HR Analytics — Attrition Overview

16,12%	**28,3%**	**18,8%**	**$3,08M**
Attrition Rate	Overtime Rate	Travel Frequently Rate	Cost of Attrition (est)

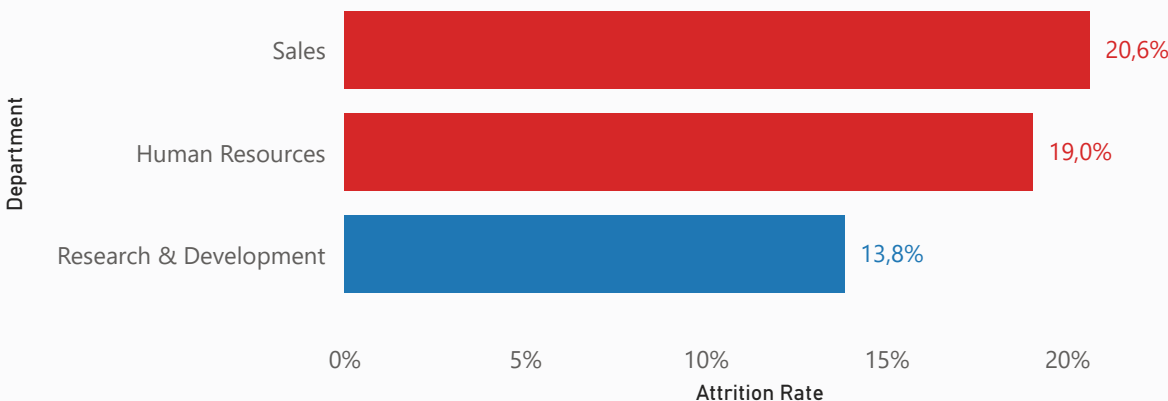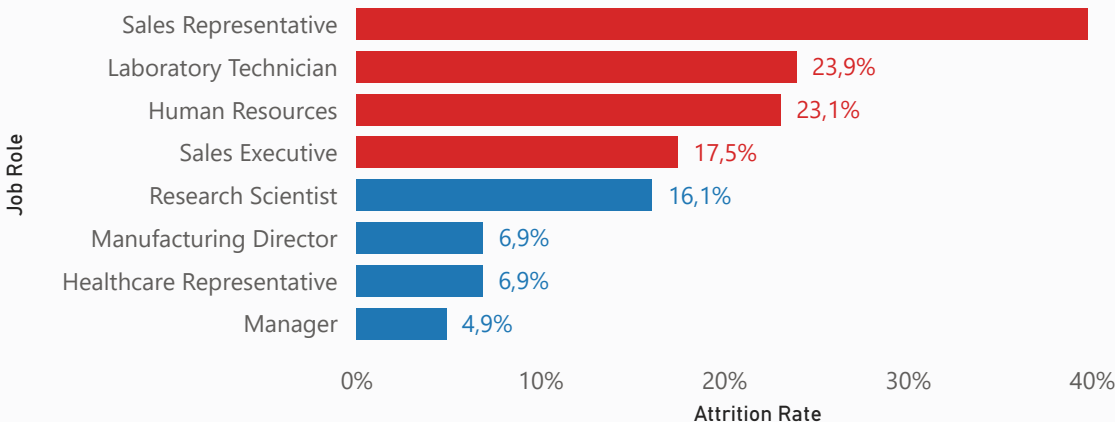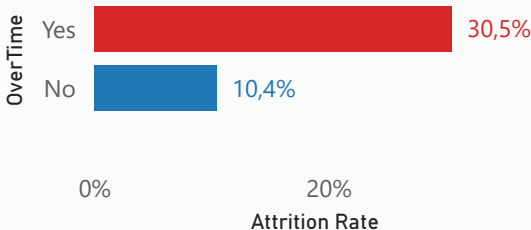| Tenure Group	Age Group	Education Field	Job Role	Department
All	All	All	All	All

Attrition Rate by Department (n=1,470)

Department	Attrition Rate
Sales	20,6%
Human Resources	19,0%
Research & Development	13,8%

Attrition Rate by Job Role (n=1,470)

Job Role	Attrition Rate
Sales Representative	
Laboratory Technician	23,9%
Human Resources	23,1%
Sales Executive	17,5%
Research Scientist	16,1%
Manufacturing Director	6,9%
Healthcare Representative	6,9%
Manager	4,9%

