

HR Analytics Dashboard Report

Overview

This report analyzes the workforce data of the organization, focusing on key HR metrics such as attrition, employee distribution, satisfaction levels, and average hikes. These insights are valuable for workforce planning, retention strategies, and organizational development.

1. Key Workforce Metrics

Metric	Value
Total Employees	1,470
Attrition Count	237
Attrition Rate	16.12%
Active Employees	1,233
Average Age	37 Years

- Interpretation:** A 16.12% attrition rate suggests moderate turnover that may require attention in certain departments or demographics.

2. Attrition Breakdown

Department-Wise Attrition

Department	Count	% of Total Attrition
R&D	133	56.12%
Sales	92	38.8%
HR	12	5.06%

- Key Insight:** R&D and Sales departments contribute to over 94% of the total attrition. This may indicate job stress, poor fit, or lack of growth opportunities in these functions.

3. Attrition by Education Field

Education Field	Attrition Count
Life Sciences	89
Medical	63

Education Field Attrition Count

Marketing	35
Technical Degree	32
Other	11
Human Resources	7

- **Key Insight:** Employees from Life Sciences and Medical backgrounds are leaving more frequently, possibly due to skill mismatch or external opportunities.
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4. Attrition by Age Group

Age Group Attrition Count % of Age Group

Under 25	38	47.37%
25–34	112	38.39%
35–44	51	27.45%
45–54	25	36%

- **Key Insight:** The highest attrition percentage is among the **Under 25** age group, followed by **45–54**, suggesting generational differences in job satisfaction or stability.
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5. Employee Demographics

Employees by Age & Gender

Age Group Female Male

25–34	217	337
35–44	196	309
45–54	113	132
Under 25	-	-
Over 55	-	-

- **Observation:** The workforce is skewed towards the 25–44 age group, with a fairly balanced gender distribution.
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6. Job Satisfaction Levels

Job Role	Total Satisfaction Score
Sales Executive	326

Job Role	Total Satisfaction Score
Research Scientist	292
Laboratory Technician	259
Manufacturing Director	145
Manager	102
Research Director	80
Sales Representative	83

- **Observation:** While Sales Executives report the highest job satisfaction, Research Directors and Sales Representatives show comparatively low scores.

7. Average Hike by Job Role

Job Role	Average Hike (%)
Sales Representative	15.7
Manufacturing Director	15.6
Healthcare Representative	15.5
Research Scientist	15.4
Manager	15.1
Laboratory Technician	15.0
Research Director	15.0

- **Insight:** Hike percentages are fairly consistent across roles, with Sales Representatives getting the highest average hike.

Recommendations

1. **Address R&D and Sales Attrition:**
 - Conduct exit interviews to identify root causes and implement targeted retention strategies.
 2. **Engage Younger Workforce:**
 - Offer mentorship, skill development, and fast-track career paths for employees under 25.
 3. **Revise Satisfaction Strategies:**
 - Especially for roles like Research Director and Sales Representative with lower satisfaction scores.
 4. **Evaluate Education Fit:**
 - Assess if employees from Life Sciences and Medical fields have clear role expectations and growth opportunities.
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Conclusion

This HR Dashboard provides essential insights into employee demographics, attrition trends, and satisfaction levels. Focused strategies on high-attrition departments and roles, coupled with workforce engagement initiatives, can help improve retention and organizational effectiveness.