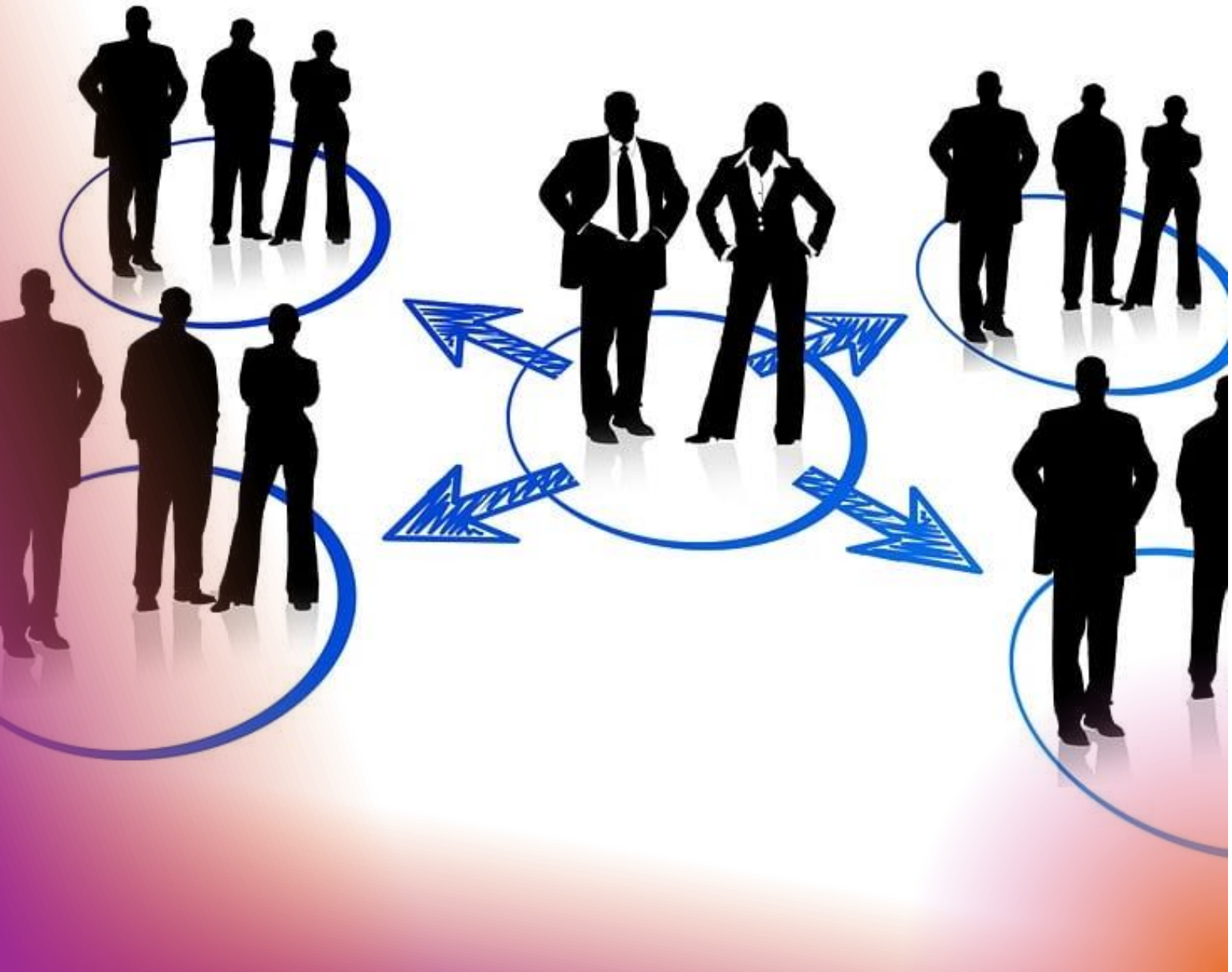
HR Analytics Dashboard

Employee Attrition and Satisfaction Analysis

Presented by: Arun Soni



- **Objective:**

To provide insights into employee attrition, job satisfaction, and demographics across different departments and roles within the organization. By analyzing patterns and trends, this dashboard helps HR and management teams make data-driven decisions to reduce attrition, improve employee engagement, and enhance overall organizational productivity.

