Action: Create open lines of communication, enabling employees to provide feedback and raise concerns. Prioritize transparency to strengthen the bond with your workforce.

#### 6. Facilitate Skill Development:

- Why: When our employees are good at their jobs, they're happier and more committed to the organization.
- Action: Support employees in honing their skills and provide ongoing training and development opportunities. Invest in their growth to ensure a skilled and dedicated workforce.



# "Single Employee's Status"



Total Employees

470

Total Attrition

120

Attrition Rate

25.5%

Average Age

35



Gender Diversity

Male

271

Female

199

Attrition by Gender

Male

73

Female

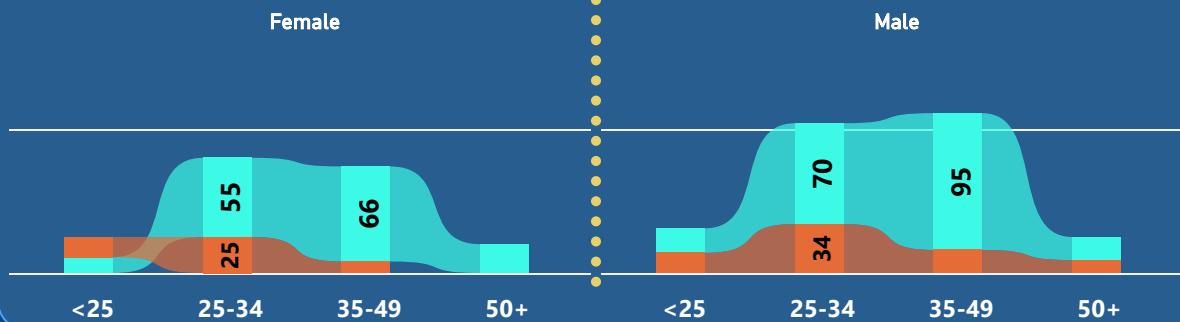
47

Job Satisfaction Rating

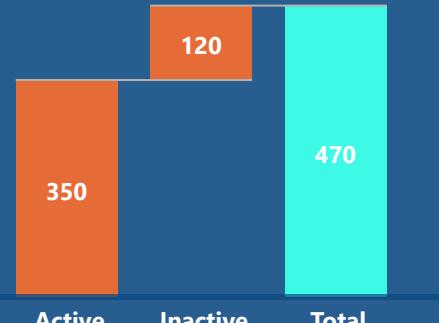
Job Role	1	2	3	4	Total
Research Scientist	12	11	24	32	79
Sales Executive	15	7	19	34	75
Laboratory Technician	8	11	17	21	57
Manufacturing Director	4	8	12	15	39
Healthcare Representative	5	9	14	6	34
Manager	5	6	3	8	22
Research Director	1	5	5	7	18
Sales Representative	3	1	7	6	17
Human Resources	2	2	2	3	9

## Current Status of Employees

● Active ● Inactive



## Active / Inactive Employees



## Active Employees and Attrition Count by Department

● Active Employees ● Attrition Count

Adanya Aggarwal

( data analyst)

