

1470

Employee

97K

HourlyRate

Gender

☐ Female

☐ Male

237

Attrition

6.50K

Average Monthly Income

4011

JobSatisfaction

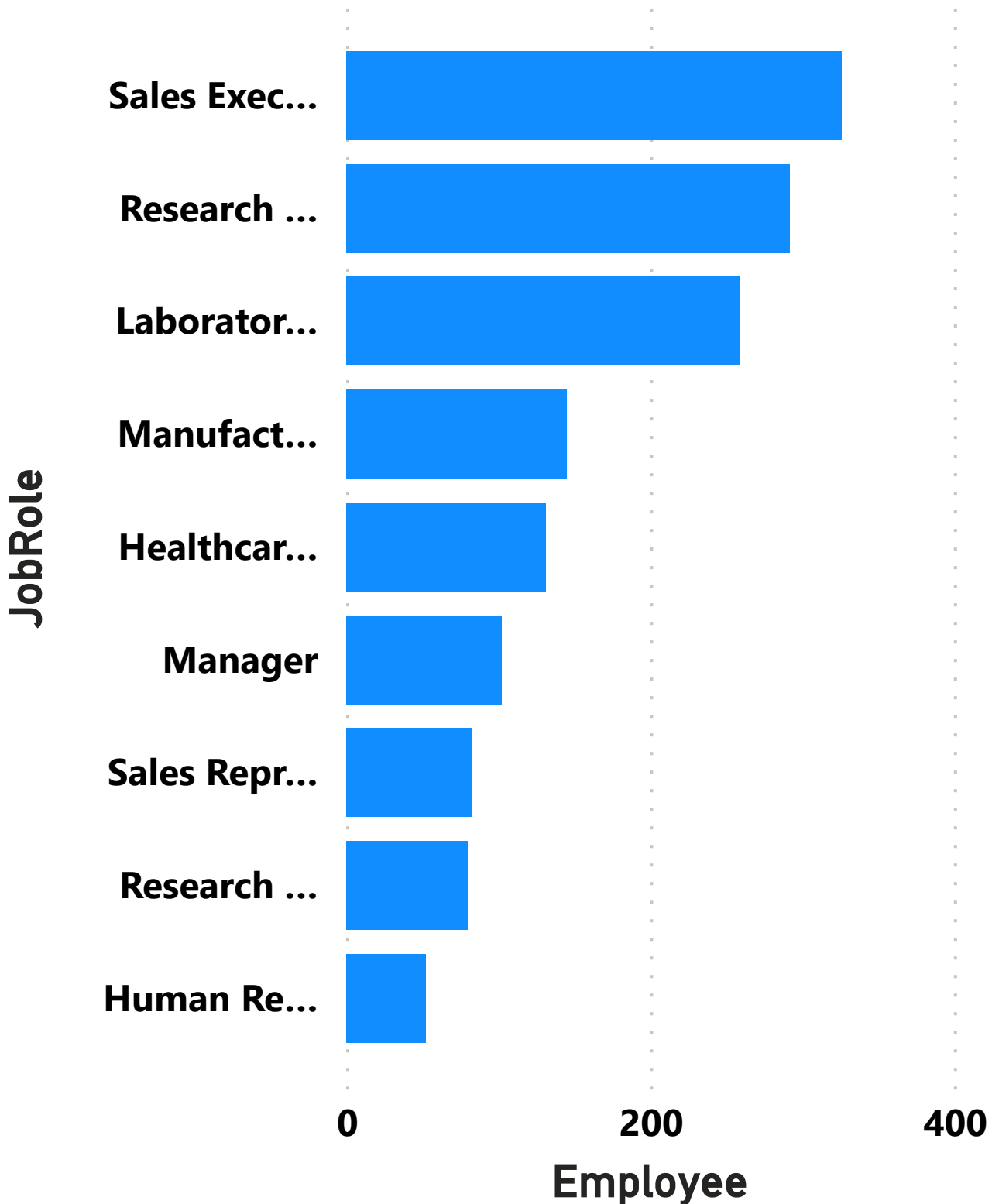
10M

Monthly Income

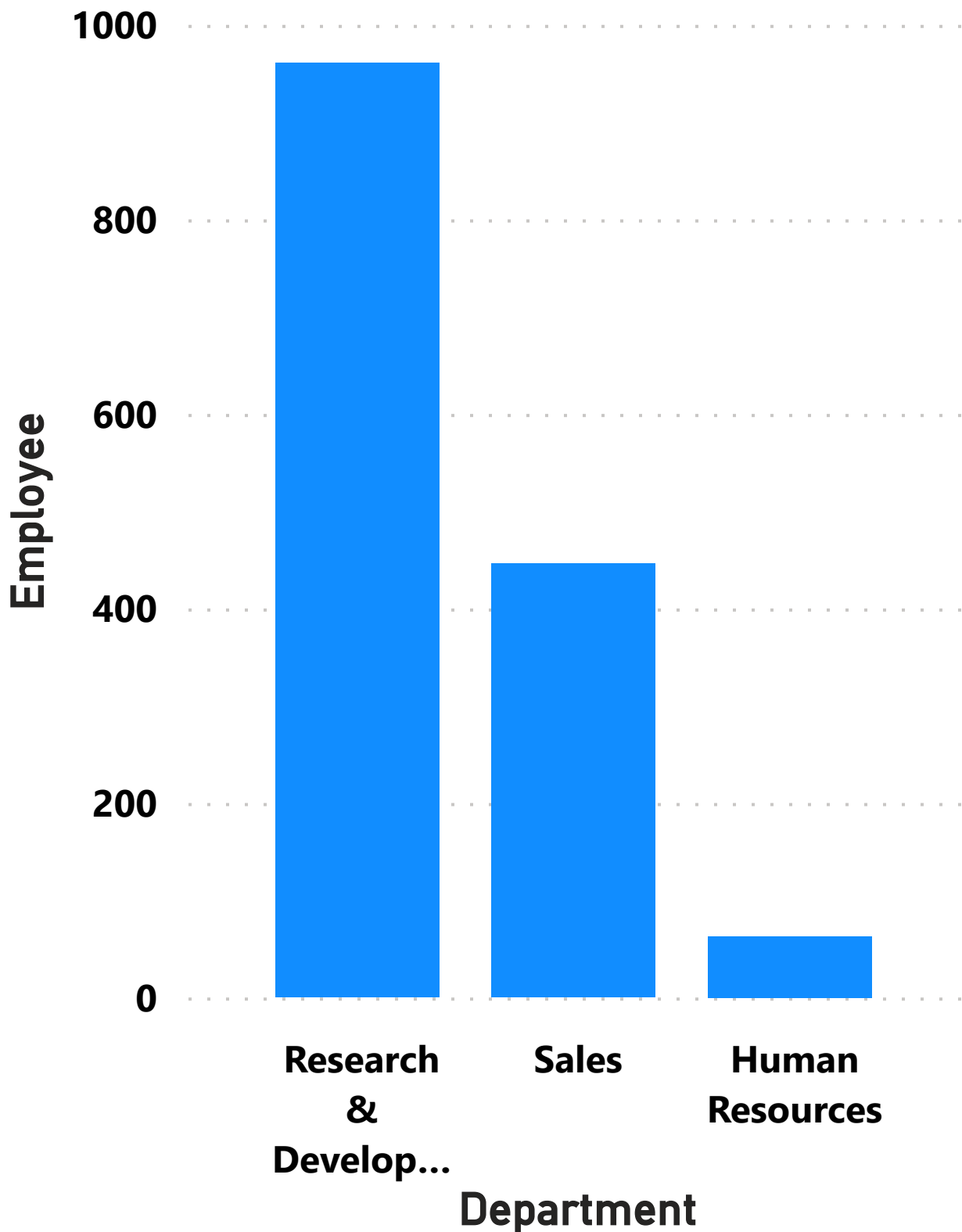
21M

Monthly Rate

