## **HR Analytics — Quick Wins (Drivers & Actions)** 16,12% \$3,08M 28,3% 18,8% Attrition Rate Overtime Rate Travel Frequently Rate Cost of Attrition (est) Department $\vee$ Job Role Age Group All All ΑII Attrition Rate by Overtime (n=1,470)Attrition Rate by Business Travel (n=1,470) 24,9% 30,5% 30% 20% Attrition Rate 800 Months 10% Attrition Rate %00 15,0% 10,4% 8,0% 10% 0% 0% Yes Travel Frequently Non-Travel No Travel Rarely OverTime Business Travel (label) Attrition Rate by Tenure (n=1,470)Top-5 High-Risk Roles (n≥20) 36,4% 40% Sales Representative 28,9% Attrition Rate 23,94% Laboratory Technician Job Role Human Resources 23,08% 16,4% 20% 11,1% 10,4% 17,48% Sales Executive Research Scientist 0% 1-3 years 3-5 years 0% 10% 20% 30% 40% <1 year 5-10 years 10+ years Tenure Group Attrition Rate