Gender

All

Marital Status

Single

Gender Diversity

Male

271

Female

199

Attrition by Gender

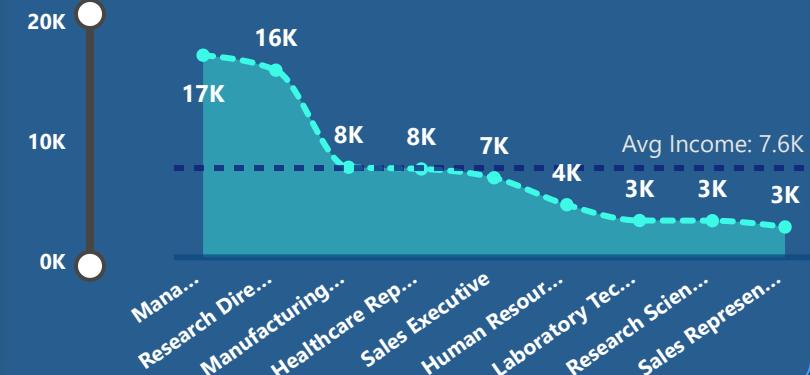
Male

73

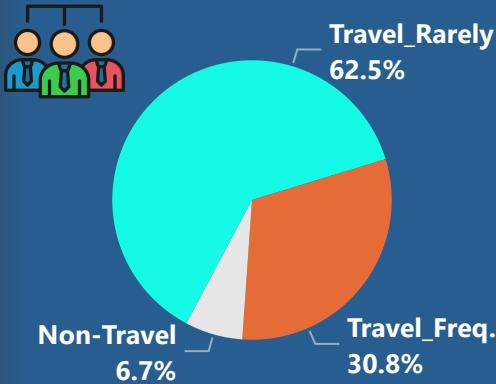
Female

47

## Average Monthly Income by Job Role



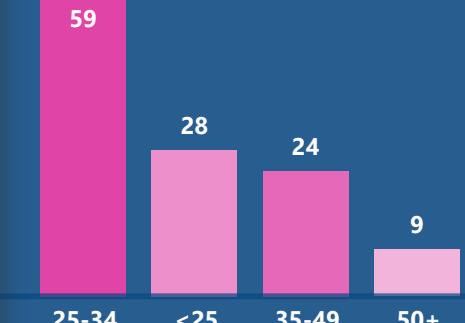
## Attrition Count by Business Travel



## Attrition by Job Role



## Attrition by Age Group





# "Married Employee's Status"



Total Employees

673

Total Attrition

84

Attrition Rate

12.5%  
0% 100%

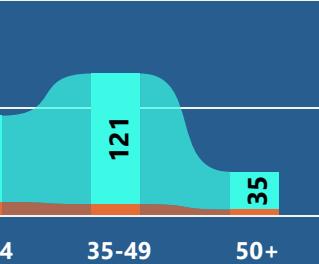
Average Age

38  
22 60

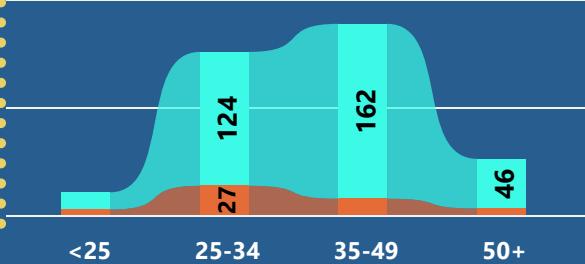
## Current Status of Employees

● Active ● Inactive

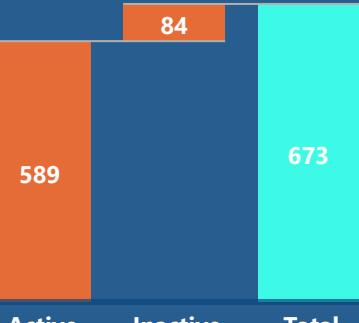
Female



Male



## Active / Inactive Employees



## Active Employees and Attrition Count by Department

[Adanya Aggarwal](#)

( data analyst)

Gender

All

Marital Status

Married

Gender Diversity

Male

401

Female

272

Attrition by Gender

Male

53

Female

31

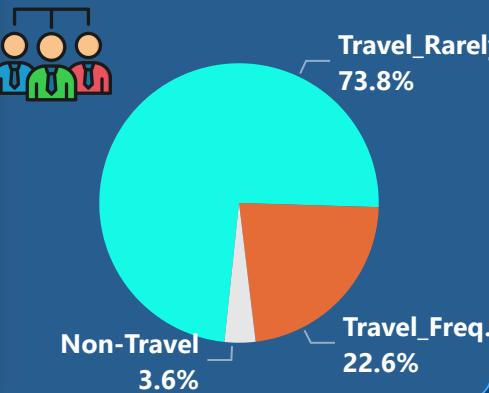
## Job Satisfaction Rating

Job Role	1	2	3	4	Total
Sales Executive	24	30	36	41	131
Research Scientist	17	20	30	41	108
Laboratory Technician	16	22	24	35	97
Manufacturing Director	13	12	24	12	61
Healthcare Representative	12	4	20	19	55
Manager	10	7	18	17	52
Research Director	12	7	14	4	37
Sales Representative	0	8	10	8	26
Human Resources	3	8	6	5	22