Attrition Rate by Overtime (n=1,470)

OverTime	Attrition Rate
Yes	30,5%
No	10,4%

Attrition Rate by Age × Tenure (n=1,470)

Age Group	<1 year	1–3 years	3–5 years	5–10 years	10+ years
18–29	54,5%	45,4%	19,7%	15,3%	16,7%
30–39	30,0%	28,8%	16,3%	8,2%	11,4%
40–49		11,3%	10,4%	12,9%	6,2%
50+	50,0%	10,7%	18,5%	10,5%	13,6%

HR Analytics — Quick Wins (Drivers & Actions)

16,12%	28,3%	18,8%	$3,08M
Attrition Rate	Overtime Rate	Travel Frequently Rate	Cost of Attrition (est)

Department
All

Job Role
All

Age Group
All

Attrition Rate by Overtime (n=1,470)

- Yes: 30,5%
- No: 10,4%
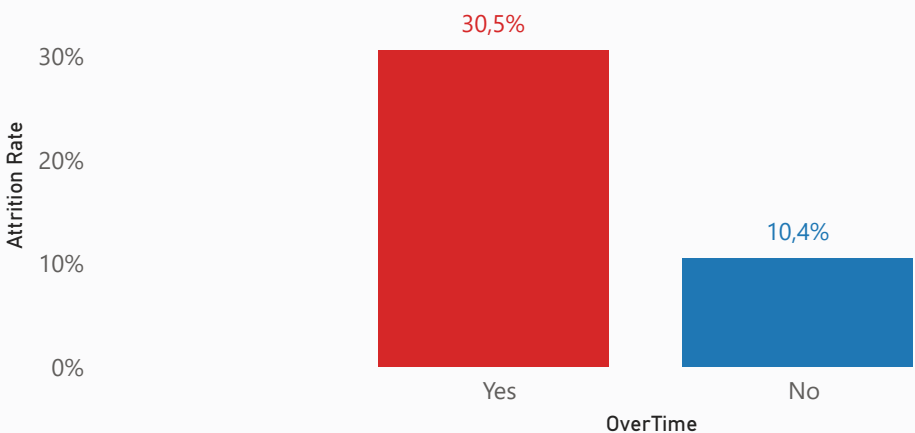
Attrition Rate by Business Travel (n=1,470)

- Travel Frequently: 24,9%
- Travel Rarely: 15,0%
- Non-Travel: 8,0%
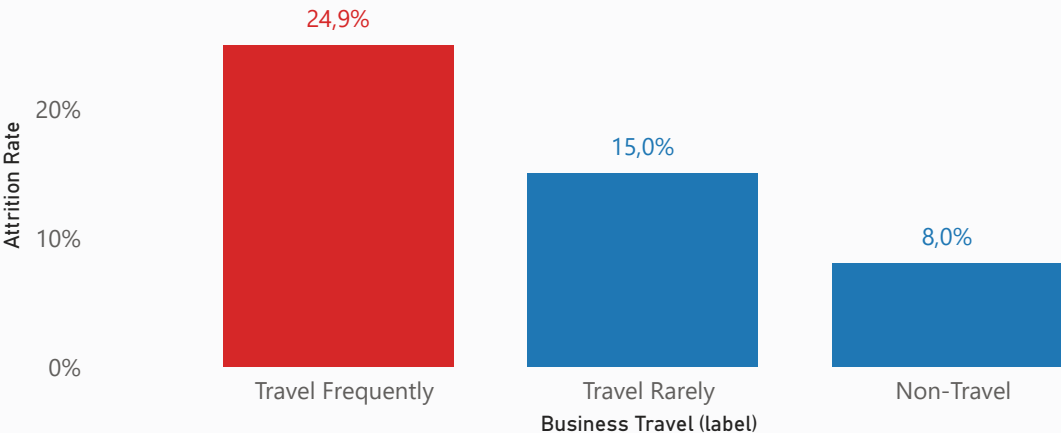
Attrition Rate by Tenure (n=1,470)

- <1 year: 36,4%
- 1–3 years: 28,9%
- 3–5 years: 16,4%
- 5–10 years: 11,1%
- 10+ years: 10,4%

Top-5 High-Risk Roles (n≥20)

- Sales Representative
- Laboratory Technician: 23,94%
- Human Resources: 23,08%
- Sales Executive: 17,48%
- Research Scientist: 16,10%