**HR Attrition Summary =**

1. The company has a total of 1,470 employees.

2. The attrition rate within the company is 16%, resulting in 237 employees leaving.

3. The active employee rate is 84%, indicating that there are 1,233 employees currently working.

4. Employees who have not received a promotion in the past year and have an average of 6 years of service have the highest attrition count, with 159 employees leaving.

5. Among different job roles, laboratory technicians in the R&D department have the highest attrition count, with 62 employees leaving, followed by sales executives in the sales department with 57 employees leaving.

6. The 25-29 age group experiences the highest attrition count among both male and female employees.

7. In the education field, the life sciences department has the highest attrition count, with 89 employees leaving, followed by the medical field with 63 employees leaving.

8. Promotions and salary hikes based on performance played a significant role in employee retention.

9. Support and development opportunities should be provided for early-career employees to improve retention.

10. Regular feedback sessions and creating a positive work environment are recommended.