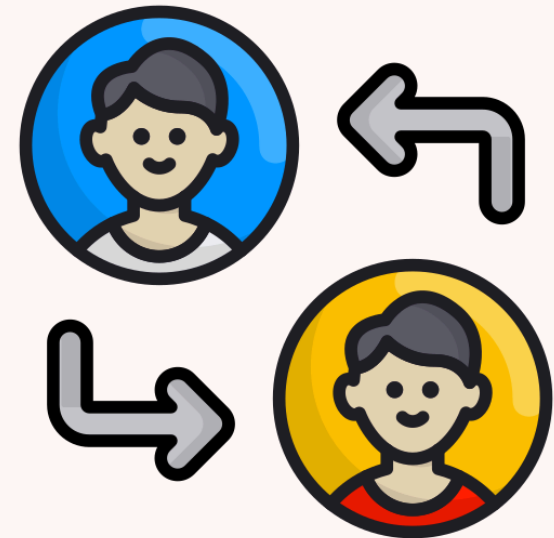


# EMPLOYEE ATTRITION ANALYSIS REPORT



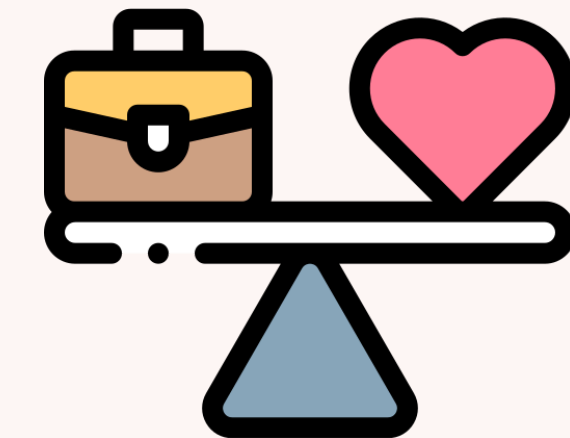
## Turnover Analysis

The turnover analysis report offers insights on attrition rates based on job level, department, job satisfaction, role, and income, guiding effective workforce management and relationship strategies.



## Demographic

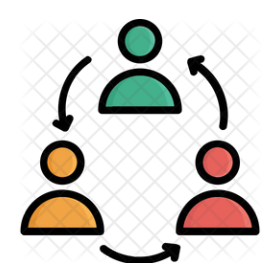
The demographic report summarizes employee statistics including age group, gender, distance from home and marital status into workforce diversity and community pattern.



## Employee Wellness

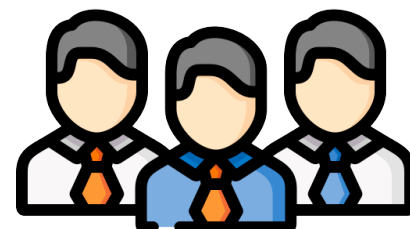
The employee wellness report synthesizes data on attrition rates, overtime, performance, job satisfaction, and environment contentment, providing vital insights for HR strategy and decision-making.

