

HR ANALYTICS DASHBOARD

Human Resou...

Research & D...

Sales

Attrition by Gender

Male

Female

767

489



Count of Emp

1470

Attrition

237

Attrition Rate

16.1%

Avg. Age

37

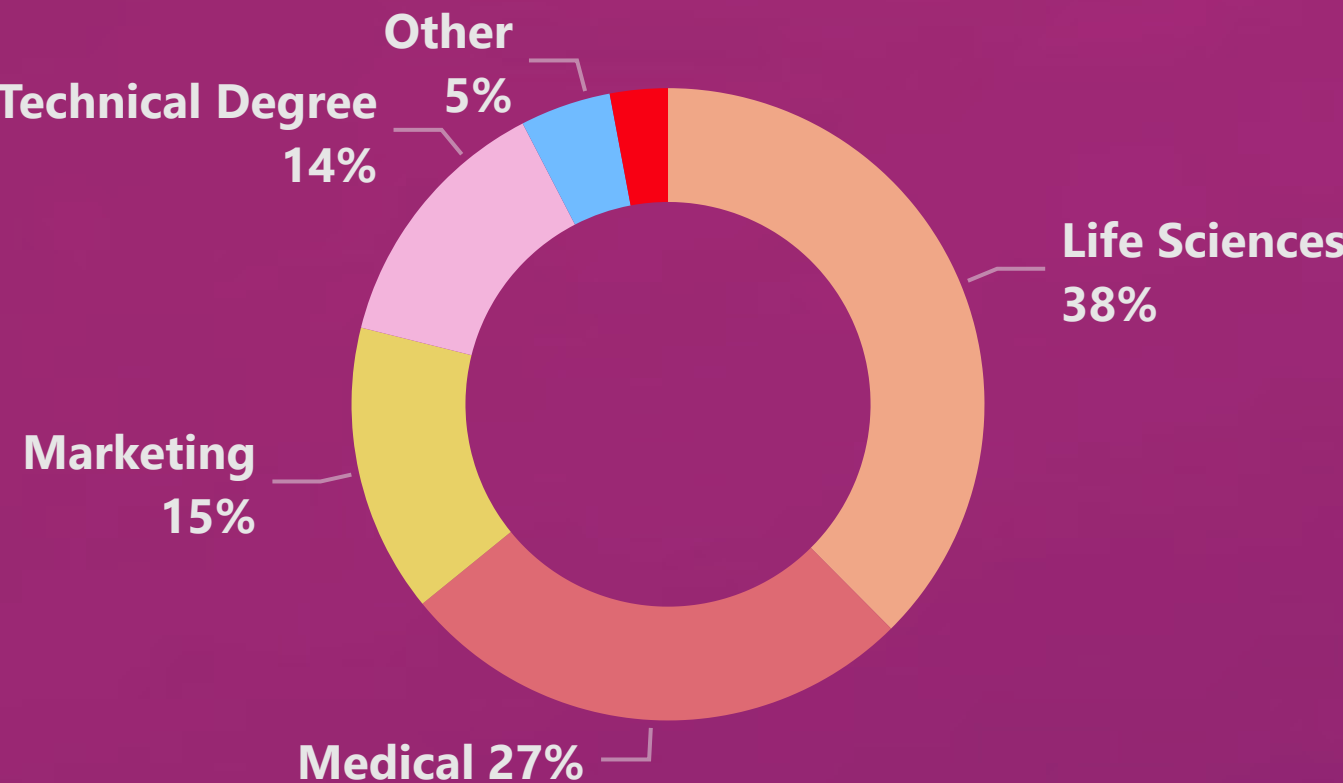
Avg. Salary

6.5K

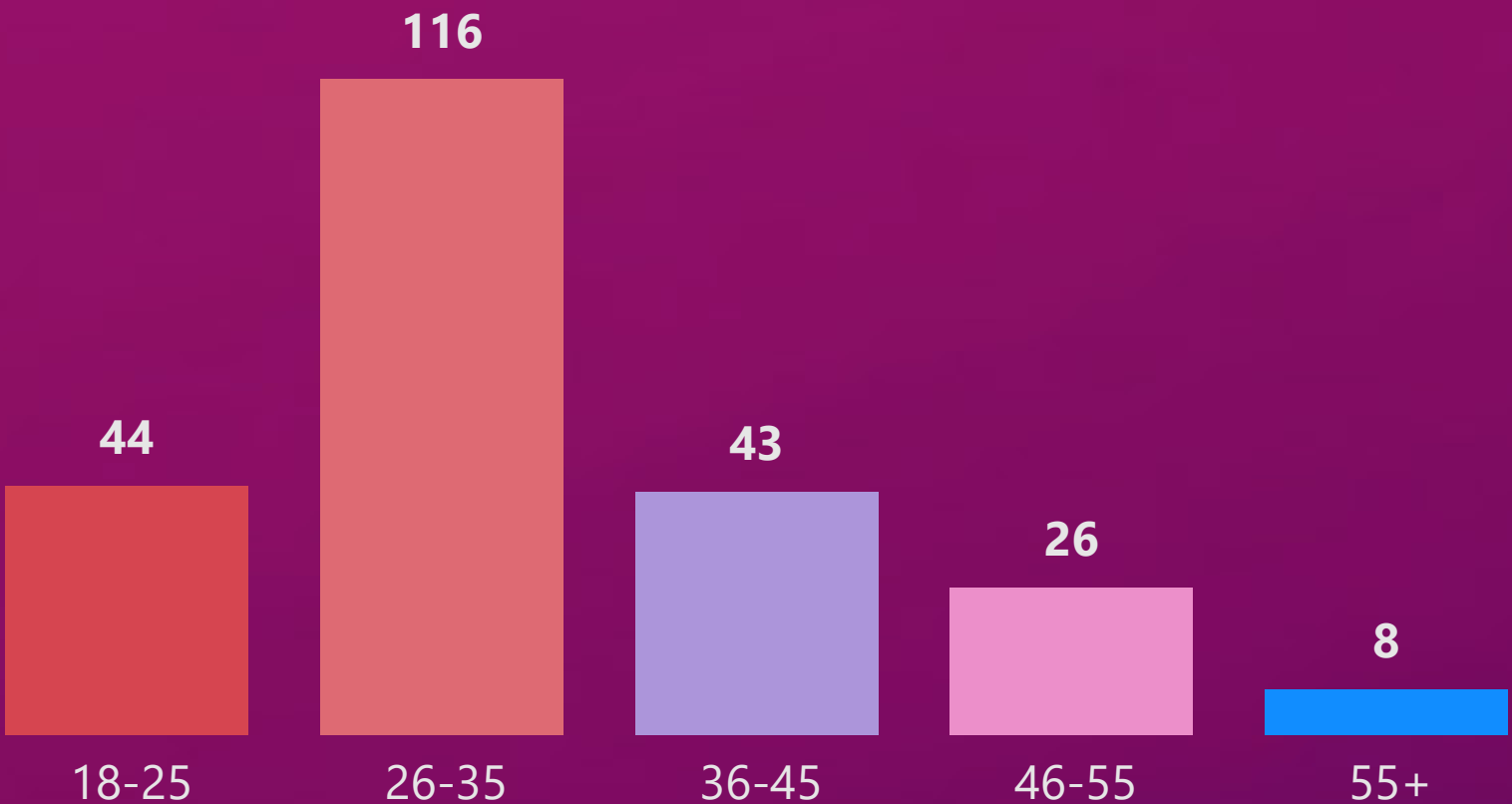
Avg.Year

7.0

Attrition by Education



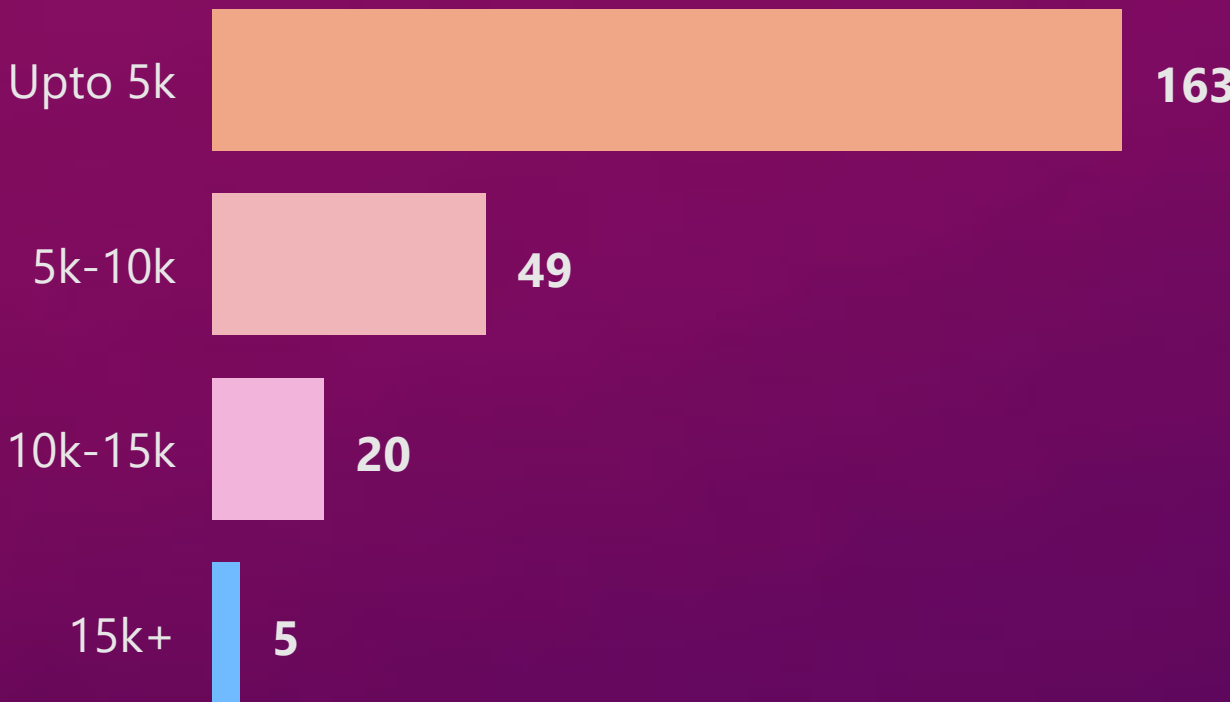
Attrition by Age



