



# Human Resources Analysis

Human Resources

Research & Development

Sales

Age Group

All

Total Employees

1K



Attrition Count

237



Attrition Rate %

16%

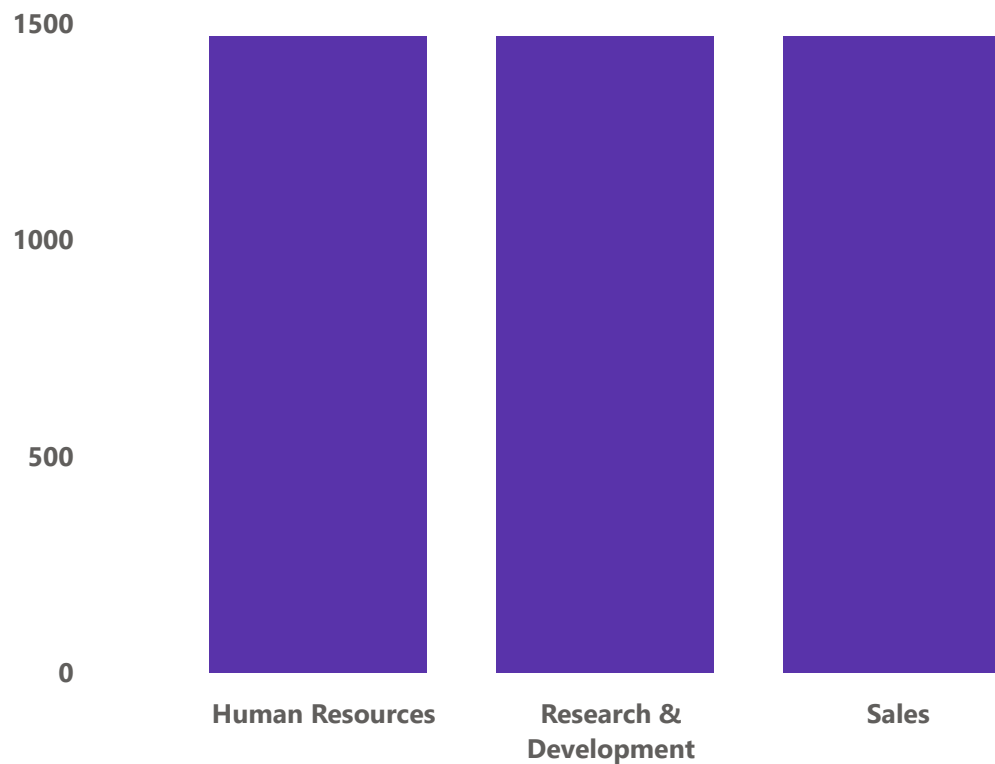


Average Age

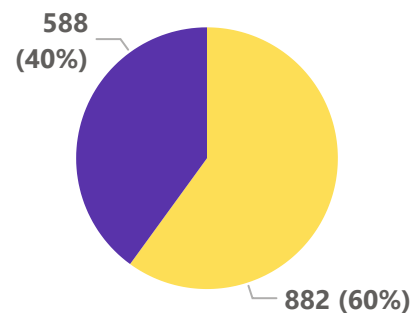
37



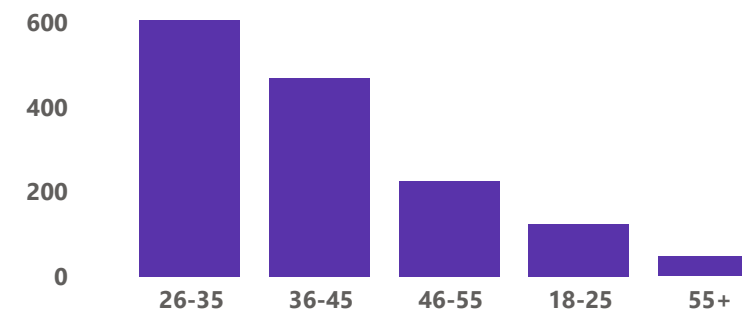
Employees by Department



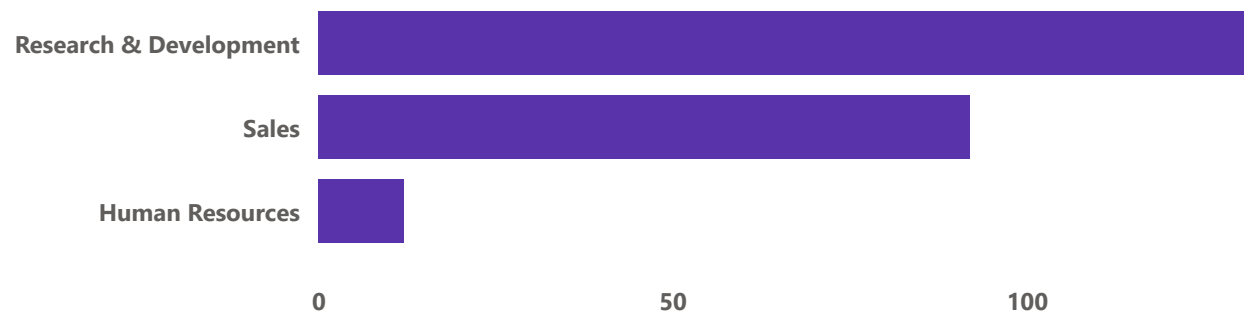
Employees by Gender



Employees by AgeGroup



Attrition by Department





# Human Resources Analysis

Female

Male

Business Travel

All

Job Role

All

Active Employees

1K

Overtime%

53.59%