# TURNOVER ANALYSIS



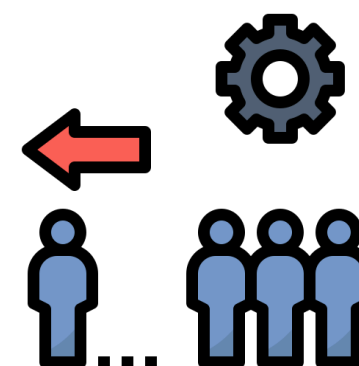
Total Employee

1470



Current Employees

1233



Attrition Count

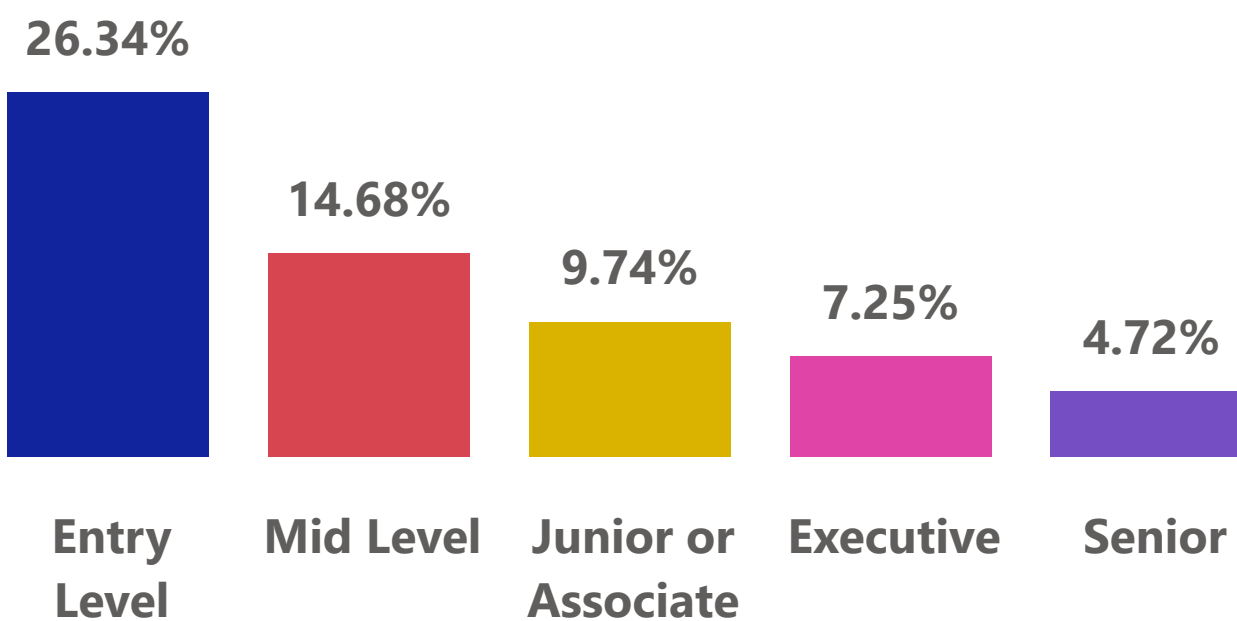
237



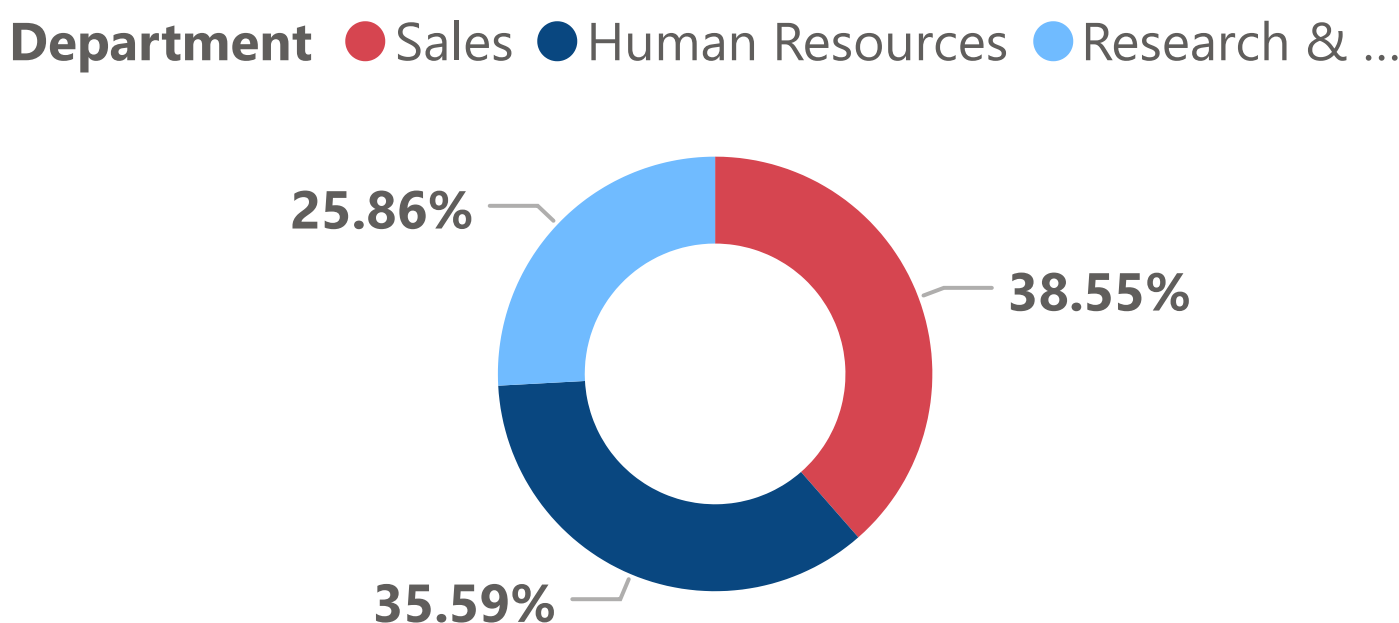
Attrition Rate

16.12%

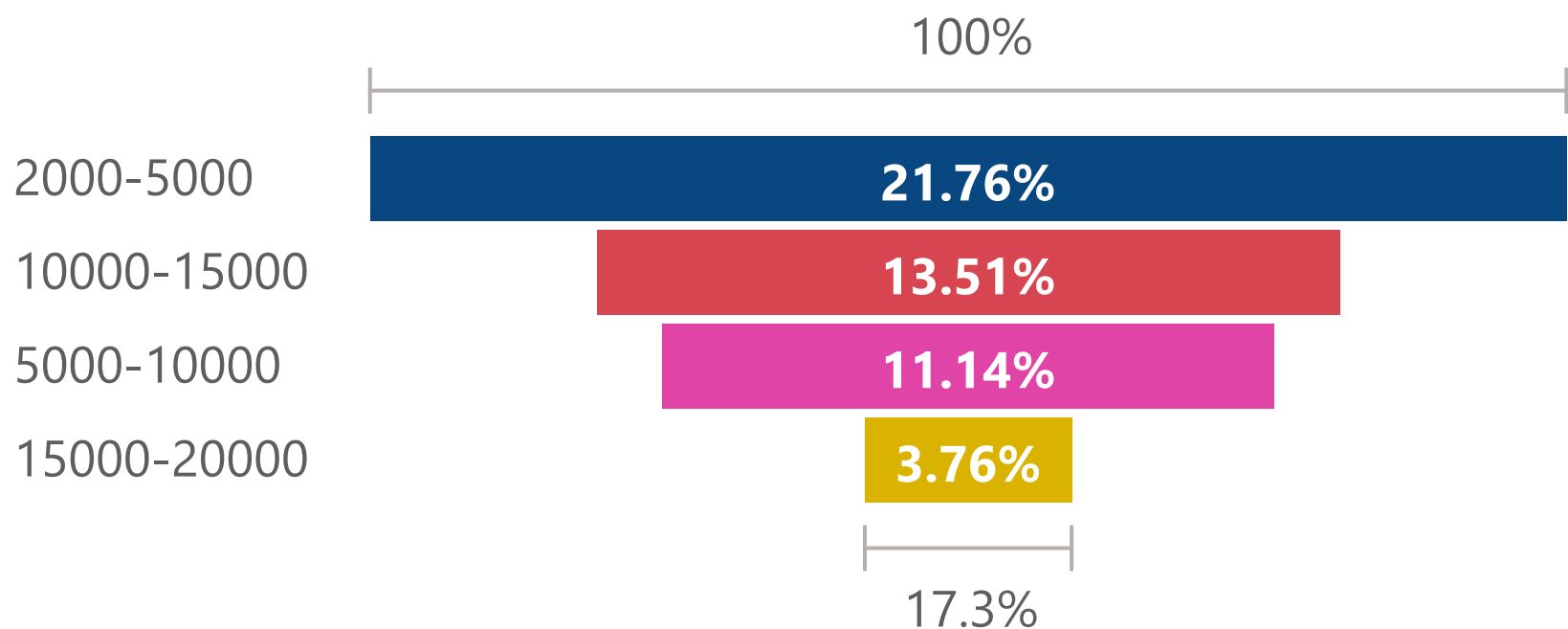
Attrition By Job Level



Attrition Rate by Department



Attrition Rate by Income Range



Job Role

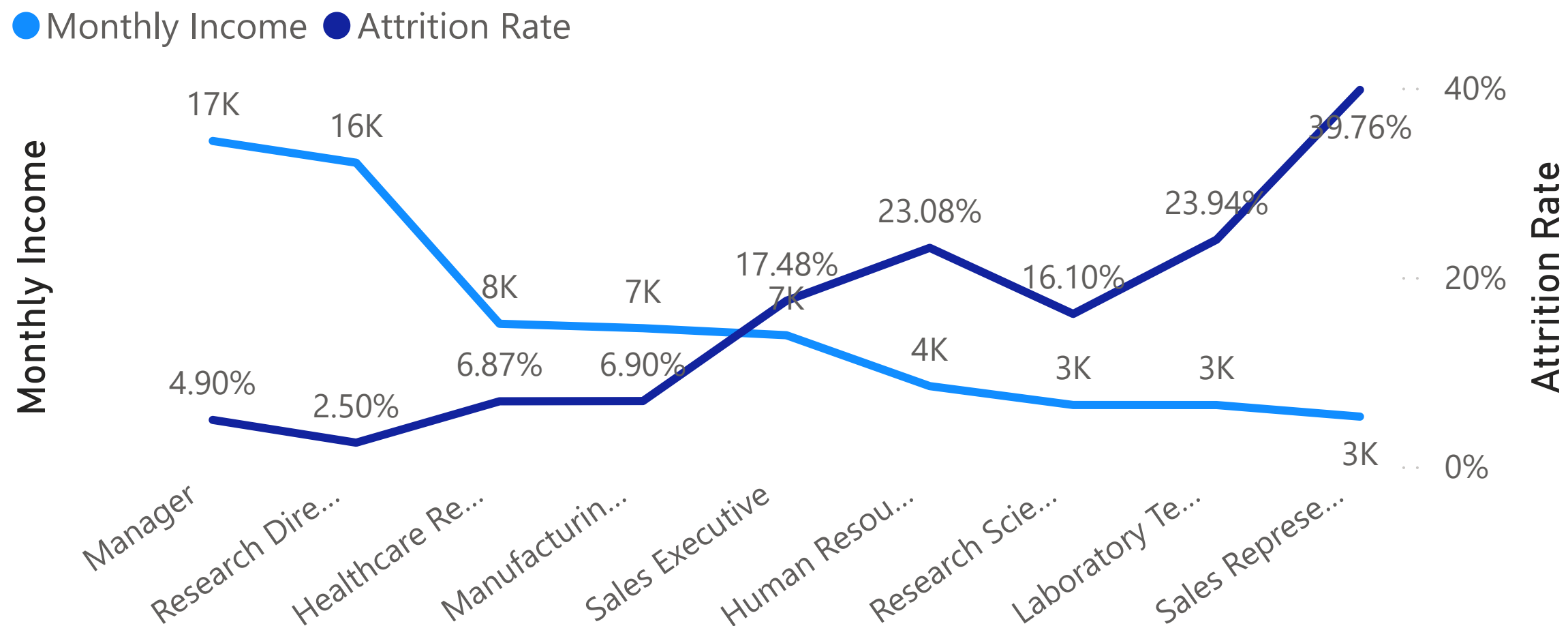
Total Employee

Attrition Count

Attrition Rate

Job Role	Total Employee	Attrition Count	Attrition Rate
Sales Executive	326	57	17.48%
Research Scientist	292	47	16.10%
Laboratory Technician	259	62	23.94%
Manufacturing Director	145	10	6.90%
Healthcare Representative	131	9	6.87%
Manager	102	5	4.90%
Sales Representative	83	33	39.76%
Research Director	80	2	2.50%
Human Resources	52	12	23.08%