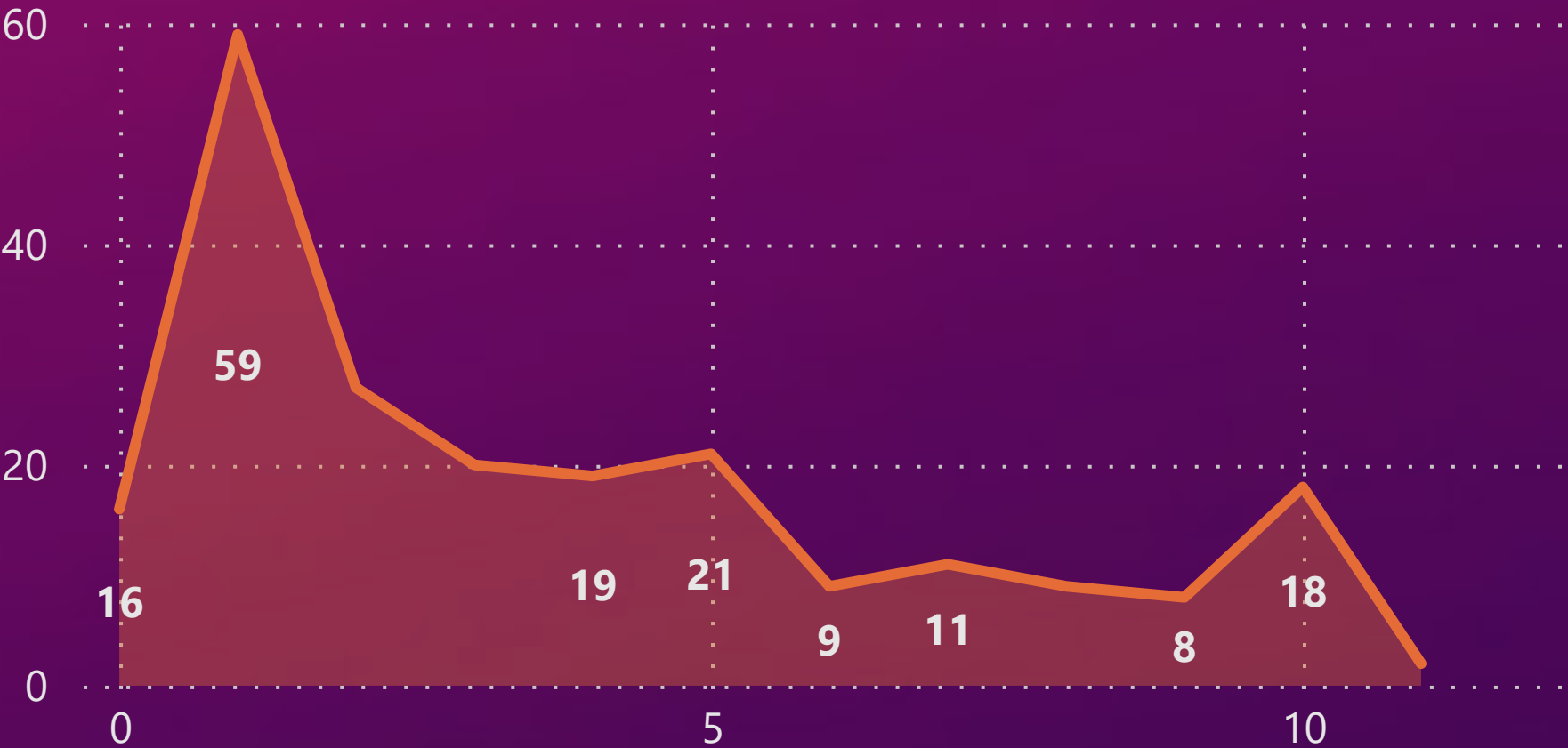
JobRole

	1	2	3	4	Total
Healthcare Representative	26	19	43	43	131
Human Resources	10	16	13	13	52
Laboratory Technician	56	48	75	80	259
Manager	21	21	27	33	102
Manufacturing Director	26	32	49	38	145
Research Director	15	16	27	22	80
Research Scientist	54	53	90	95	292
Sales Executive	69	54	91	112	326
Sales Representative	12	21	27	23	83
Total	289	280	442	459	1470