Problem Statement:

High employee attrition is a significant challenge for our organization, affecting workforce stability, morale, and operational costs. The need to understand key factors driving attrition, such as department, age group, job role, and gender, is critical. This analysis identifies areas with high attrition and low job satisfaction, helping HR teams address issues proactively and create a more supportive work environment.

Dashboard Insights (Summarize Key Findings)

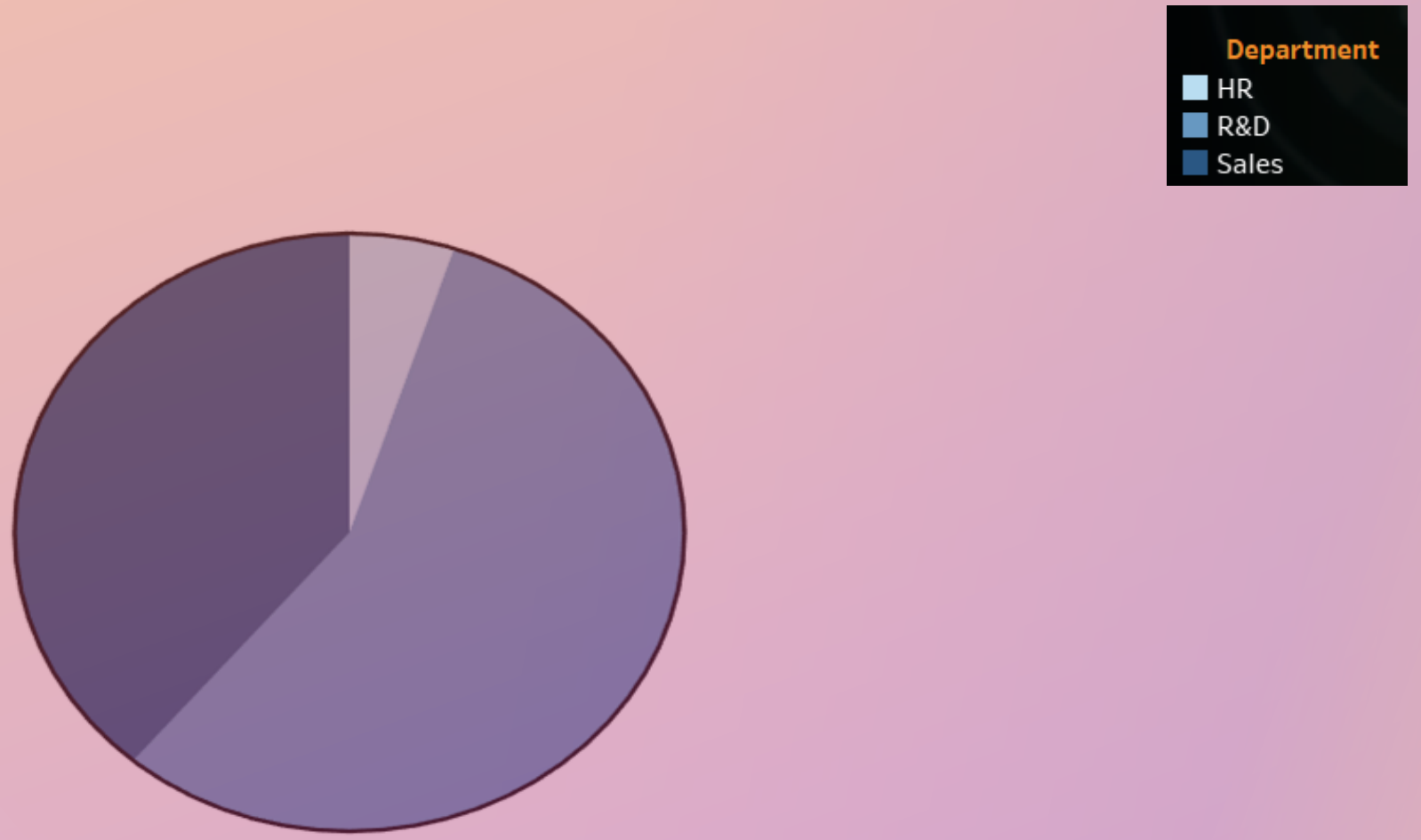
- **Attrition Rate:** 16.12% overall, with higher rates in certain departments and roles.
- **Job Satisfaction Levels:** Vary by job role, with some roles reporting lower satisfaction scores.
- **Demographic Trends:** Attrition rates differ by age group and gender, with notable trends in younger and mid-age employees.
- **Departmental Breakdown:** Sales department has the highest attrition, followed by R&D, indicating a need for focused interventions.