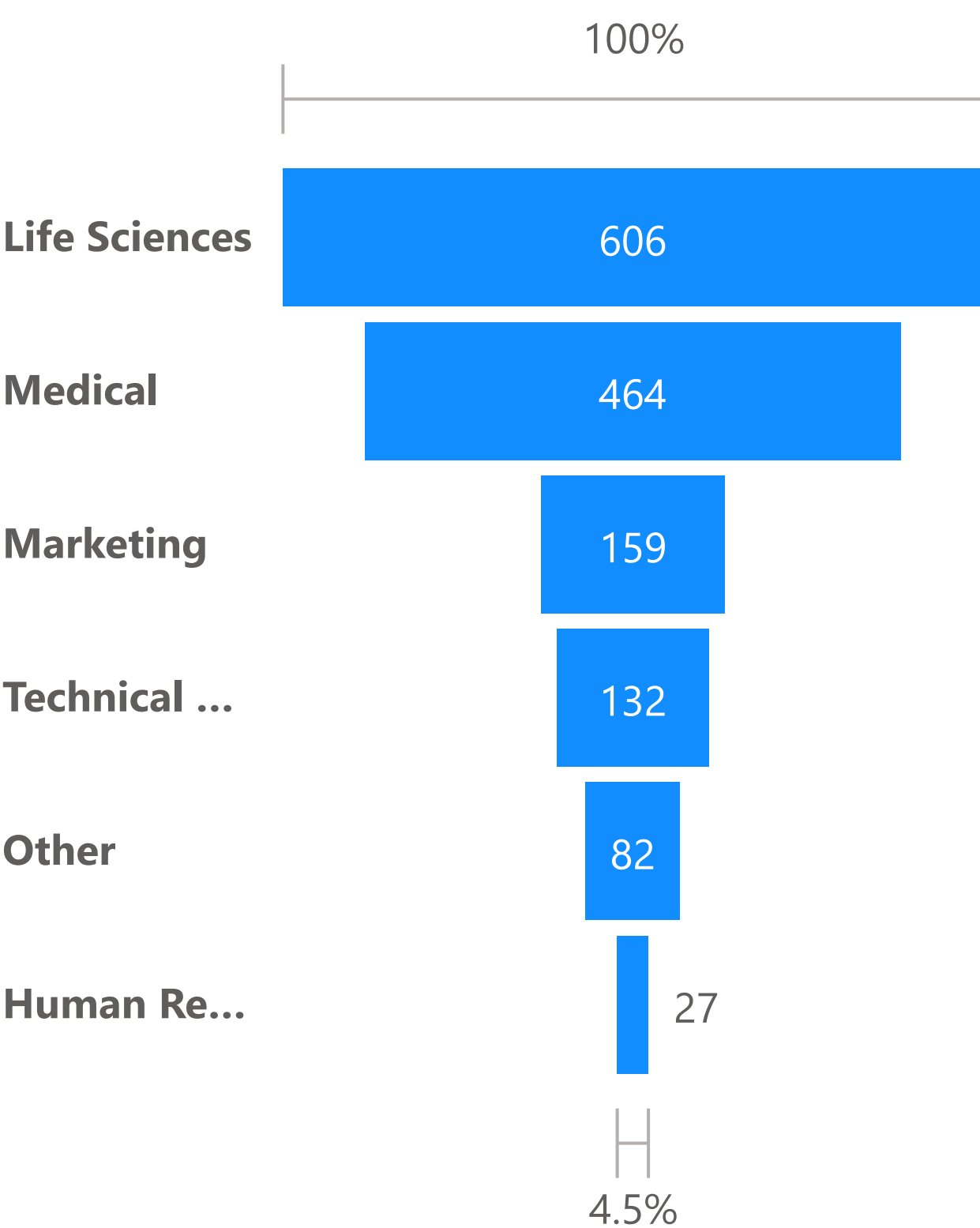
Employee by JobRole



Employee by Department



Employee by EducationField

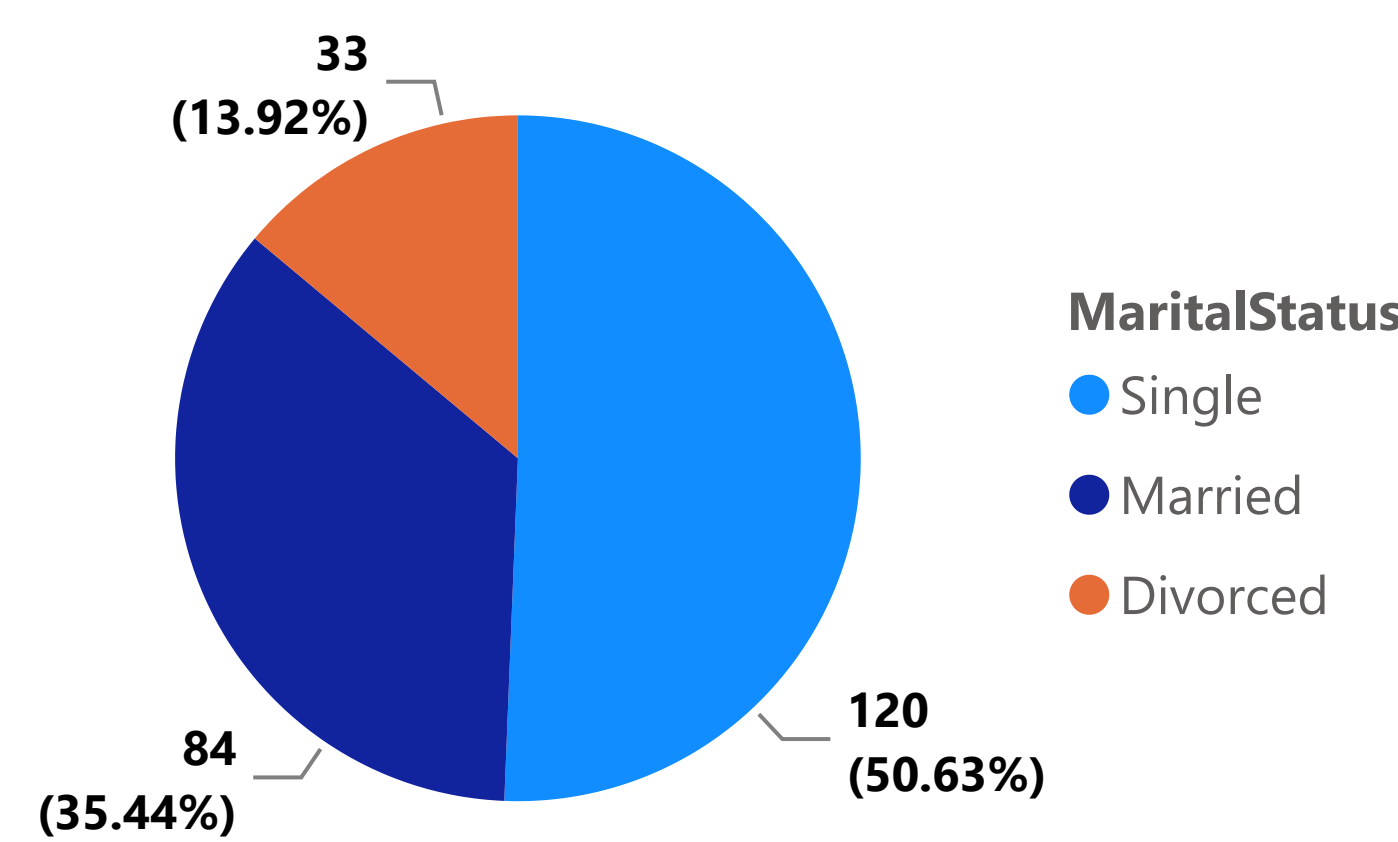


HR ANALYTICS

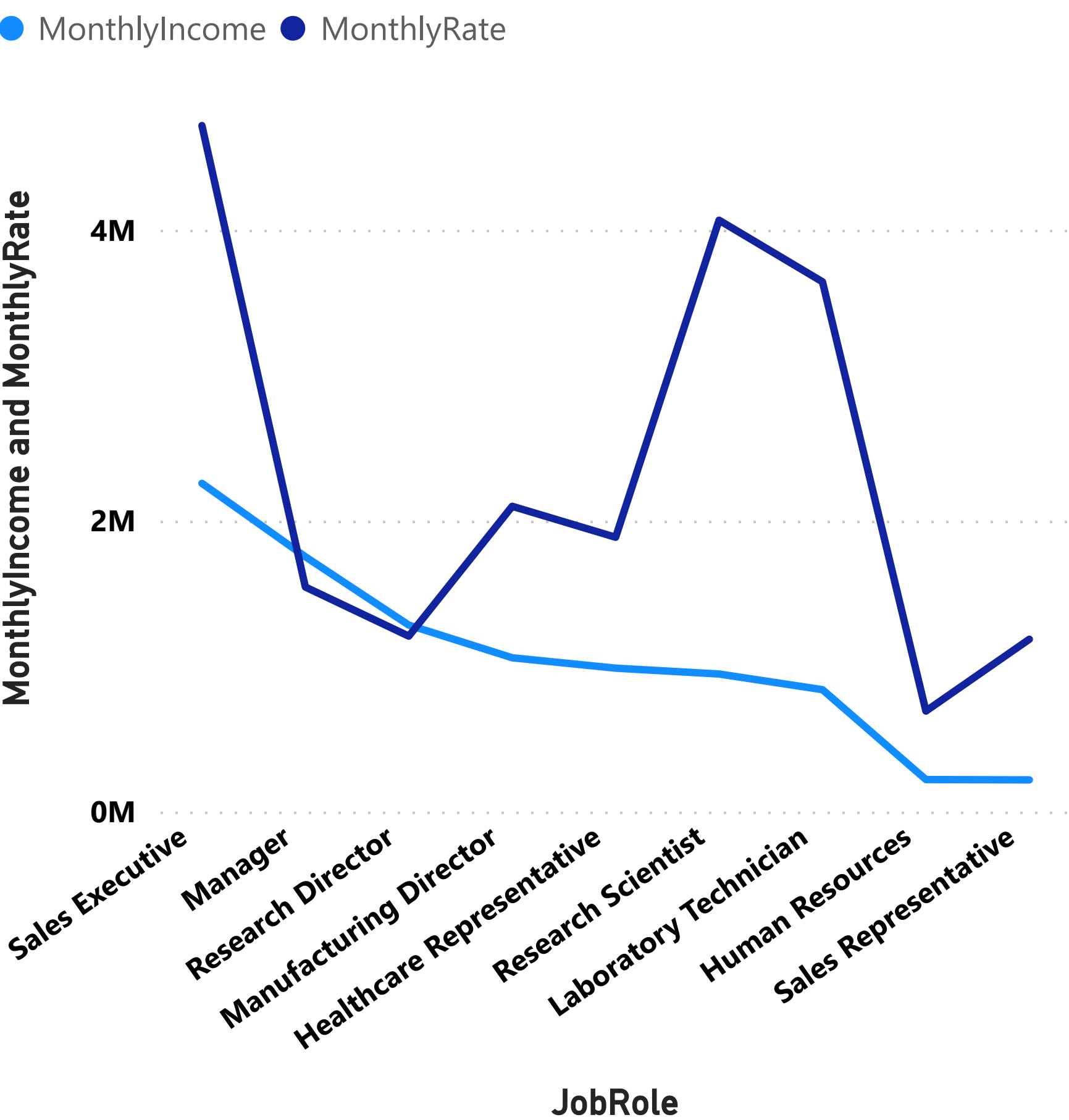
TURNOVER

JobRole	Attrition Count	JobSatisfaction
Sales Representative	33	227
Sales Executive	57	898
Research Scientist	47	810
Research Director	2	216
Manufacturing Director	10	389
Manager	5	276
Laboratory Technician	62	697
Human Resources	12	133
Healthcare Representative	9	365
Total	237	4011

