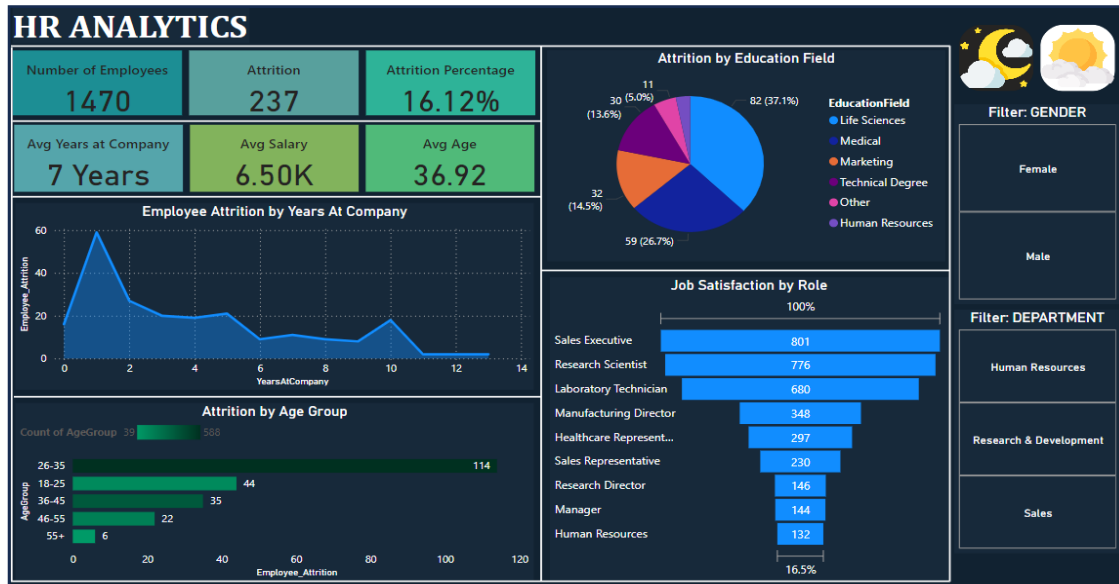# HR ANALYTICS

Key Metrics Overview

Number of Employees: 1,470

Attrition: 237 employees

Attrition Percentage: 16.12%

Average Years at Company: 7 Years

Average Salary: $6,50K (assumed to be $65,000)

Average Age: 36.92 years

Attrition Analysis

Attrition by Education Field	Attrition by Years at Company	Attrition by Age Group
➢ **Life Sciences:** 37.1% (82 employees) ➢ **Medical:** 26.7% (59 employees) ➢ **Marketing:** 14.5% (32 employees) ➢ **Technical Degree:** 13.6% (30 employees) ➢ **Other:** 5.0% (11 employees) ➢ **Human Resources:** 3.6% (8 employees)	➢ Highest attrition occurs within the first year of employment. ➢ Sharp decline in attrition after the first year. ➢ Relatively stable but gradually decreasing attrition rate from years 2-10. ➢ Slight increase around year 10, followed by another decline.	➢ **26-35:** Highest attrition (88 employees) ➢ **18-25:** Second highest (44 employees) ➢ **36-45:** Third highest (35 employees) ➢ **46-55:** 22 employees ➢ **55+:** Lowest attrition (6 employees)

Job Satisfaction by Role

1. **Sales Executive:** 100% satisfaction (801 points)
2. **Research Scientist:** 97.6% satisfaction (776 points)
3. **Laboratory Technician:** 85.7% satisfaction (680 points)
4. **Manufacturing Director:** 43.8% satisfaction (348 points)
5. **Healthcare Representative:** 37.3% satisfaction (297 points)
6. **Sales Representative:** 31.5% satisfaction (250 points)
7. **Research Director:** 18.4% satisfaction (146 points)
8. **Manager:** 17.9% satisfaction (142 points)
9. **Human Resources:** 16.5% satisfaction (132 points)

Insights

1. **High Attrition Rate:** The overall attrition rate of 16.12% is relatively high and may be a concern for the company.
2. **Education Field Impact:** Life Sciences and Medical fields account for the highest attrition, suggesting potential issues in retaining employees in these areas.
3. **Early Career Attrition:** There's a significant spike in attrition during the first year of employment, indicating potential onboarding or initial job satisfaction issues.
4. **Age-related Attrition:** Younger employees (18-35) are more likely to leave, which could be due to career exploration or better opportunities elsewhere.
5. **Job Satisfaction Disparities:** There's a stark contrast in job satisfaction between roles. Sales Executives and Research Scientists report very high satisfaction, while roles like Human Resources and Managers report significantly lower satisfaction.
6. **Retention of Experienced Employees:** The average tenure of 7 years suggests that the company is able to retain a core group of experienced employees despite the high overall attrition rate.
7. **Salary Considerations:** The average salary of $65,000 should be evaluated against industry standards to ensure competitiveness.
8. **Department-specific Issues:** The dashboard allows filtering by department, suggesting that there may be department-specific attrition or satisfaction issues that need to be addressed.
9. **Gender Analysis:** The presence of a gender filter indicates that the company is monitoring gender-related metrics, which is important for ensuring equity and identifying any gender-specific trends in attrition or satisfaction.

Recommendations:

1. Investigate and improve the onboarding process to reduce first-year attrition.
2. Focus on retention strategies for employees in Life Sciences and Medical fields.
3. Develop career growth opportunities for younger employees to improve retention.
4. Address job satisfaction issues in lower-scoring roles, particularly in Human Resources and managerial positions.
5. Conduct a comprehensive salary review to ensure competitiveness, especially for high-attrition groups.
6. Implement targeted retention programs for the 26-35 age group.
7. Analyze department-specific data to tailor retention strategies for each department.
8. Continue monitoring gender-related metrics to ensure equitable practices and address any gender-specific issues.

This analysis provides a comprehensive overview of the company's HR situation, highlighting areas of concern and potential opportunities for improvement in employee retention and satisfaction.

Based on the HR Analytics dashboard, we've identified key areas for improvement, including high first-year attrition, challenges in Life Sciences and Medical fields, and lower job satisfaction in certain roles. The data suggests focusing on better onboarding, targeted retention strategies, and addressing job satisfaction issues.