



HR Analytics & Workforce Insights

Uncovering Workforce Trends & Actionable Insights

This analysis explores workforce composition, attrition patterns, employee satisfaction, and compensation trends to identify opportunities for improving retention and engagement.



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Why This Analysis Matters?

Understanding Workforce Stability & Growth Risks

As organizations scale, understanding workforce dynamics becomes critical for:

- Retaining top talent
- Improving engagement
- Ensuring equitable growth
- Aligning compensation with performance

This analysis provides a structured review of key HR indicators to support data-driven decision making.



Workforce Overview: Who Are We?

KEY METRICS

- Total Workforce: 1,470 Employees
- Gender Split: 60% Male | 40% Female
- Largest Department: Research & Development
- Most Common Age Group: 30–40 years

KEY INSIGHTS

- Workforce is moderately gender imbalanced (male-dominant).
- R&D is the backbone of the organization.
- Workforce is largely mid-aged professionals (30–40).

KEY TAKEAWAY

The company has a stable, experienced workforce concentrated in technical roles, but there is room to improve gender diversity balance.



Attrition: Where Are We Losing Talent?

KEY METRICS

- Employees Lost: 237
- Turnover Rate: 16%
- Highest Attrition Department: R&D
- Highest Attrition Age Group: 18–30
- Attrition higher for employees living far from workplace
- Salary hikes reduce attrition significantly

KEY INSIGHTS

- Early-career employees are most at risk.
- Commute distance impacts retention.
- Compensation growth strongly influences retention.
- R&D has highest exits in number but has the lowest attrition rate compared to other departments

KEY TAKEAWAY

Attrition is driven primarily by early-career dissatisfaction, commute burden, and compensation growth.



Employee Satisfaction & Engagement

KEY METRICS

- Job Satisfaction: 2.73 / 4
- Work-Life Balance: 2.76 / 4
- Environment Satisfaction: 2.72 / 4
- Engagement: 2.73 / 4

KEY INSIGHTS

- Overall satisfaction is moderate, not high.
- Work-life balance slightly better than other metrics.
- Minimal difference between male & female satisfaction.
- Overtime has a little effect on employee satisfaction.

KEY TAKEAWAY

Employees are not disengaged, but they are not highly engaged either. Employee satisfaction levels have a room for further improvement.



Compensation & Growth Dynamics

KEY METRICS

- Avg Monthly Income: 6.5K
- Avg Salary Hike: 15%
- Avg Working Years: 11
- Avg Promotion Gap: 2 years

KEY INSIGHTS

- Income increases clearly with job level.
- Higher job levels have longer promotion gaps.
- Older employees experience slower promotion speed.
- Equity participation mostly concentrated at mid-levels.

KEY TAKEAWAY

Compensation structure is logical and progressive, but promotion speed slows at senior levels could impact long-term motivation.

Strategic Recommendations

01

Reduce Early-Career Attrition

- Introduce structured mentorship for 18–30 age group
- Career clarity roadmaps within first 2 years

02

Address Commute-Driven Attrition

- Hybrid / flexible work model
- Travel allowances or relocation support

03

Strengthen Engagement

- Quarterly engagement surveys
- Recognition & performance-linked incentives

04

Improve Diversity Balance

- Female hiring focus in R&D and Sales
- Leadership diversity pipeline

05

Optimize Promotion Strategy

- Transparent promotion criteria
- Skill-based fast-track programs