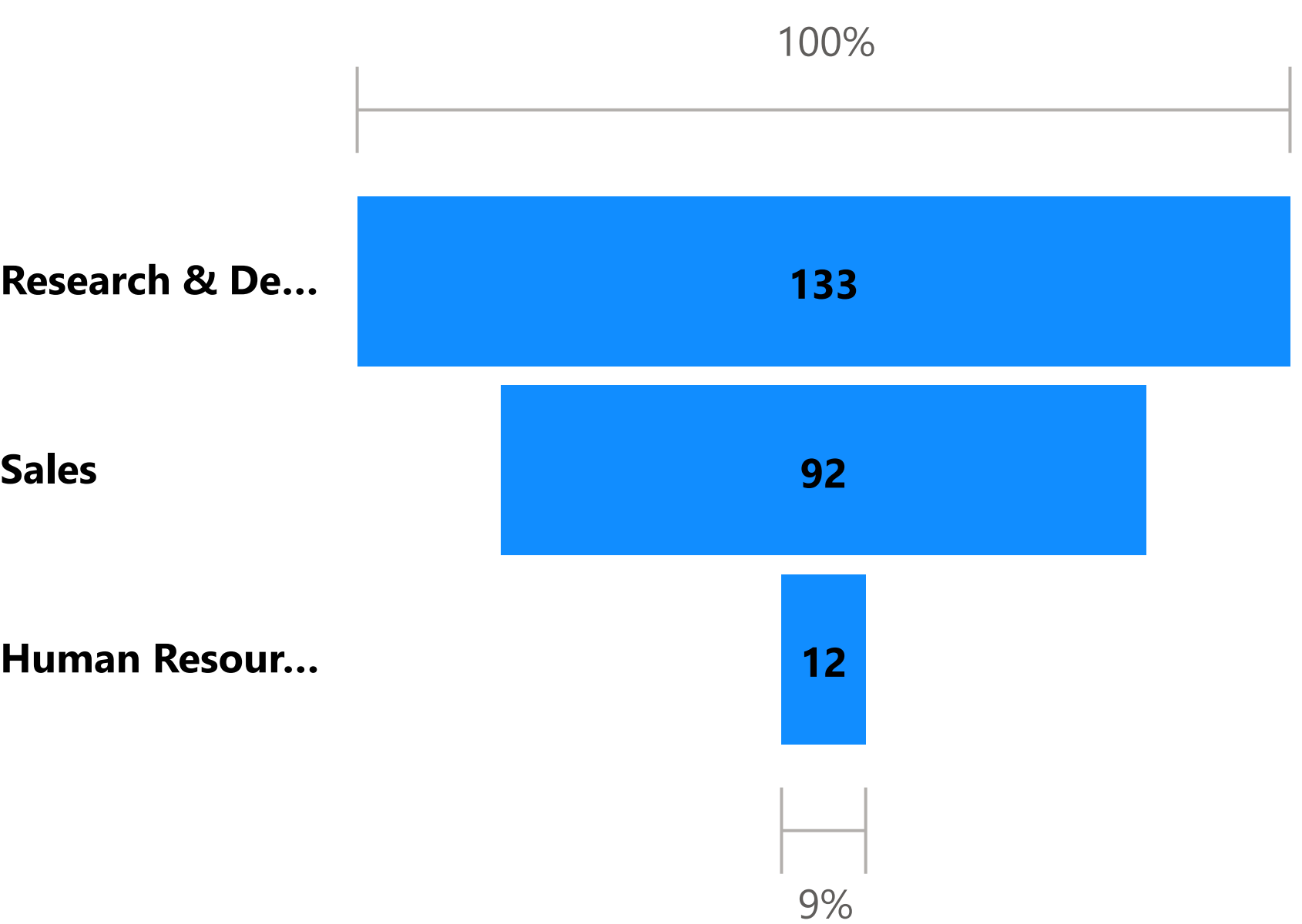
Attrition by MaritalStatus



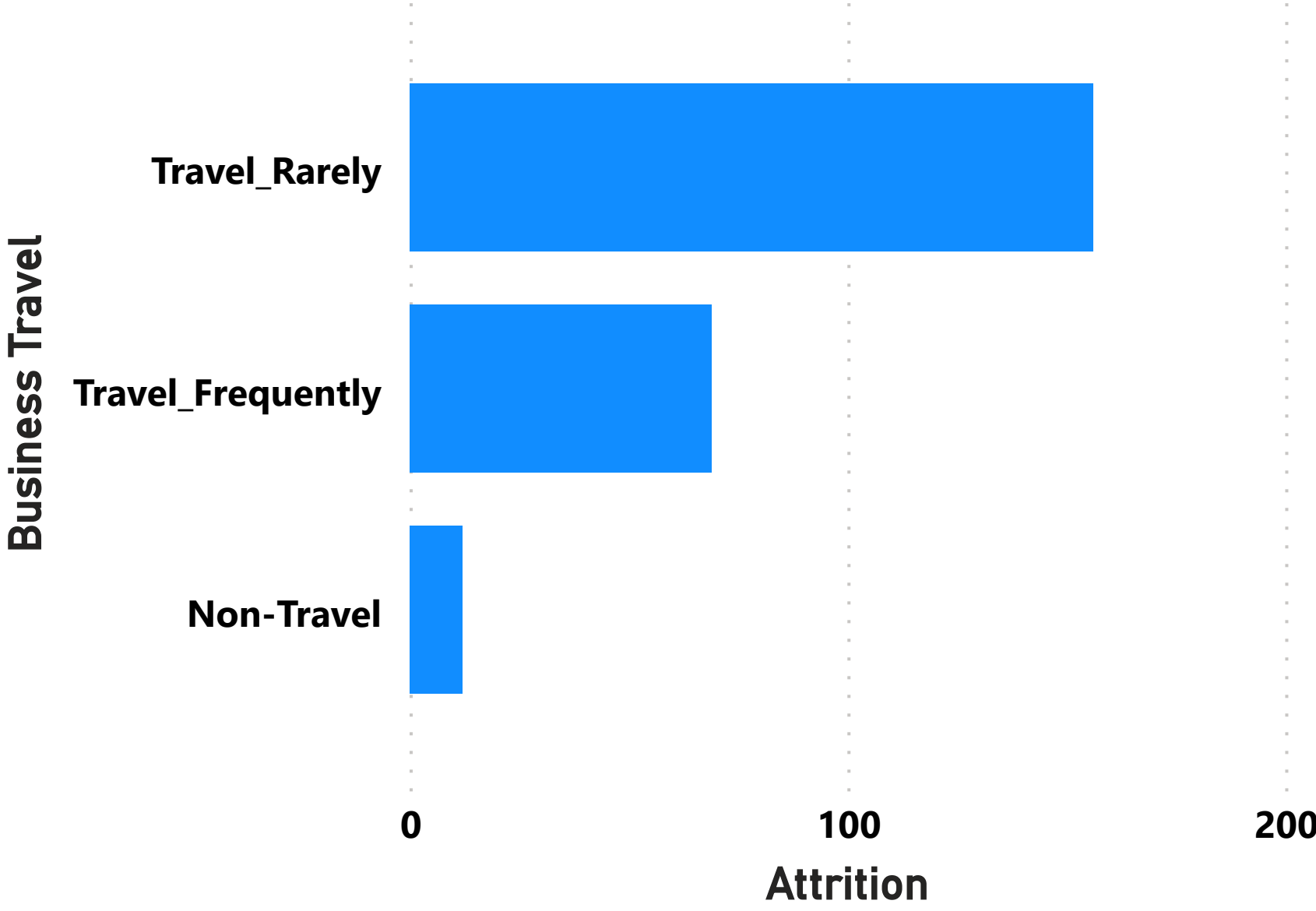
MonthlyIncome and MonthlyRate by JobRole