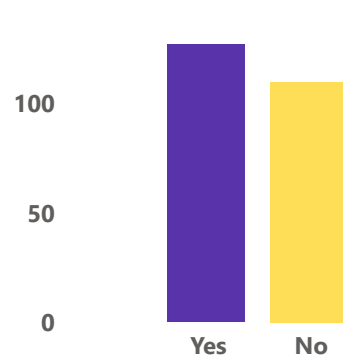
Avg Tenure

5.12

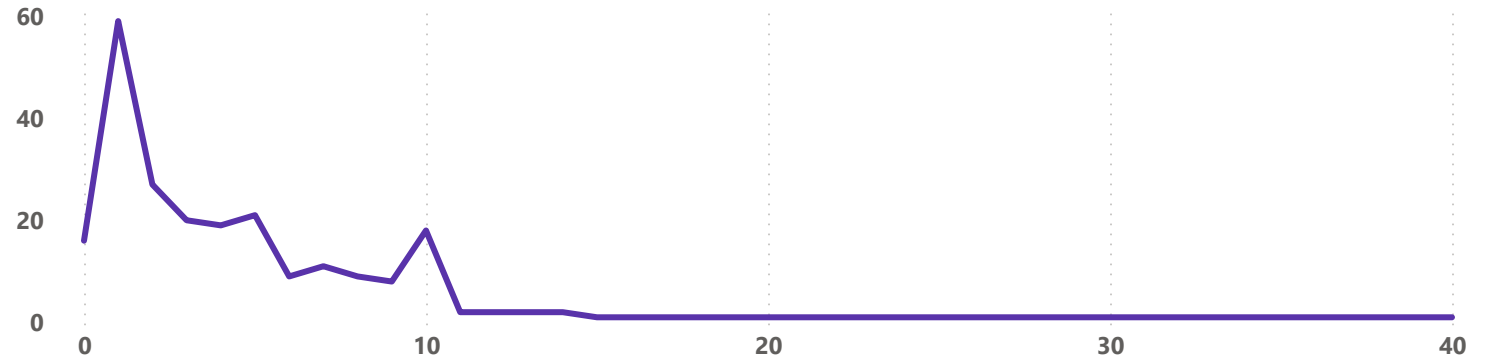
Attrition Rate %

16%

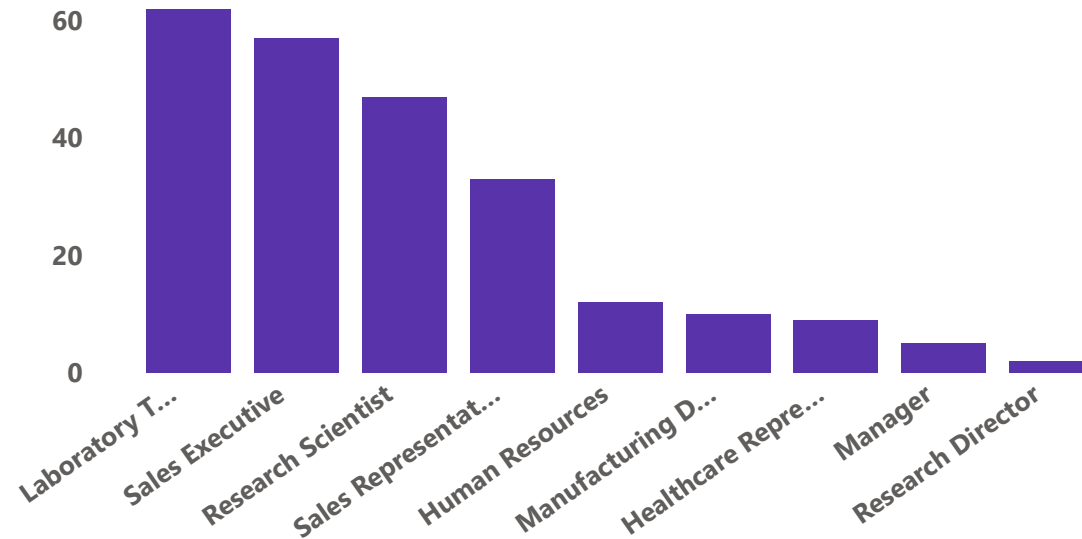
Attrition by Overtime



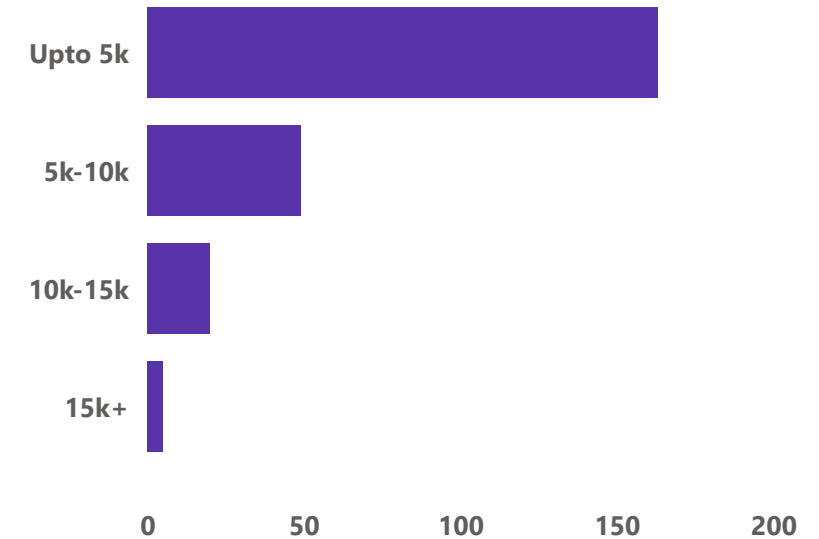
Attrition by Years at Company



Attrition Count by JobRole



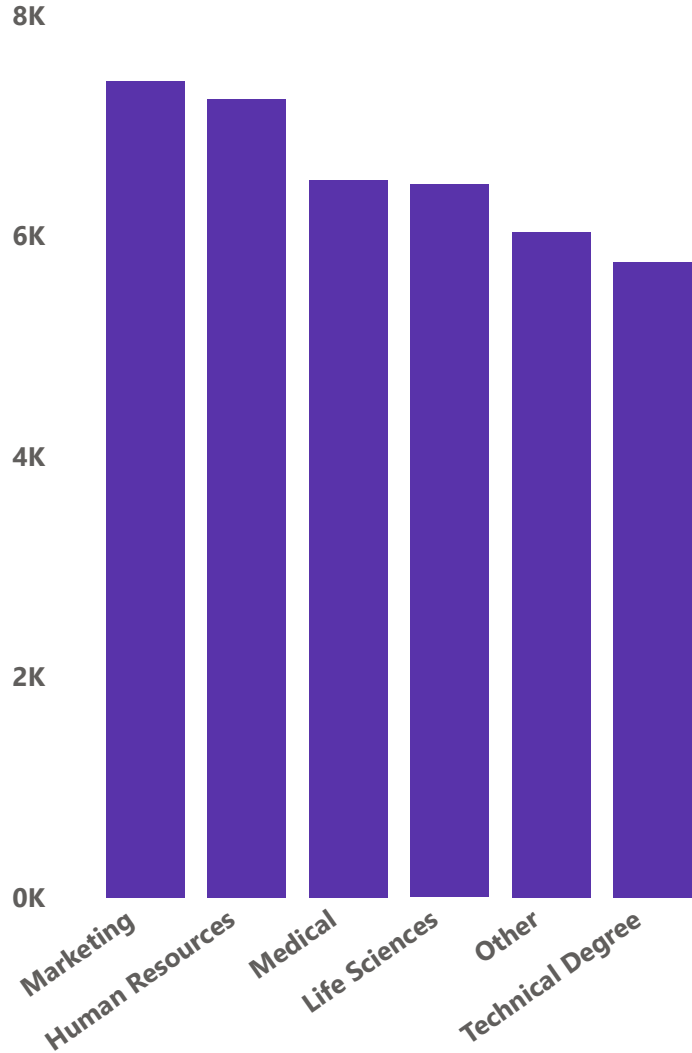
Attrition by Salary Slab





# Human Resources Analysis

Average Salary by EducationField



Average Salary

6.50K

Avg Job Satisfaction

2.73

Heighest Salary

20K

Lowest Salary

1K

Job Role

All

Salary Slab

All

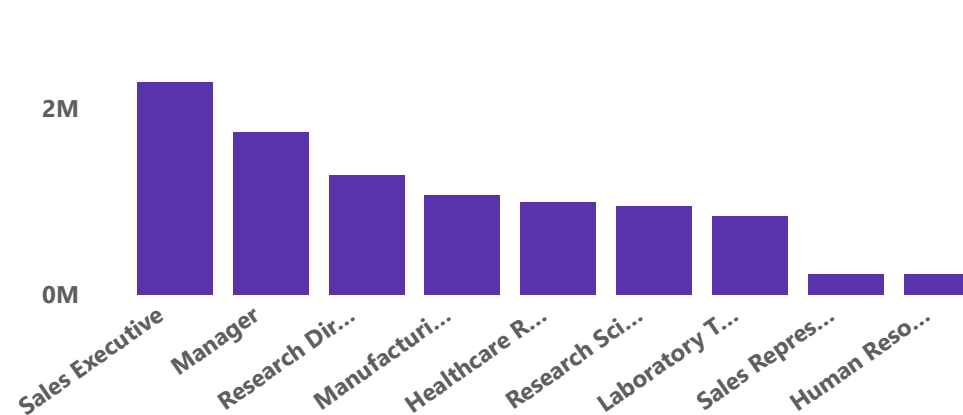
Business Travel

