

Objective:

- The aim of this HR Analytics Dashboard is to empower the Human Resources team with meaningful insights to reduce employee attrition and enhance workforce performance.
- By analyzing key factors such as age, education, salary slabs, job satisfaction, and years at the company, the dashboard provides a clear view of the workforce dynamics.
- This enables data-driven decision-making to:
- Identify high-risk attrition groups
- Improve employee satisfaction through targeted initiatives
- Support long-term workforce planning and retention strategies



Dashboard Overview



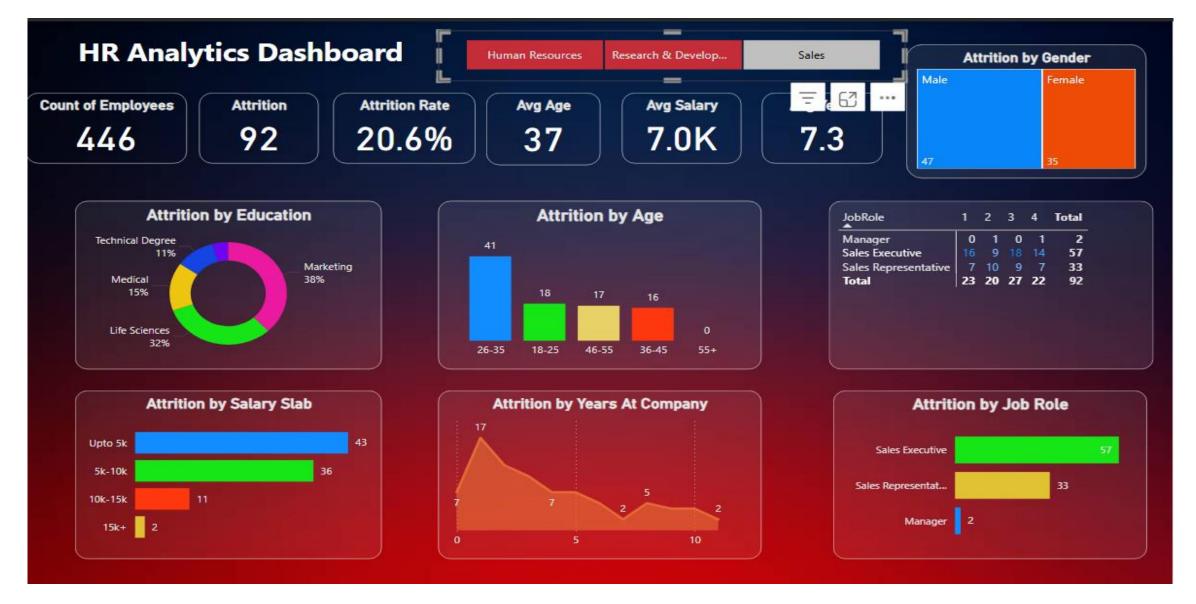
Dashboard – HR Department Filter



Dashboard –Research & Development



Dashboard -Sales



Conclusion:



Higher attrition is observed among employees with lower education levels and those in the 20–30 age group.



Job roles with low satisfaction scores show increased turnover, indicating the need for role-specific engagement strategies.



Employees in **lower salary slabs** are more likely to leave, highlighting a potential compensation issue.



Most attrition occurs within the **first 3 years** at the company, emphasizing the importance of early retention efforts.