Attrition by Department

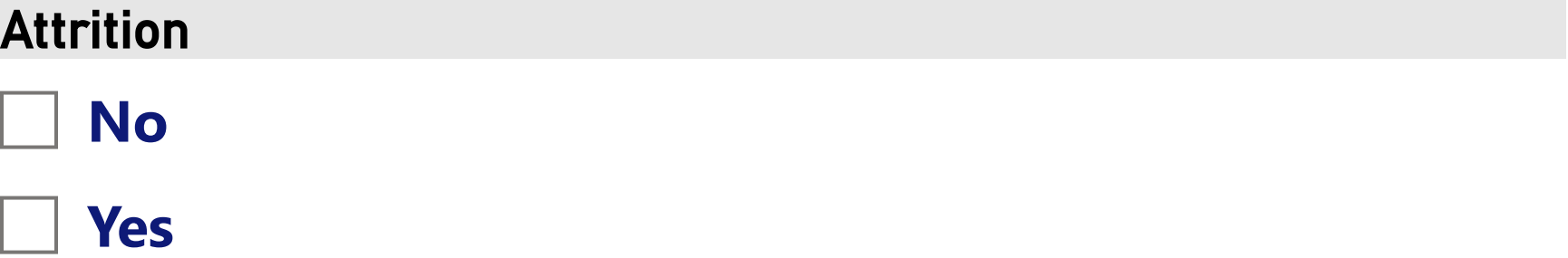


Attrition by Business Travel

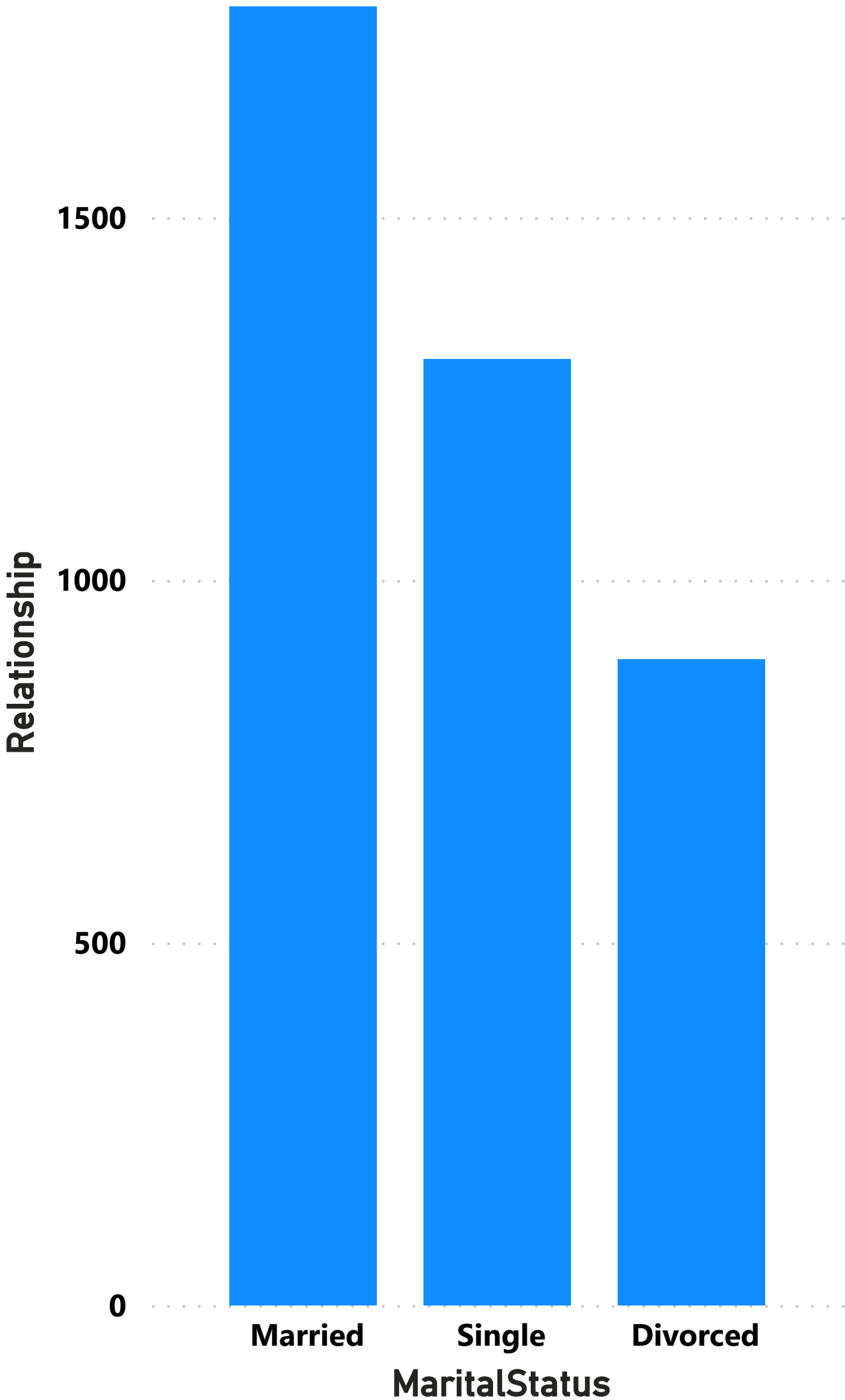


HR ANALYTICS

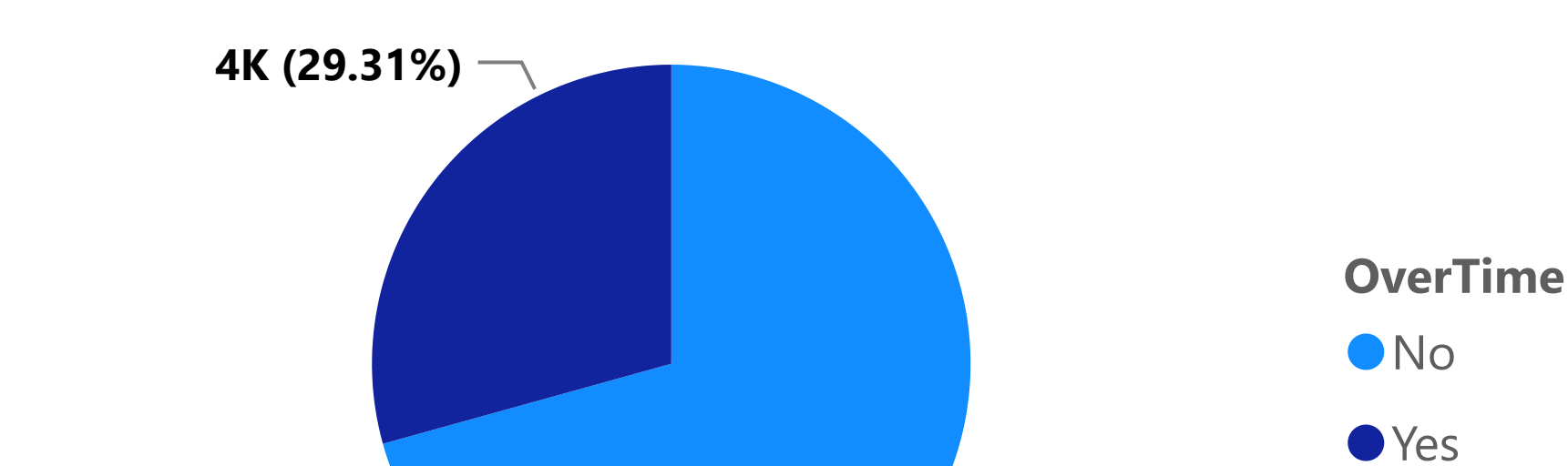
EMPLOYEE WELLNESS



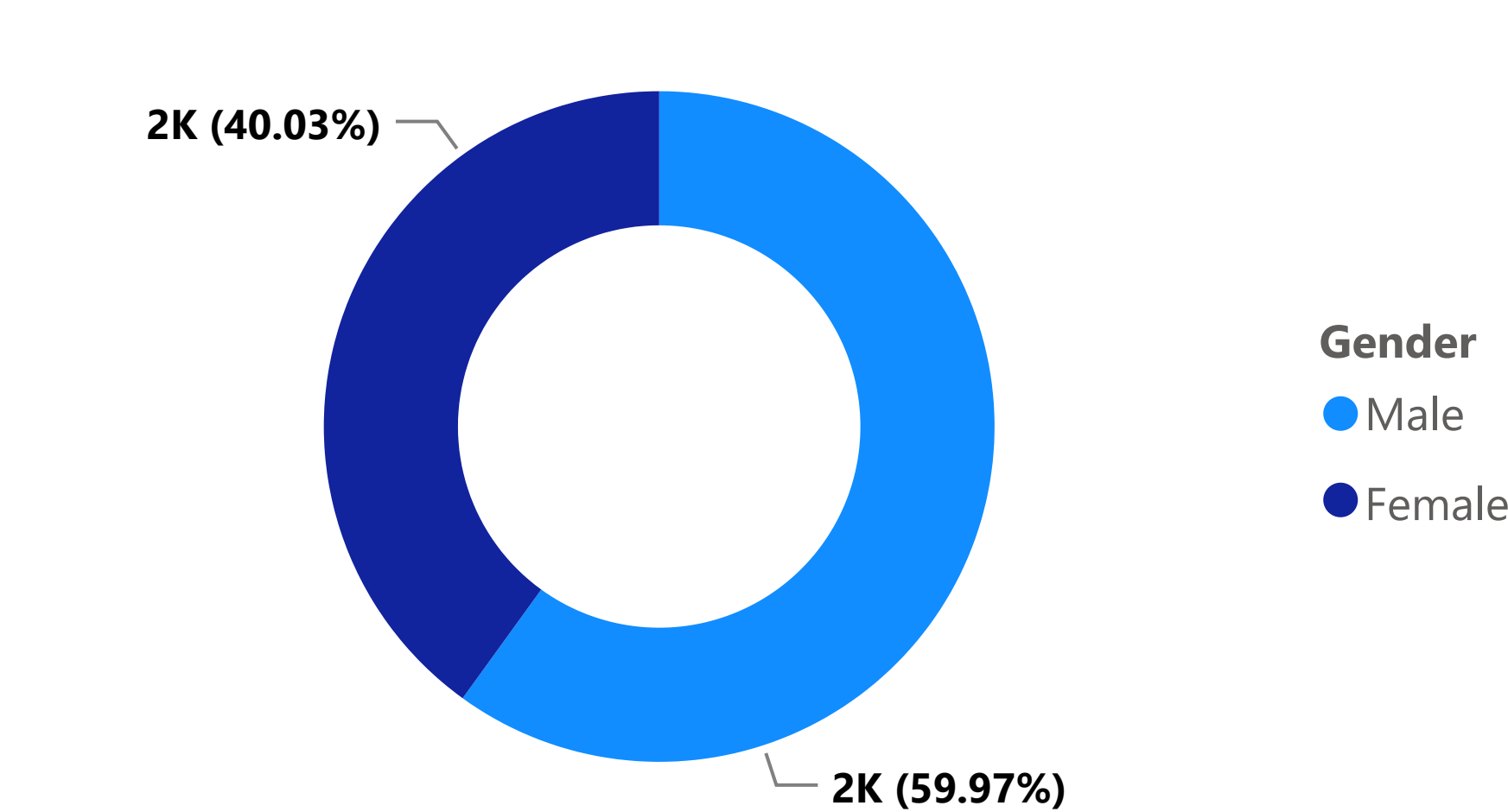
