

HR Attrition Dashboard Report

Objective

To analyze employee attrition patterns using historical HR data and provide stakeholders with insights into the key drivers of employee turnover through Tableau visualizations.

Key Metrics (KPI Cards)

- **Total Employees:** 200
- **Employees Who Left:** 45
- **Attrition Rate:** 22.5%
- **Average Monthly Salary:** ₹6,470
- **Average Age:** 36.4 years
- **Average Job Satisfaction:** 2.7 / 4
- **% of Employees Doing Overtime:** 39%
- **% of Employees Without Promotion in 3+ Years:** 34%

Main Visualizations

1. Attrition by Department

- **Highest Attrition:** Sales
- **Lowest Attrition:** Human Resources

2. Attrition by Salary Band

- **Majority of Attrition:** Low Salary Band (₹<4000)

3. Attrition by Overtime

- **Key Finding:** 72% of employees who left were working overtime.

4. Attrition vs. Years Since Last Promotion

- **Observation:** Sharp increase in attrition for employees with more than 2 years since their last promotion.

5. Job Satisfaction Breakdown

- **Insight:** 60% of those who left had job satisfaction scores of 2 or lower.

6. Attrition by Gender and Age Band

- **Finding:** Female employees showed slightly higher attrition rates.
- **Age Band:** 25–35 years saw the highest turnover.

Insights

- **High Turnover Areas:** Sales and R&D departments are experiencing significant turnover, particularly among lower-paid, younger employees.
- **Promotion Cycles:** Long promotion cycles (over 2 years) are strongly correlated with increased resignations.
- **Overtime Impact:** Overtime is a significant driver of attrition, especially when not accompanied by salary increases.
- **Job Satisfaction:** Employees with low job satisfaction and poor work-life balance are the most likely to leave.

Recommendations

1. **Retention Plans:** Implement targeted retention strategies for Sales and R&D teams.
2. **Promotion Transparency:** Enhance transparency and frequency of promotions, particularly for mid-career employees.
3. **Overtime Management:** Monitor and manage overtime workloads to prevent employee burnout.
4. **Engagement Plans:** Offer personalized engagement initiatives for employees with low satisfaction scores.
5. **Career Mobility:** Promote internal job mobility and enhance visibility of career paths within the organization.