## Average Monthly Income by Job Role



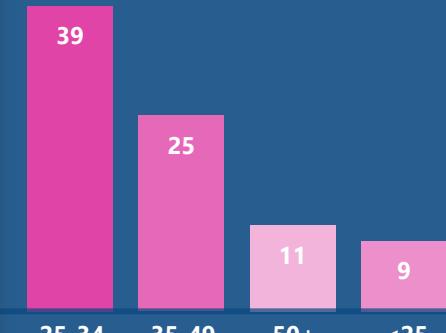
## Attrition Count by Business Travel



## Attrition by Job Role



## Attrition by Age Group





# "MALE Employee's Status"



Total Employees

882

Total Attrition

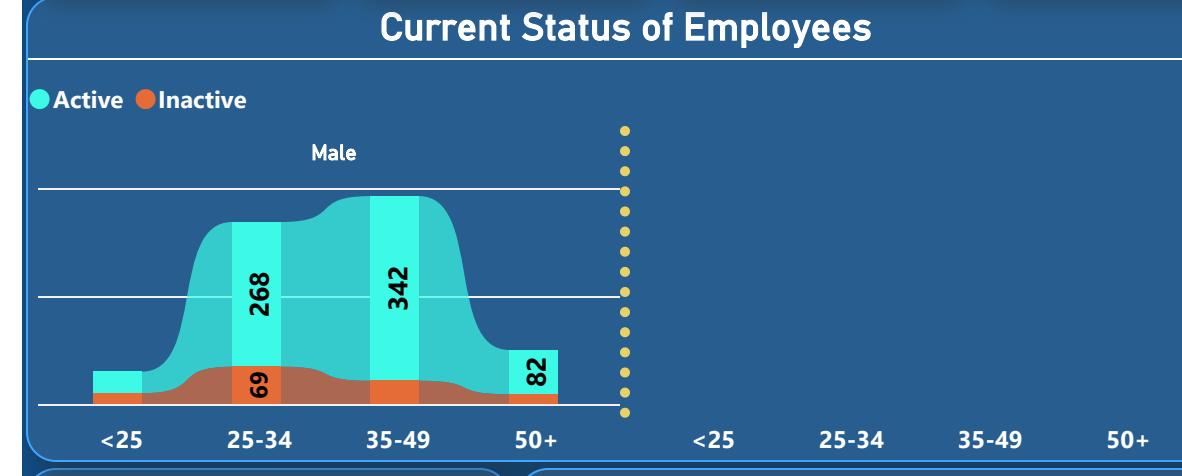
150

Attrition Rate

17.0%

Average Age

37

**Adanya Aggarwal**

( data analyst)

Gender

Male

Marital Status

All

Gender Diversity

Male

882

Attrition by Gender

Male

150

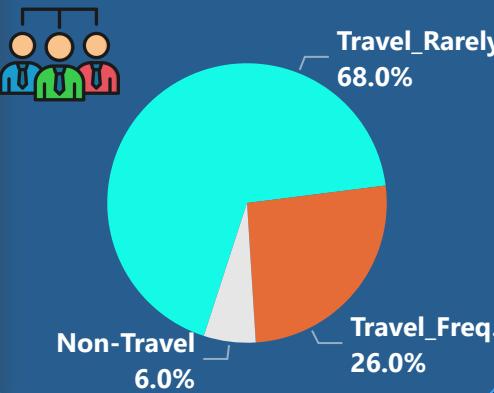
## Job Satisfaction Rating

Job Role	1	2	3	4	Total
Sales Executive	30	30	38	59	157
Research Scientist	23	23	43	59	148
Laboratory Technician	23	24	37	44	128
Healthcare Representative	16	10	25	25	76
Manufacturing Director	8	18	22	19	67
Manager	10	9	14	19	52
Research Director	7	8	18	13	46
Human Resources	4	11	7	8	30
Sales Representative	4	7	10	7	28

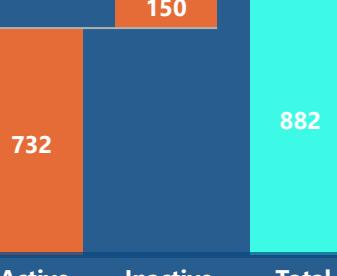
## Average Monthly Income by Job Role



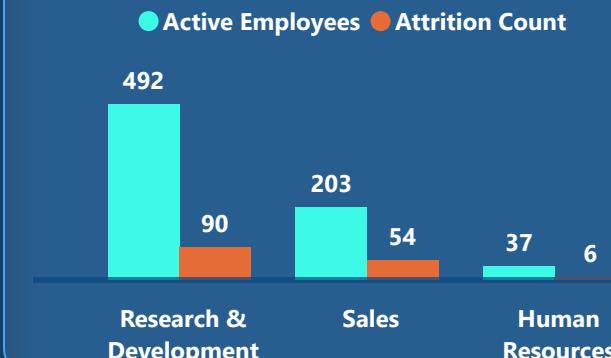
## Attrition Count by Business Travel



## Active / Inactive Employees



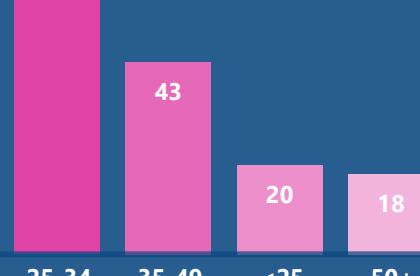
## Active Employees and Attrition Count by Department