Relationship by MaritalStatus



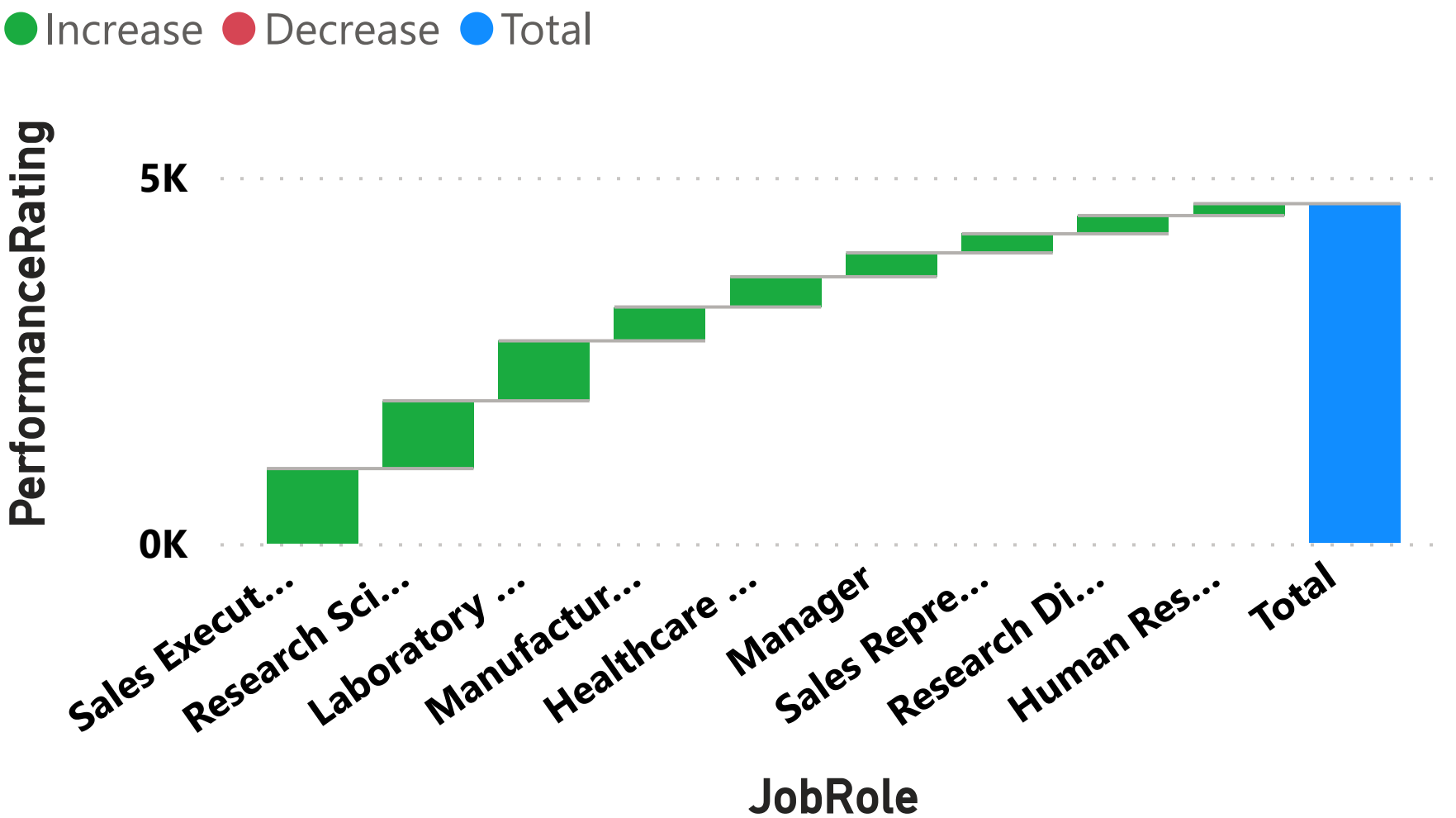
DistanceFromHome by OverTime



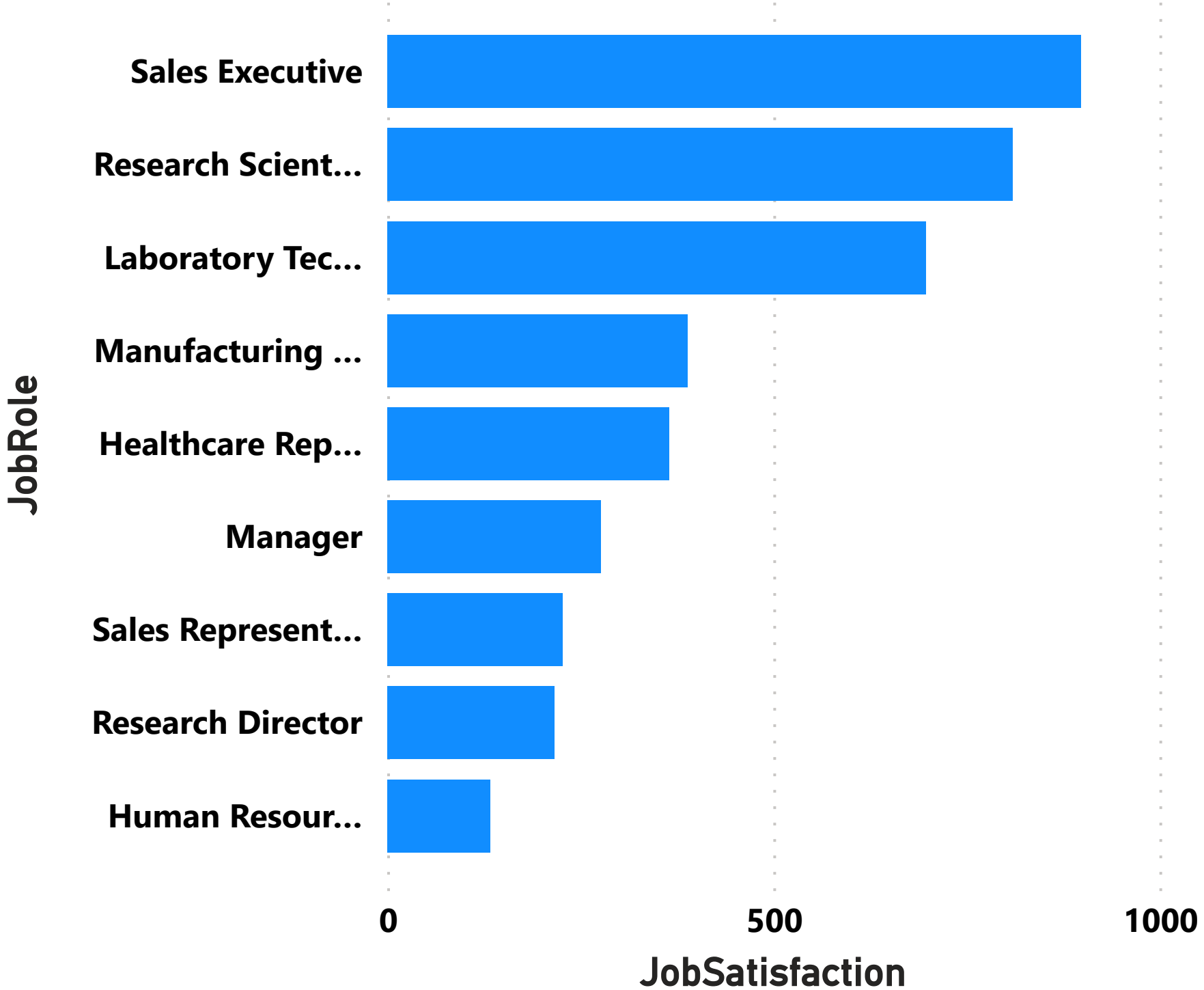
WorkLifeBalance by Gender



PerformanceRating by JobRole



JobSatisfaction by JobRole



HR ATTRITION DASHBOARD

FULL INSIGHT