KPI

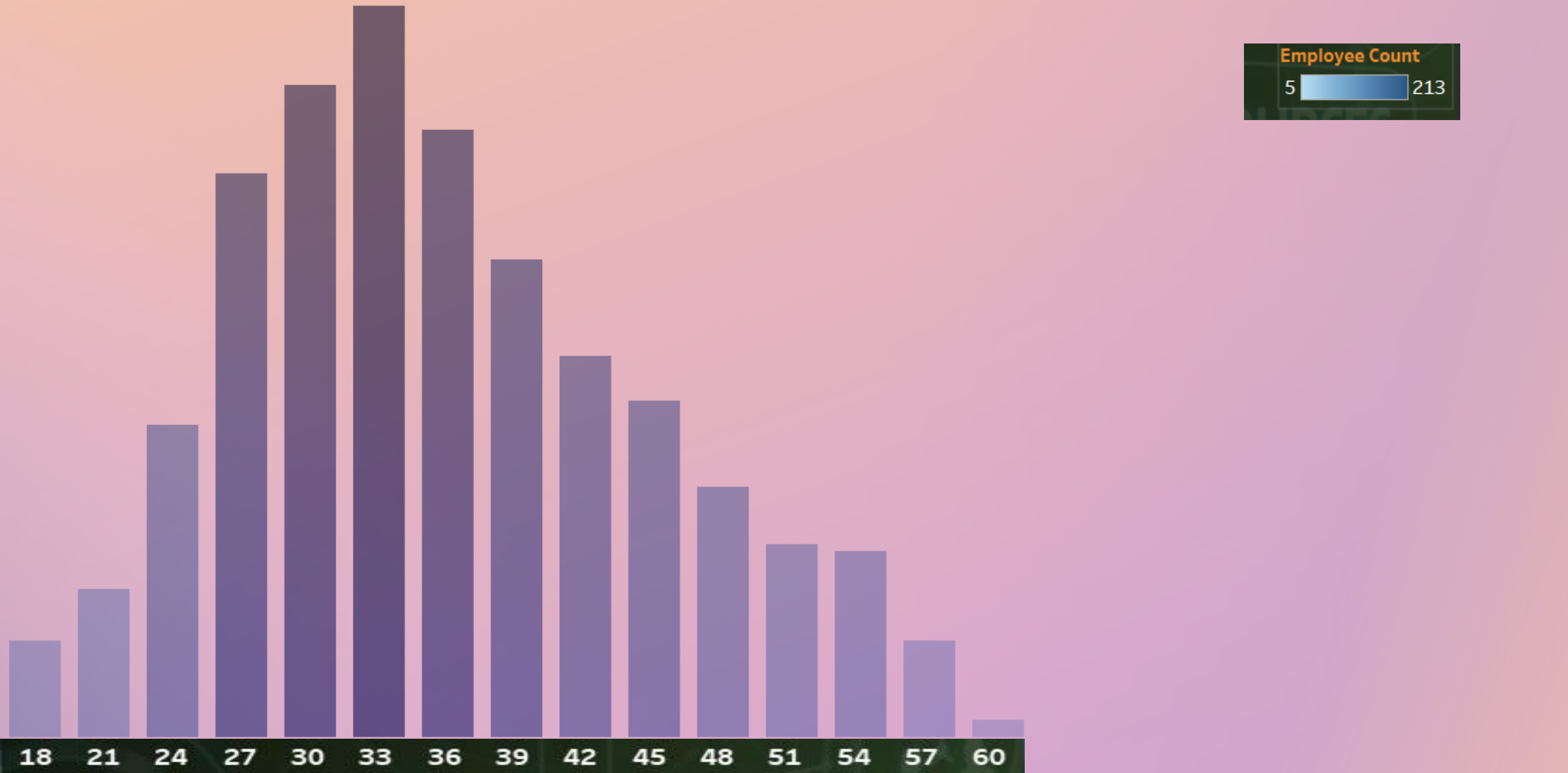
Employee Count	Attrition Count	Attrition Rate	Active Employees	Avg. Age
1,470	237	16.12%	1,233	37