Monthly Income and Attrition Rate by Job Role



# DEMOGRAPHICS

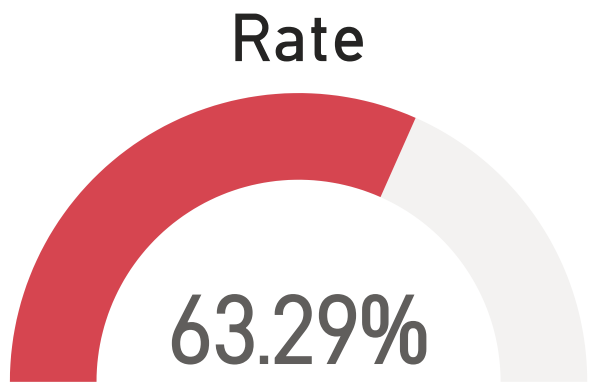


Male Employee

882

Male Attrition

150

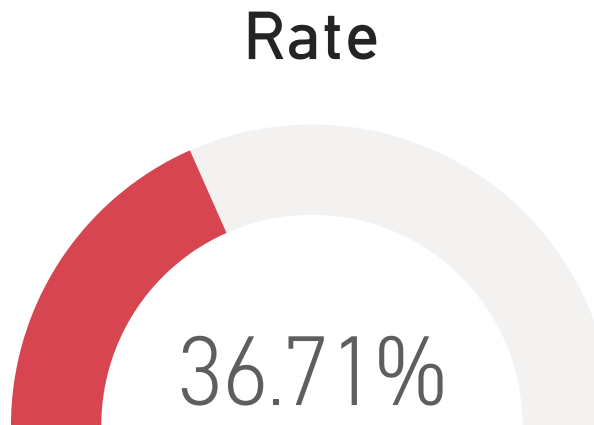


Female Employee

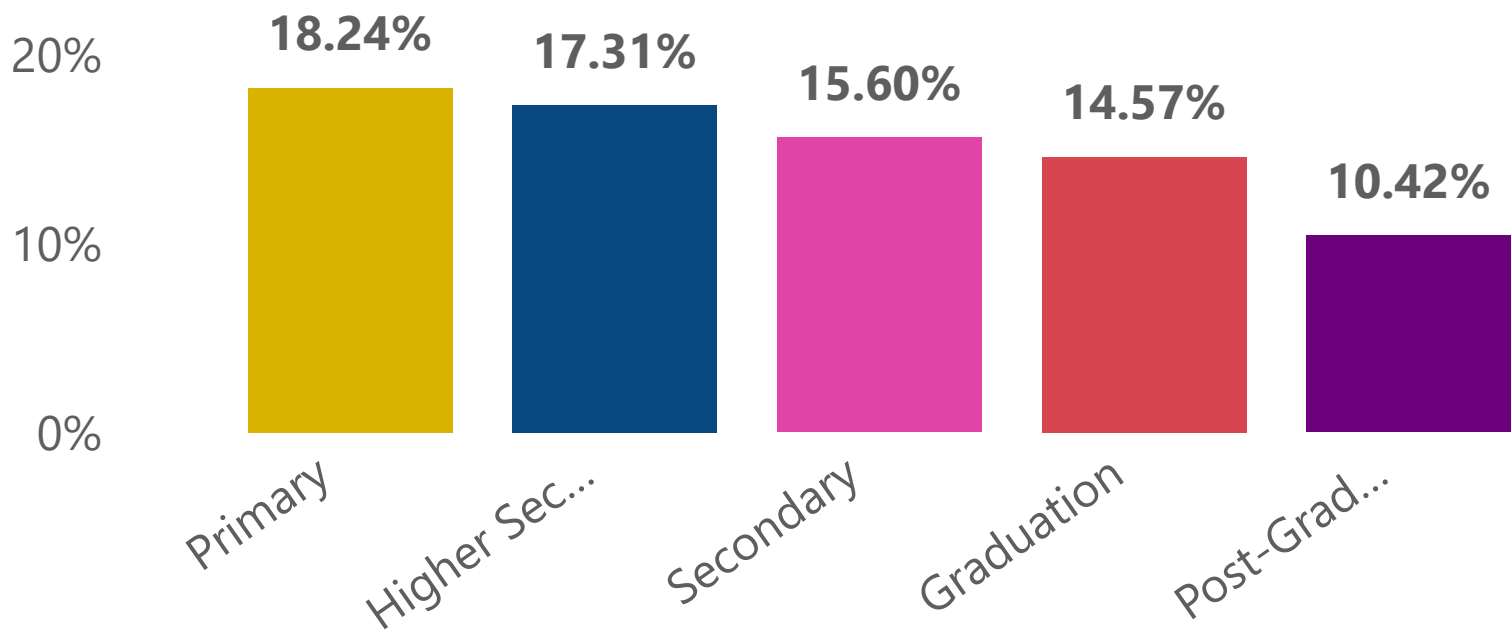
588

Female Attrition