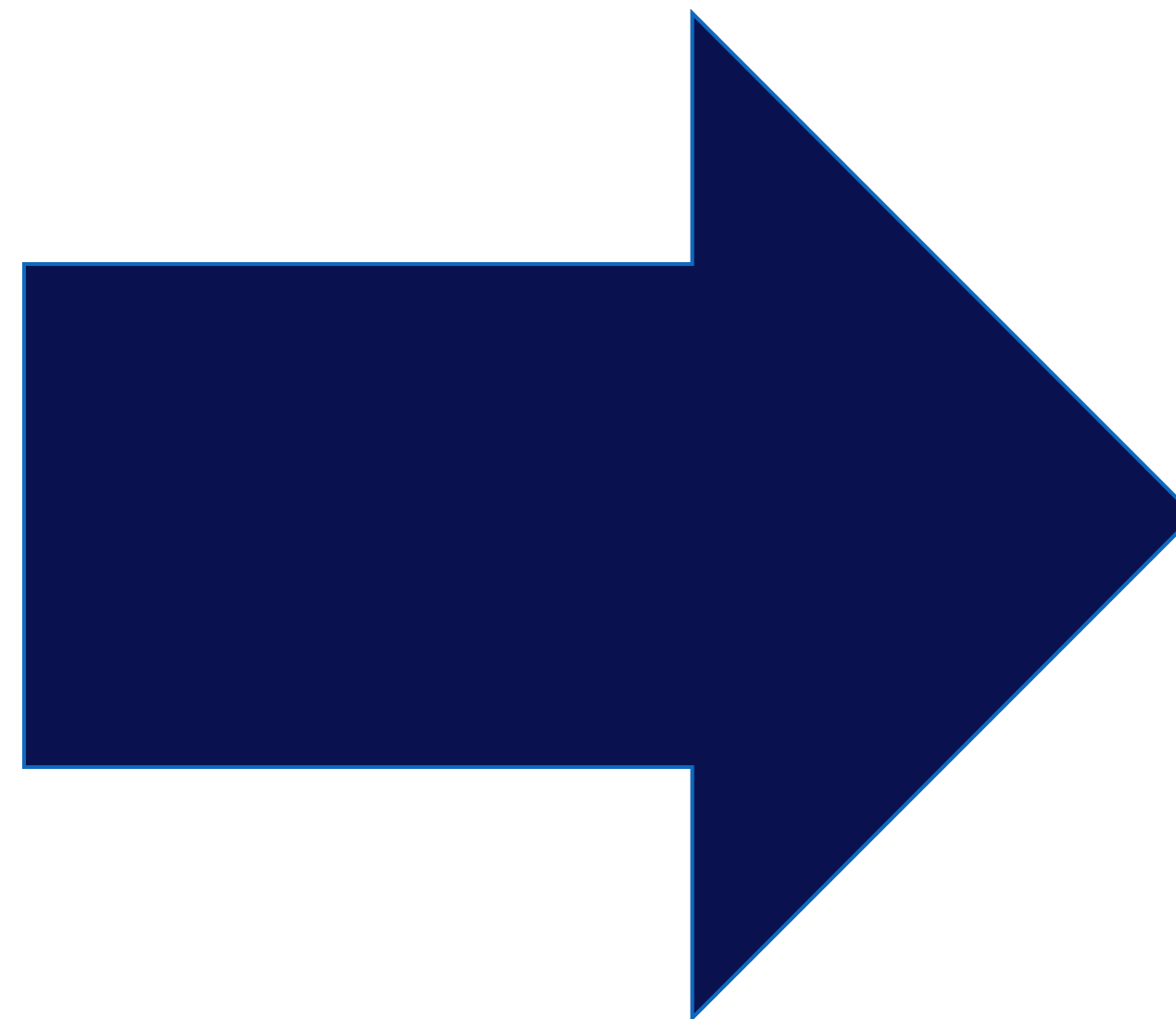
Full insight summarize the employee Job role , their Department and their Education field which show that Research & Development Department has more employee and In Job role, Sale Executive has the highest numbers of employee.

