

Insights

- 1.Higher attrition rate among males compared to females.
- 2.Laboratory Technicians and Sales Executives have the highest attrition, indicating potential areas for concern or improvement.
- 3.Employees with Life Sciences and Medical backgrounds show the highest attrition rates.
- 4.Attrition is highest among entry-level positions, decreasing as job level increases.
- 5.Most attrition occurs within the first year, indicating a potential issue with employee retention in the initial phase of employment.

Recommendations

- 1.Targeted Retention Programs: Focus on roles with high attrition such as Laboratory Technicians and Sales Executives.
- 2.Salary Review: Investigate the reasons behind high attrition in lower salary brackets and consider adjustments.
- 3.Onboarding and Training: Enhance onboarding processes and provide additional support to new employees to reduce first-year attrition.
- 4.Career Development: Create clear career development paths, particularly for lower-level positions, to improve retention.
- 5.Gender-Specific Strategies: Develop tailored strategies to address the higher attrition rate among male employees.