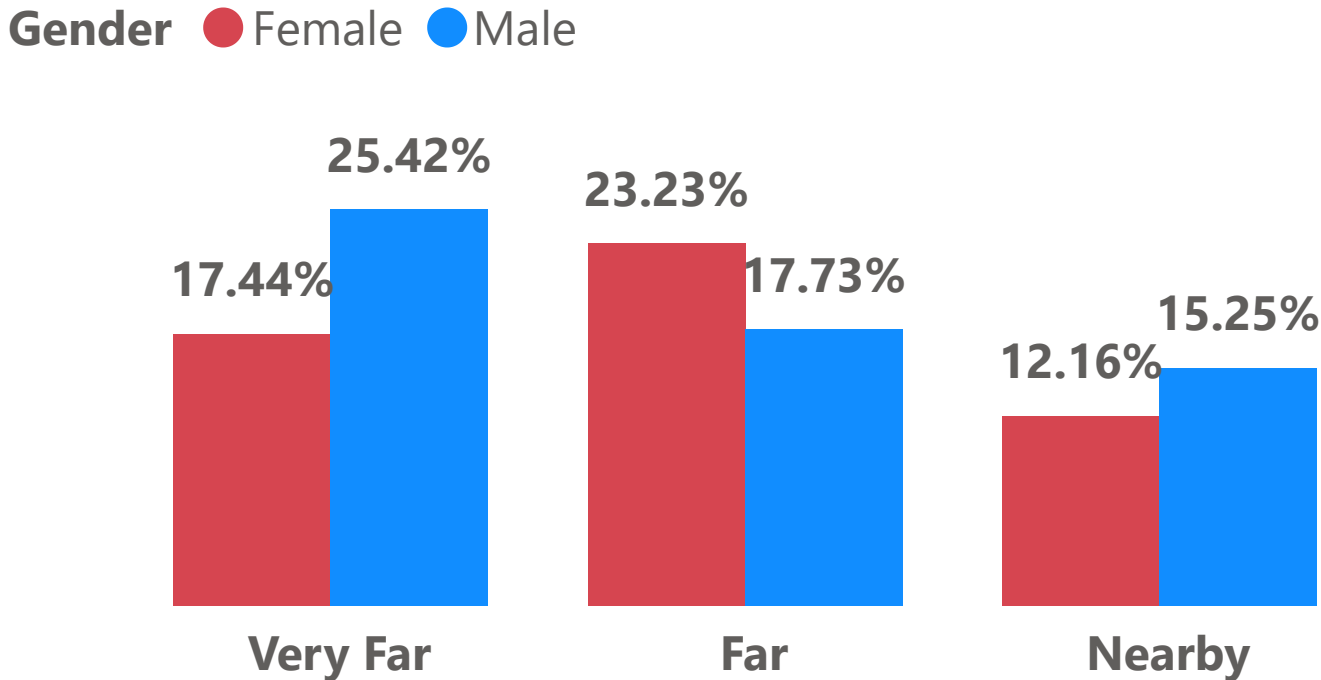
87



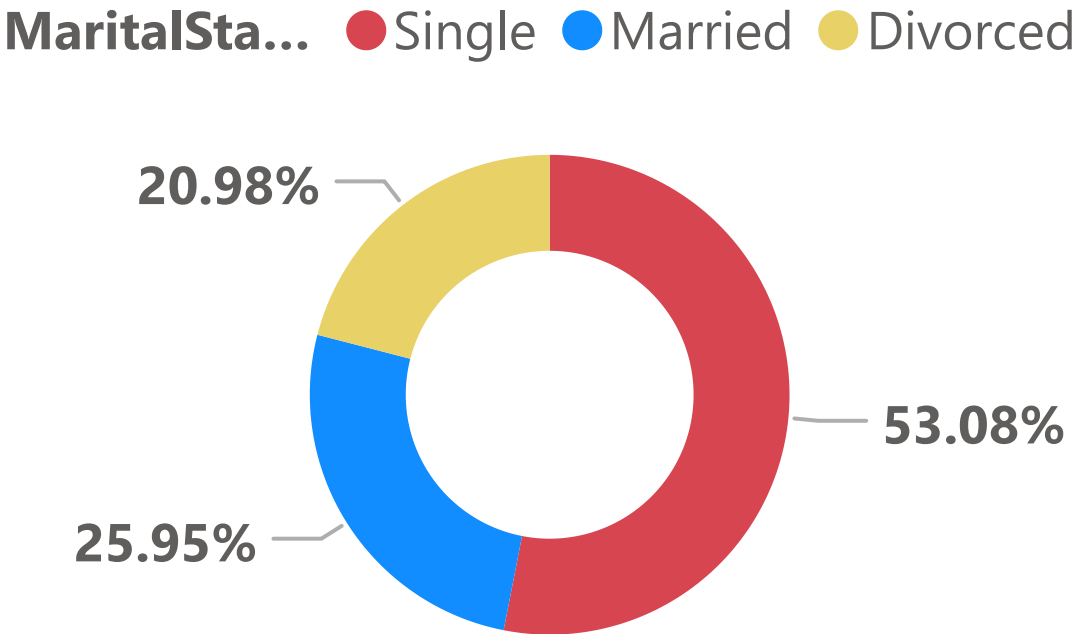
Attrition Rate by Education



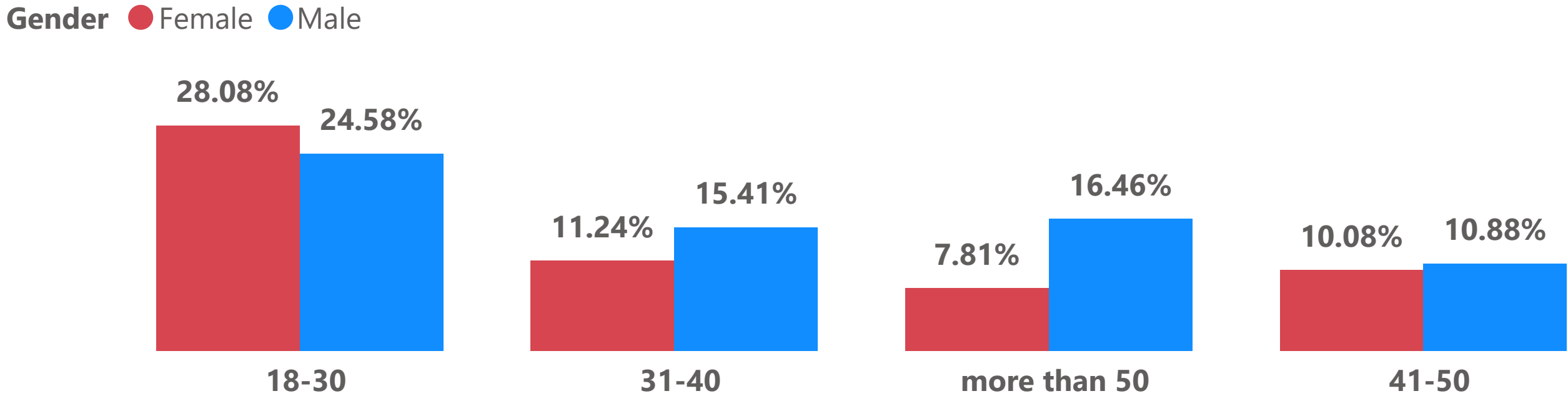
Attrition Rate by Distance from home



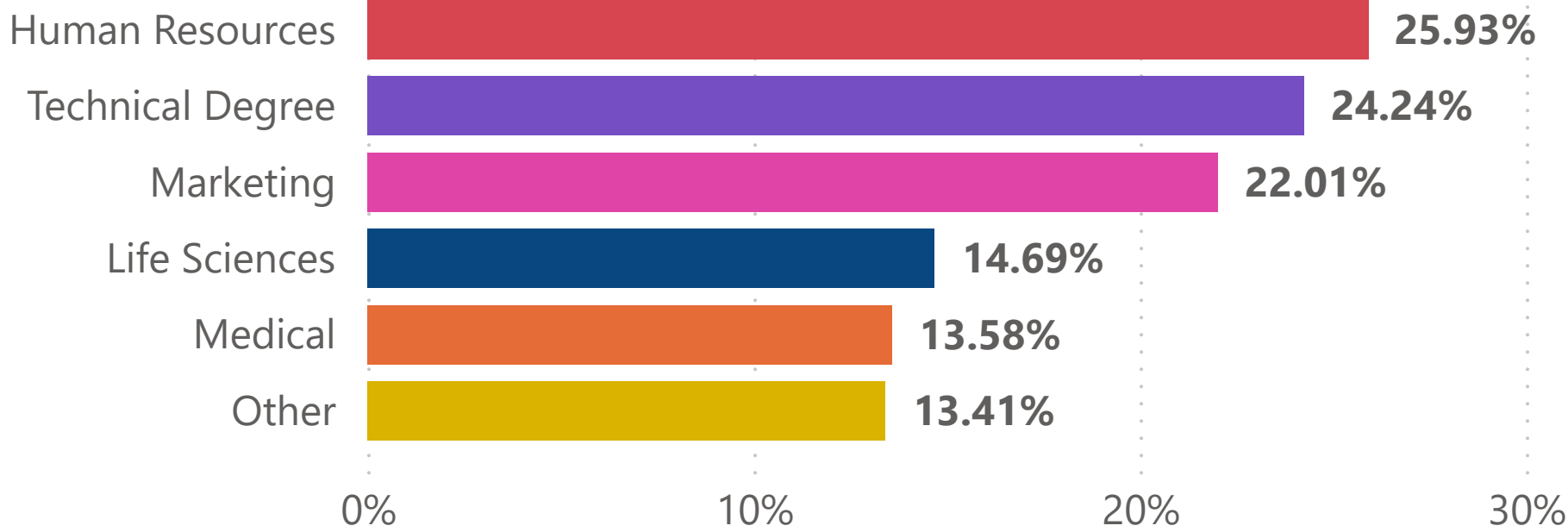
Attrition Rate and Attrition by MaritalStatus