Total Employee -1470

Total Attrition- 237

Job satisfaction -4011

Note :- In Gender, Male has the highest number in all the insight while Female has lowest number.



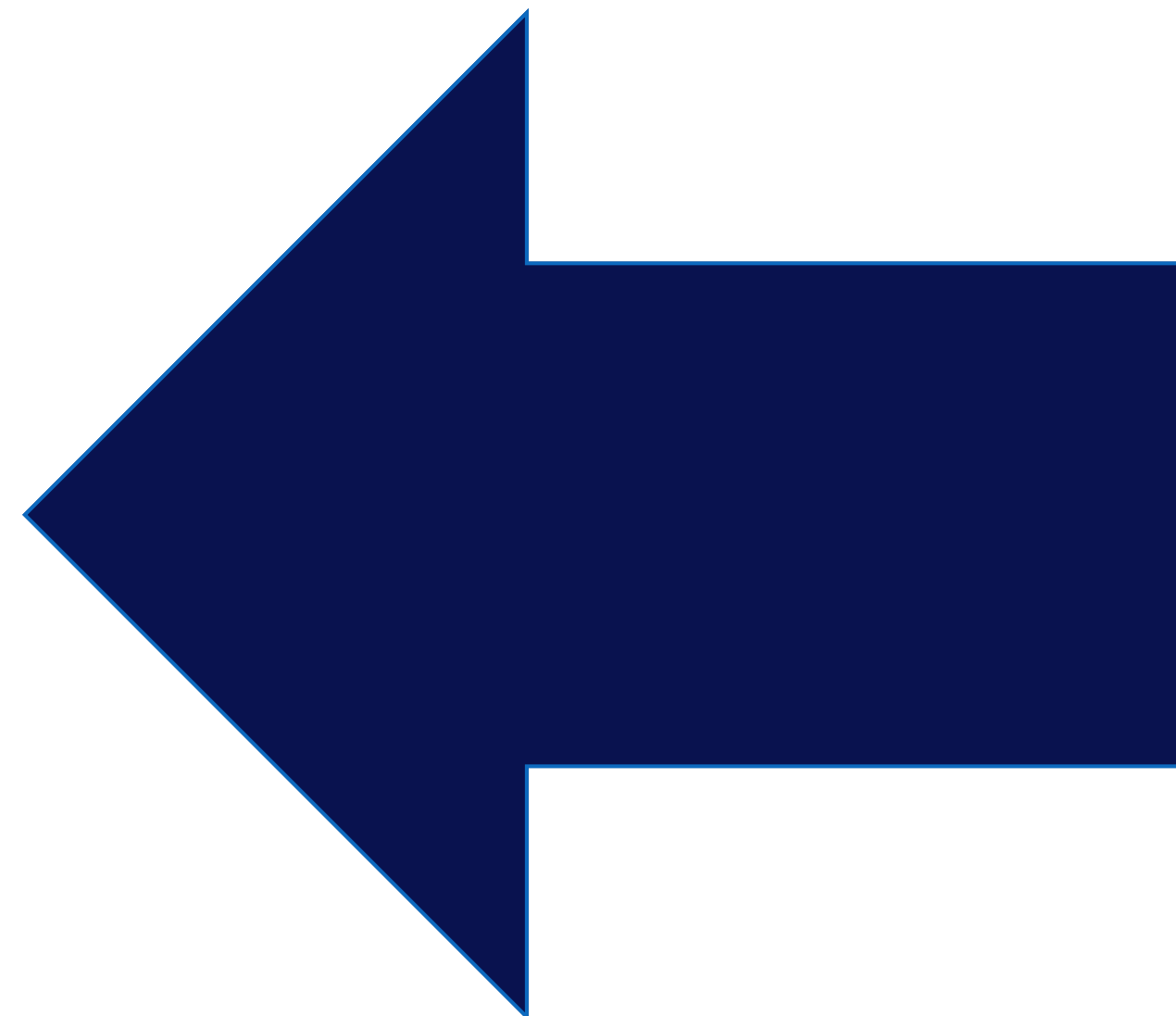
EMPLOYEE WELLNESS

Employee Wellness Analysis report employee data featuring Job satisfaction, Relation satisfaction, Distance from home, Work life balance and Performance Rating which shows that the employee has low performance rating compare to the number of employee in the company due to the Distance from home, their Education field, their Relationship and their Gender. Employee Wellness offering critical insight for HR Strategies and Decision-Making.

TURNOVER

Turnover provide insight into the employee attrition featuring the department, Marital status, Monthly income/Monthly rate , Business Travel which show Sale Executive has the highest Monthly Income/ Monthly rate why Human Resources has the lowest .Based on the Attrition, Research & Development Department ,Single and Travel Rarely has the highest Attrition

Note - Sale Executive has the highest Attrition in Job role.



RECOMMENDATIONS

So as to reduce the Attrition rate before causing a dent on the company's reputation.
Offer learning and employee development opportunities to accelerate career growth.
Regularly solicit feedback on employee satisfaction so as to mitigate workplace challenges.
Competitive pay package, timely salary increment and other incentives such as bonuses for personal motivation.
Conduct detailed interviews after an employee has exited to spot attrition cause/trend.