## Attrition by Job Role



## Attrition by Age Group



# "FEMALE Employee's Status"



Total Employees

588

Total Attrition

87

Attrition Rate

14.8%

Average Age

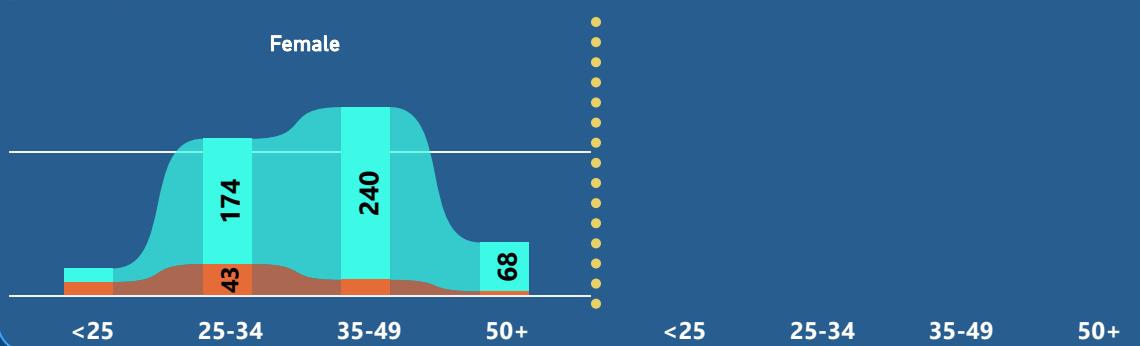
37

18 60

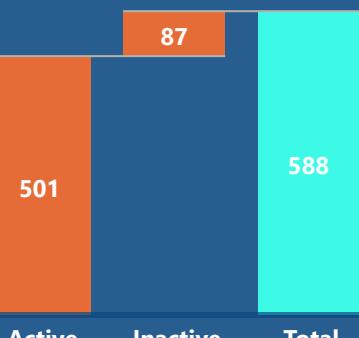
## Current Status of Employees

● Active ● Inactive

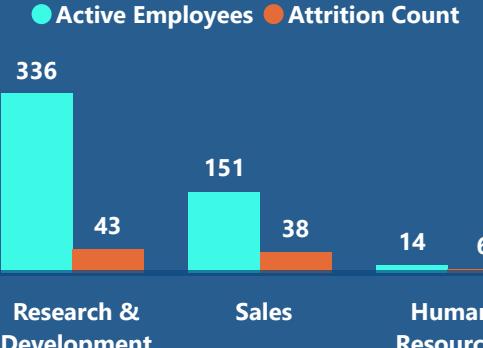
Female



## Active / Inactive Employees



## Active Employees and Attrition Count by Department



Adanya Aggarwal

( data analyst)

Gender

Female

Marital Status

All

Gender Diversity

Female

Attrition by Gender

Female

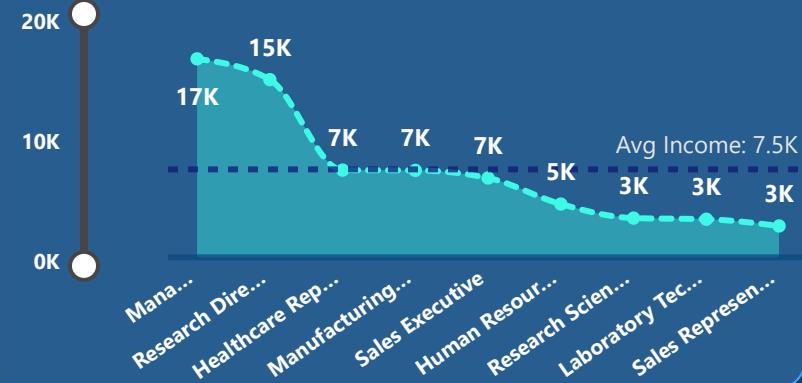
588

87

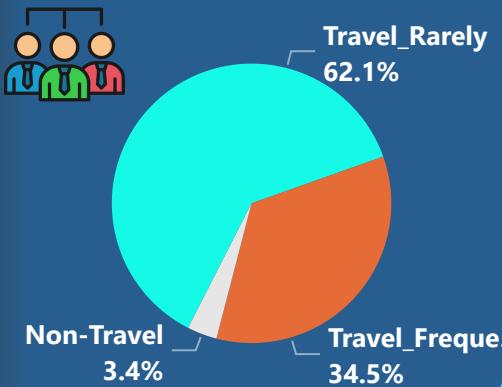
## Job Satisfaction Rating

Job Role	1	2	3	4	Total
Sales Executive	23	15	35	39	112
Research Scientist	18	20	32	27	97
Laboratory Technician	13	16	17	23	69
Manufacturing Director	16	12	23	17	68
Healthcare Representative	8	7	17	14	46
Manager	10	10	12	13	45
Research Director	8	7	8	9	32
Sales Representative	1	4	8	9	22
Human Resources	1	3	3	3	10

## Average Monthly Income by Job Role



## Attrition Count by Business Travel



## Attrition by Job Role



## Attrition by Age Group