Attrition Rate By Age



Attrition By Education Field



# EMPLOYEE WELLNESS



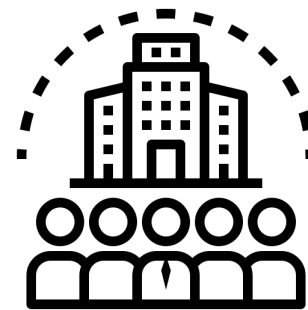
Average Monthly  
Income

**\$6.5K**



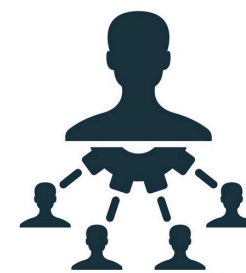
Average Rate Per  
Hour

**\$65.89**



Average Year At  
Company

**7.01**

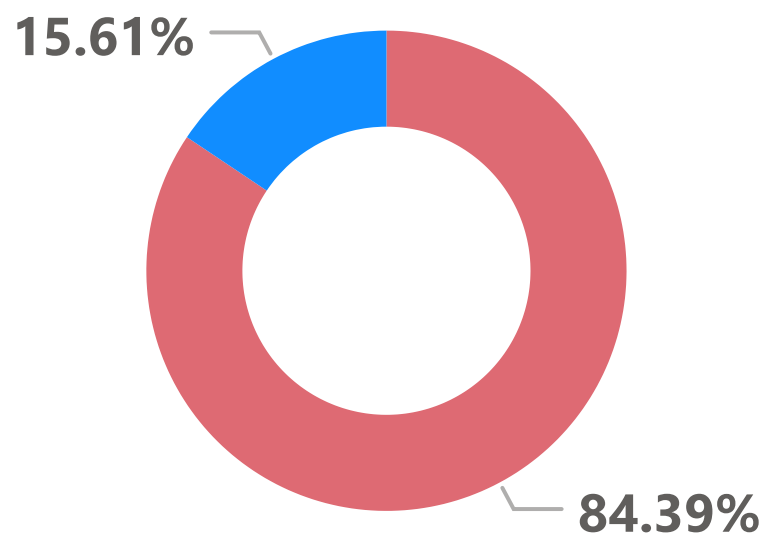


Average  
Supervisory Tenure

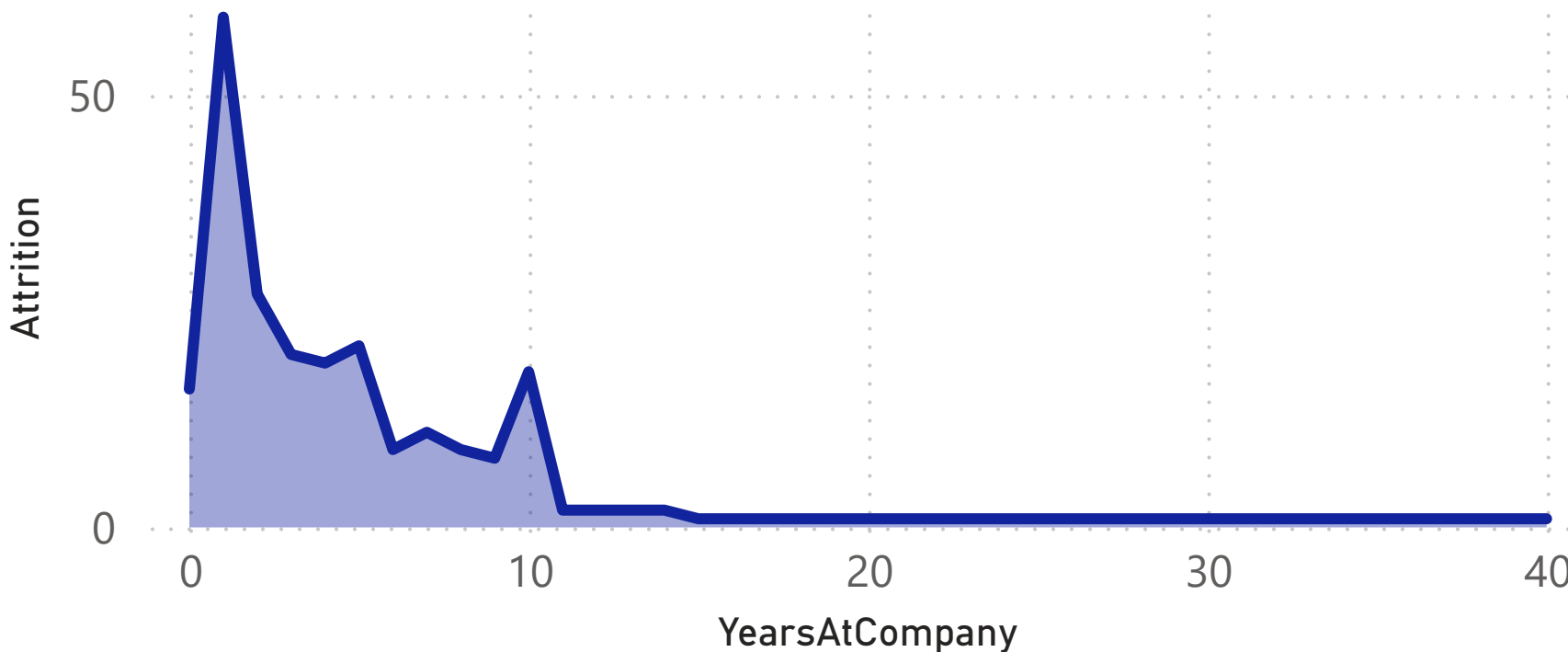
**4.12**

Attrition rate by Performance Rating

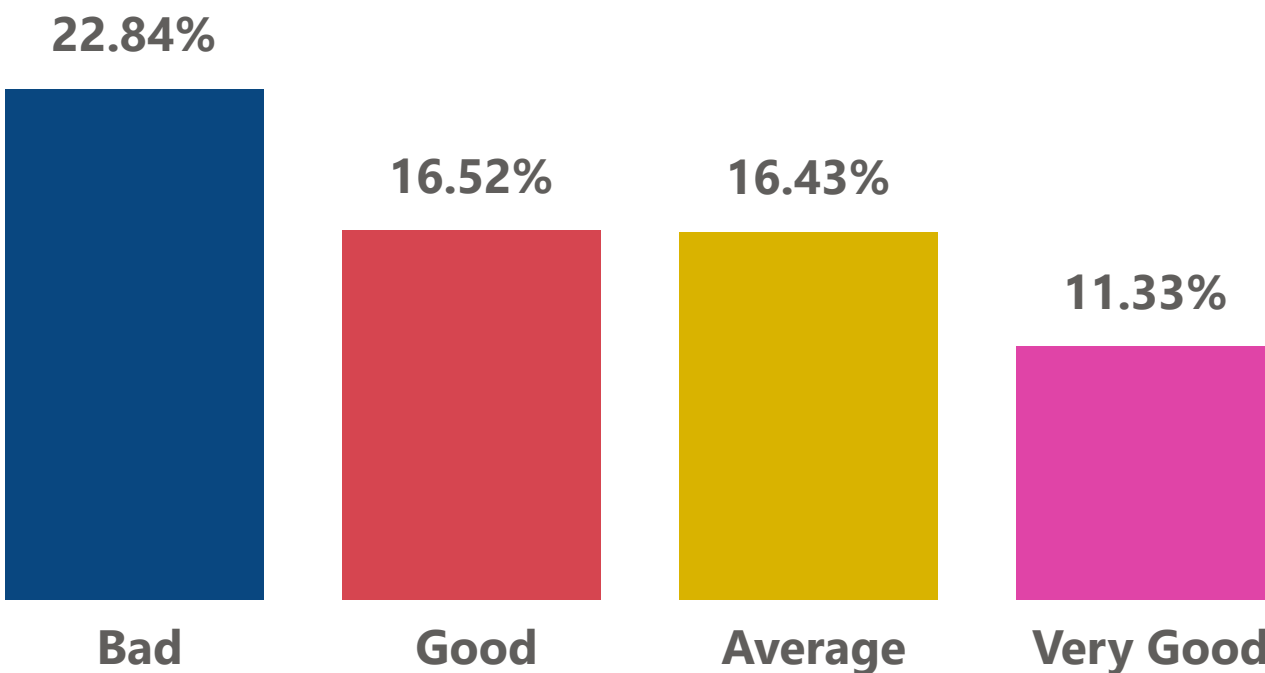
Performan... ● Low ● High



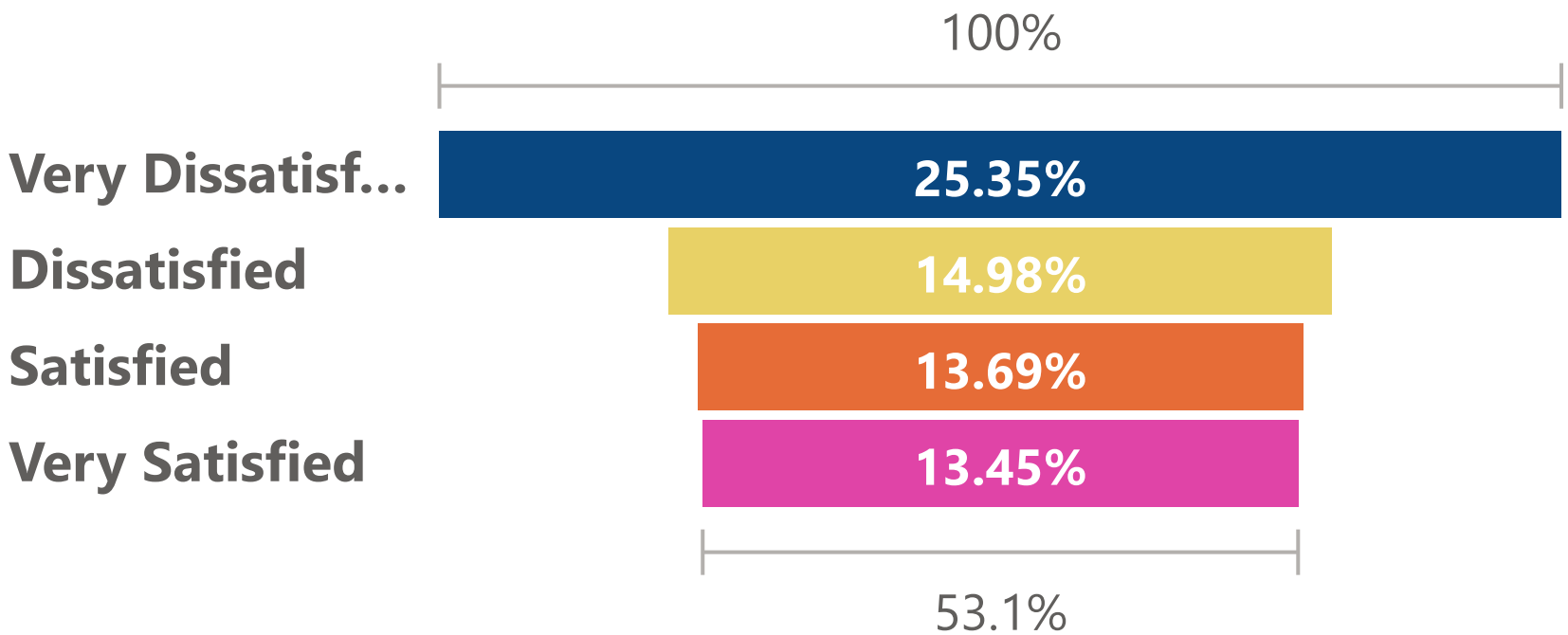
Attrition by Years At Company



Attrition By Job Satisfaction

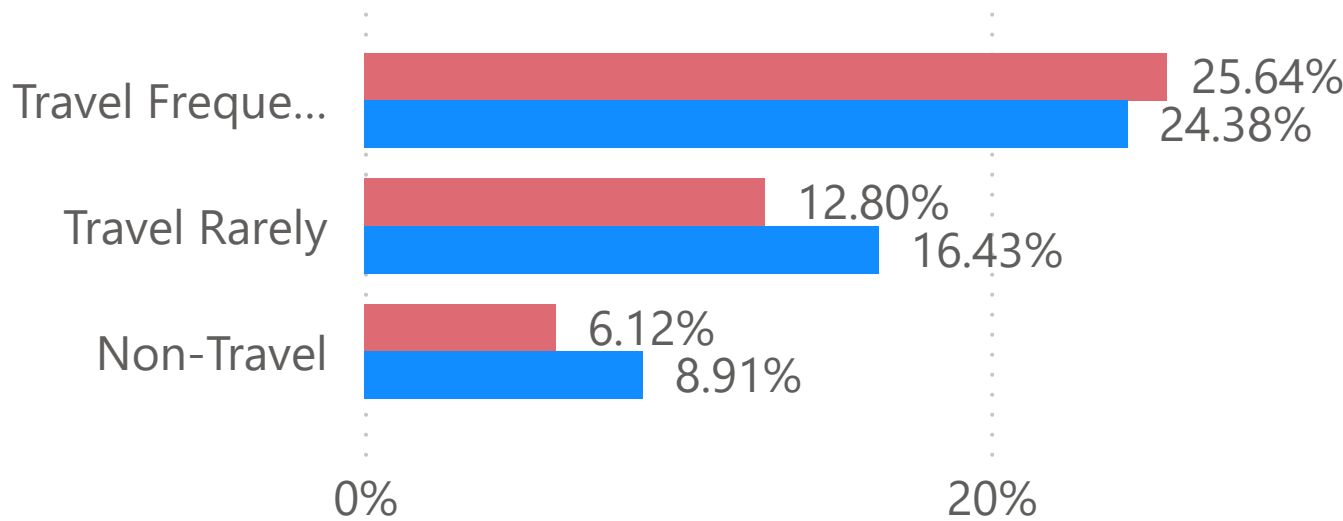