Attrition By Gender

Dept. wise Attrition



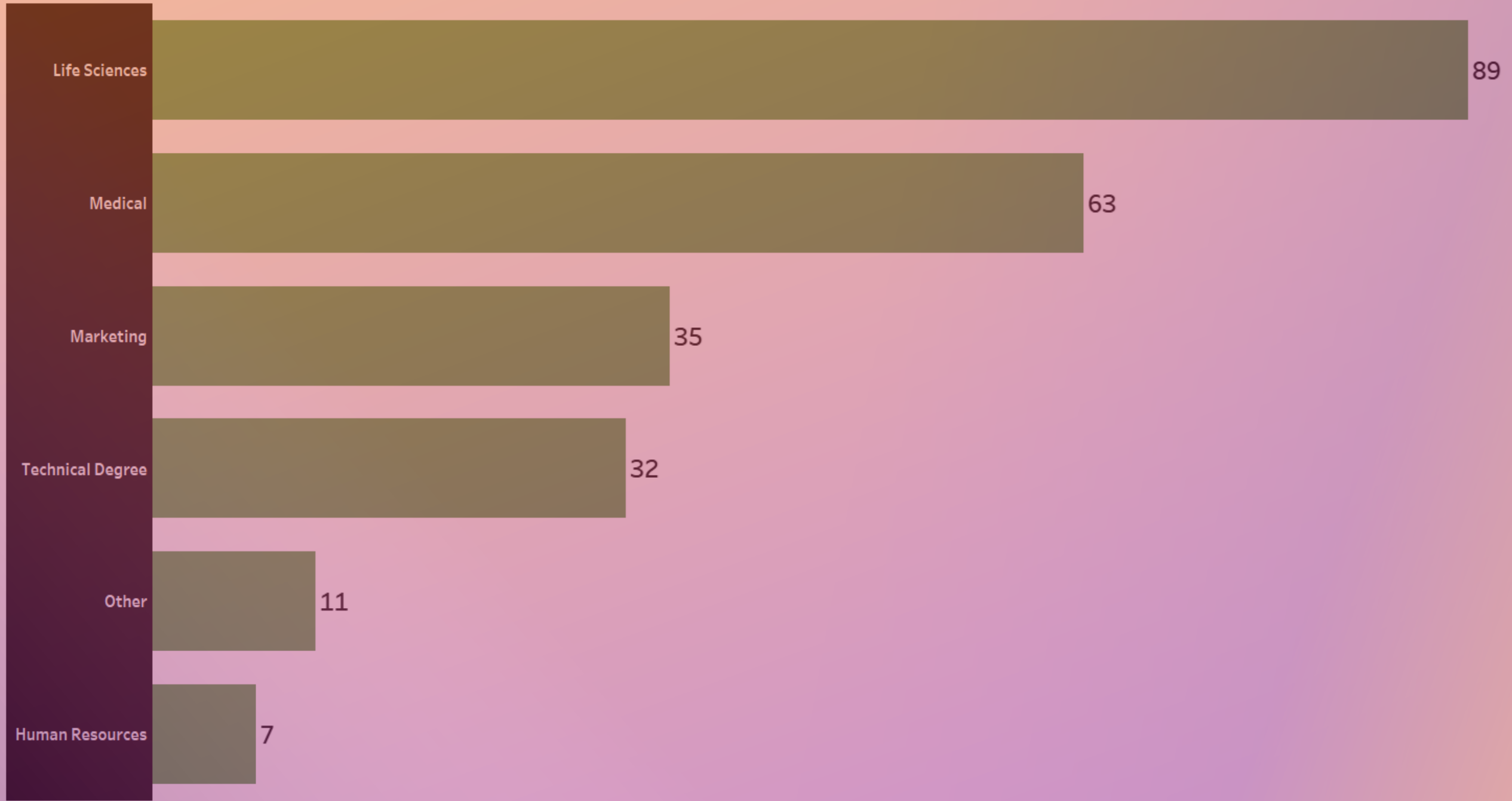
No of Employee by age group



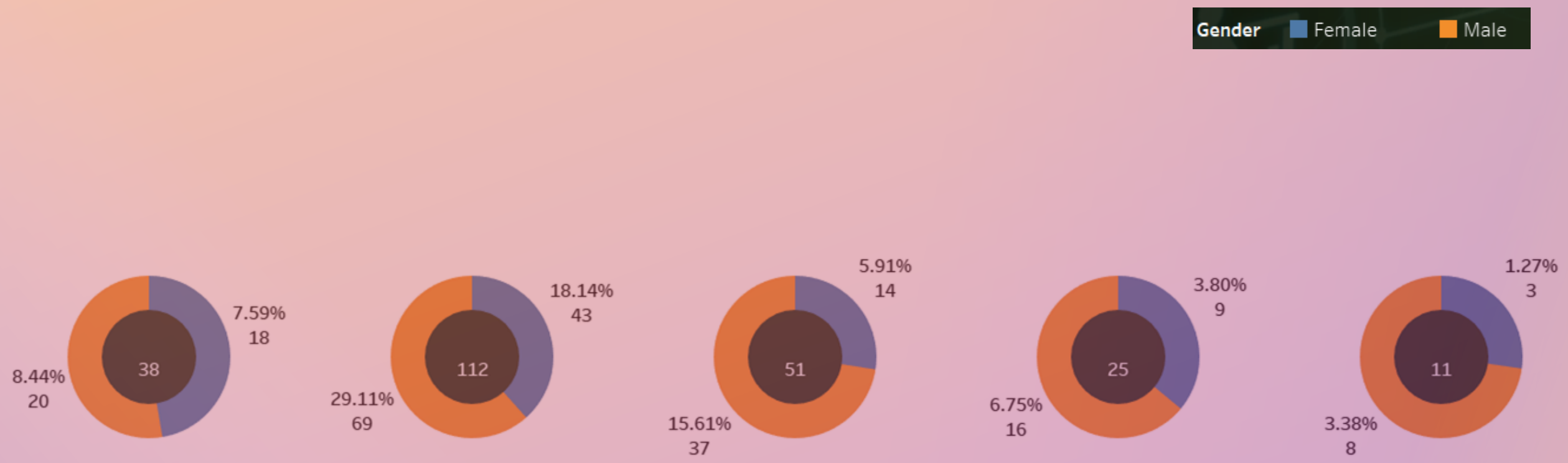
Job Satisfaction Rating

Job Role	Job Satisfaction 1	2	3	4	
Healthcare Representative	26	19	43	43	131
Human Resources	10	16	13	13	52
Laboratory Technician	56	48	75	80	259
Manager	21	21	27	33	102
Manufacturing Director	26	32	49	38	145
Research Director	15	16	27	22	80
Research Scientist	54	53	90	95	292
Sales Executive	69	54	91	112	326
Sales Representative	12	21	27	23	83
Grand Total	289	280	442	459	1,470

Educaion Field Wise Attrition



Attrition Rate By Gener for Diffrent Age Group



HR ANALYTICS DASHBOARD

Education: (All)