All

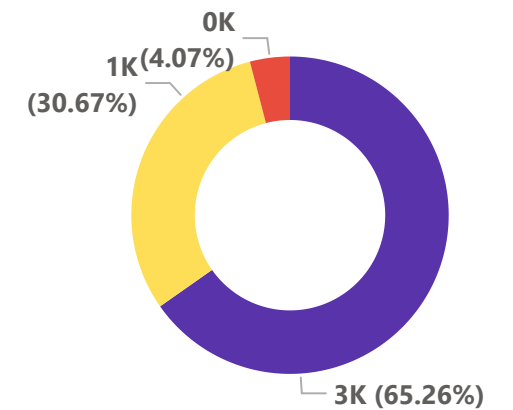
Department

All

Monthly Income by Job Role



Job Satisfaction by Department





# Human Resources Analysis

Job Role

All

Department

All

Salary Slab

All

OverTime

☐ No

☐ Yes

RM127

Employee with Highest Working Experience

Avg Experience

11.28

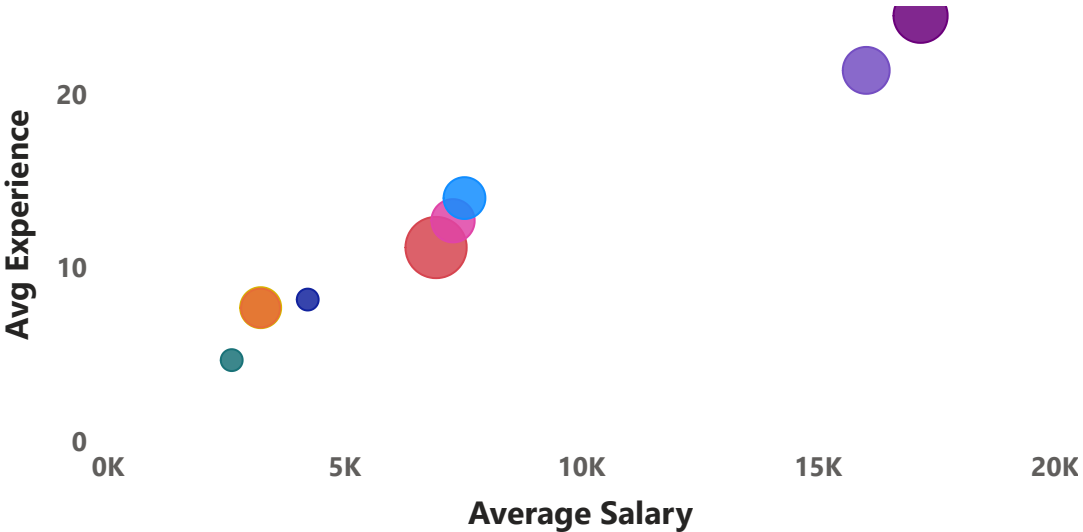
Avg Performance

3.15

Avg Tenure

7.01

Total Working Years vs Salary



Performance Rating Distribution



Years at Company vs Attrition



Total Employees	Average Salary	Attrition Rate %	Average Age	Avg Performance	Avg Experience
1K	6.50K	16%	37	3.15	11.28



**Workforce Overview**

The organization has a workforce dominated by employees aged 26–35, indicating a relatively young employee base. Most employees belong to the Research & Development department.



**Attrition Risk Insights**

Attrition is significantly higher among employees who work overtime compared to those who do not. Early tenure employees (0–3 years) also show higher attrition risk, suggesting onboarding and engagement challenges.



**Salary & Experience Insights**

Salary shows a positive relationship with total working experience; however, some employees with similar experience levels receive different compensation, indicating role-based salary variation.



**Job Satisfaction Insights**

Job satisfaction varies across departments, with some roles showing lower satisfaction levels, which may contribute to higher attrition.

**Business Recommendations**

- Implement employee engagement programs for overtime employees
- Improve onboarding experience for new hires
- Review compensation fairness across similar experience levels
- Conduct satisfaction surveys in high-attrition departments
- Introduce career growth planning for early-career employees