Attrition Rate by Environment Satisfaction



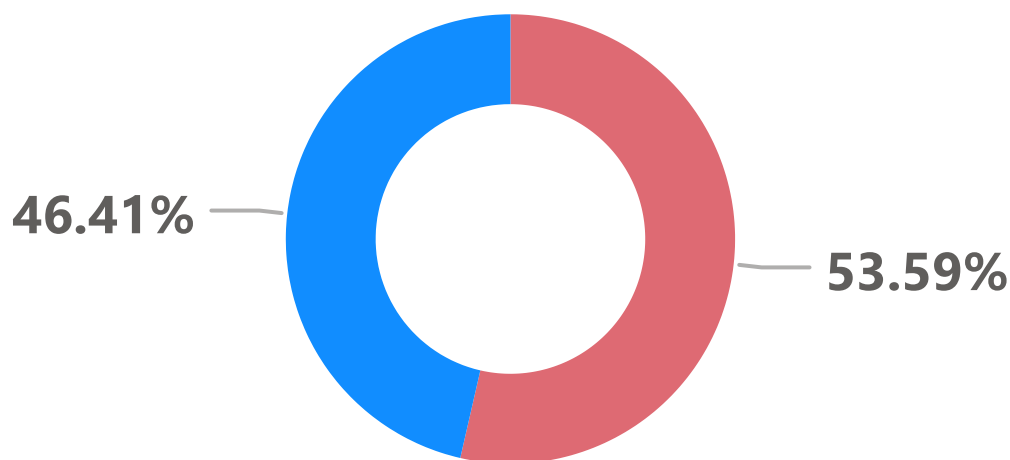
Attrition by Business Travel

Gender ● Female ● Male



Attrition By Overtime

OverTime ● Yes ● No





# KEY INSIGHTS

- 1. Highlighting the Concern:** Our analysis reveals a concerning attrition rate of 16.12%, indicating an urgent need for proactive retention strategies.
- 2. Identifying Vulnerable Groups:** Sales representatives exhibit the highest attrition rate, followed by laboratory technicians and human resource personnel.
- 3. Experience and Attrition:** There's a noticeable trend: as employees spend more years with the company, attrition tends to decrease. A substantial portion of employees at the entry job level demonstrates a high turnover rate.
- 4. Income and Attrition:** Notably, the lowest income bracket corresponds with the highest incidence of attrition.
- 5. Gender Disparity:** The attrition rate among males significantly surpasses that of females.
- 6. Performance and Departure:** Employees with lower performance ratings exhibit a higher likelihood of leaving the company.
- 7. Job Satisfaction Impact:** As anticipated, dissatisfaction with job and work environment significantly contributes to attrition.
- 8. Age Dynamics:** Similarly, the younger age groups exhibit a higher propensity for attrition.