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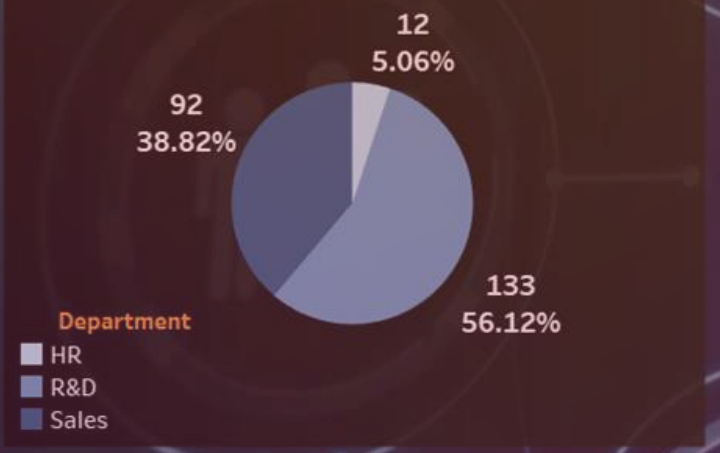
Attrition By Gender

Gender
Female 87
Male 150

Dept. wise Attrition



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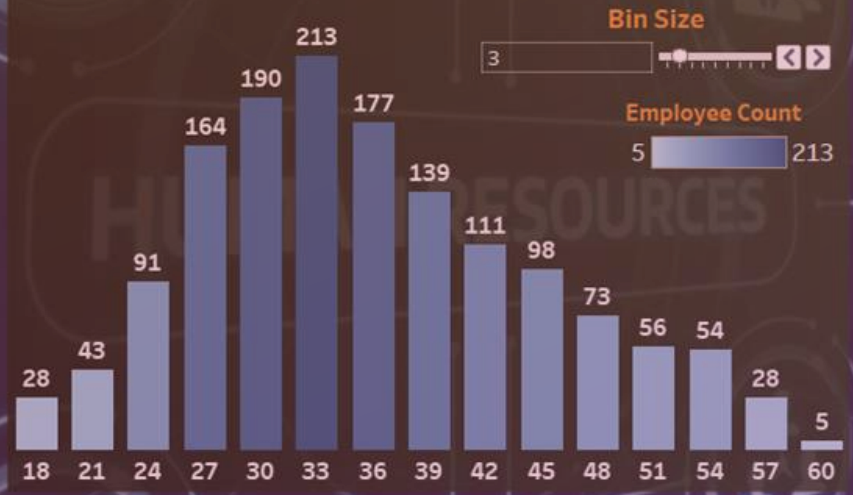

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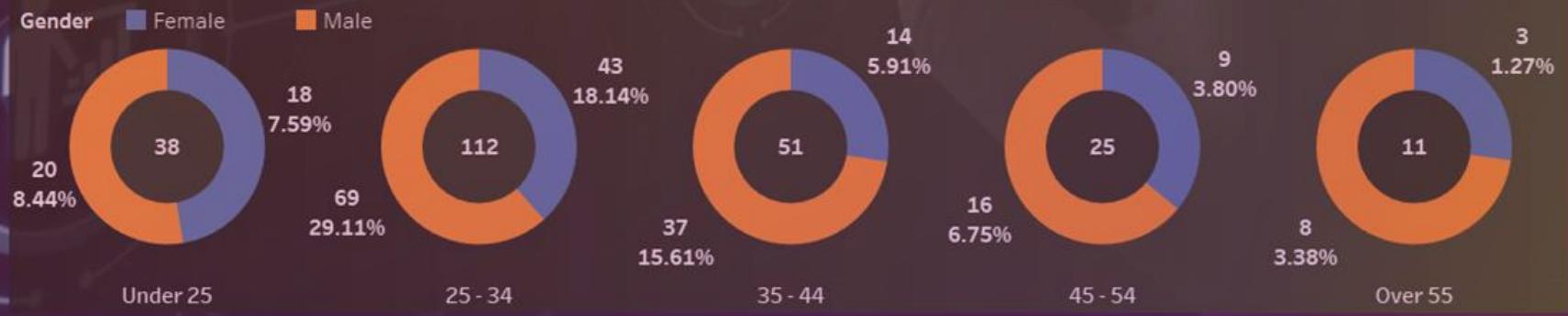

Conclusion:

This HR Analytics Dashboard provides a clear view of the current state of employee engagement and attrition in the organization. By leveraging this data, we can work towards targeted retention strategies, address role-specific satisfaction issues, and foster a positive work environment.

Thank You!

Thank you for your time and attention. We look forward to discussing further actions based on these insights.