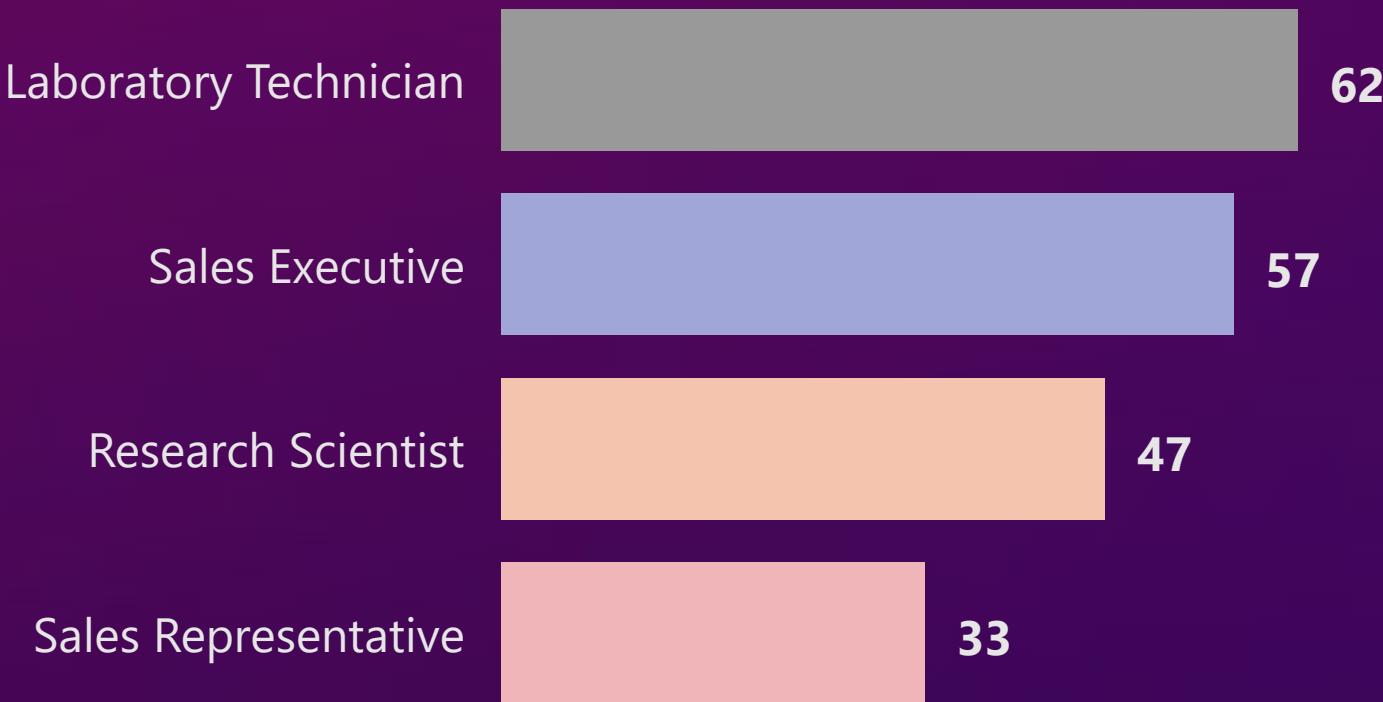
Attrition by Salary Slab



Attrition by Total Year at Company



Attrition by Job Role



Ratings as per Job Roles

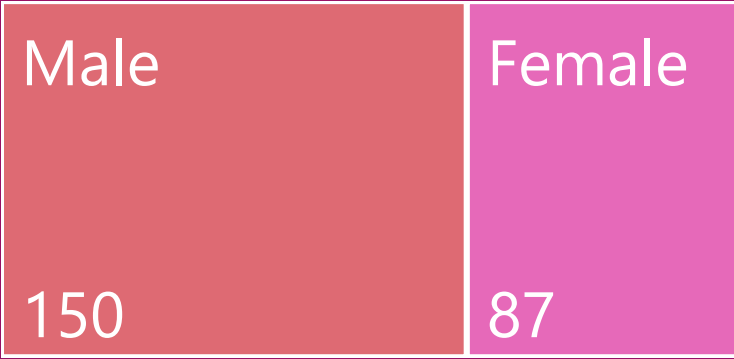
Total Employee

237

Attrition Status

Yes

Attrition by Gender



Avg. Employee Salary

4.79K

Environment Rating as per Job Role

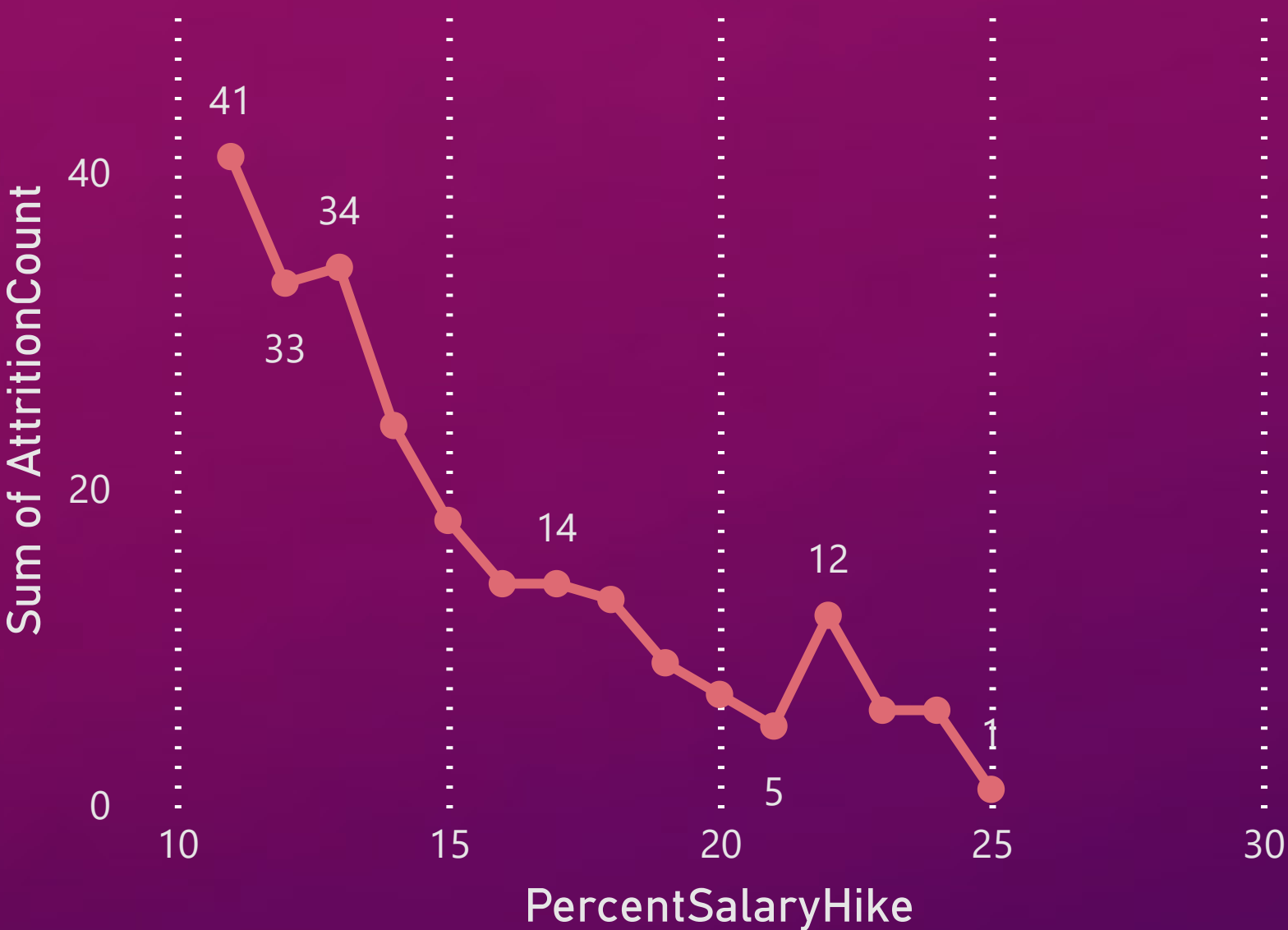
JobRole	1	2	3	4	Total
Healthcare Representative	4	2	1	2	9
Human Resources	4	3	2	3	12
Laboratory Technician	22	8	18	14	62
Manager	3	1		1	5
Manufacturing Director	2	2	4	2	10
Research Director		1		1	2
Research Scientist	14	4	15	14	47
Sales Executive	18	13	12	14	57
Sales Representative	5	9	10	9	33
Total	72	43	62	60	237

Relationship Status as per Job Role

JobRole	1	2	3	4	Total
Healthcare Representative	4	1		4	9
Human Resources	1	1	6	4	12
Laboratory Technician	13	11	22	16	62
Manager	1			4	5
Manufacturing Director	4	3		3	10
Research Director				2	2
Research Scientist	16	11	12	8	47
Sales Executive	14	9	20	14	57
Sales Representative	4	9	11	9	33
Total	57	45	71	64	237



Attrition Count by Percent Salary Hike



Work-life Balance as per Job Role

JobRole	1	2	3	4	Total
Healthcare Representative	1	2	5	1	9
Human Resources		2	9	1	12
Laboratory Technician	14	15	27	6	62
Manager		1	3	1	5
Manufacturing Director	1	2	6	1	10
Research Director			2		2
Research Scientist	3	12	27	5	47
Sales Executive	6	18	29	4	57
Sales Representative		6	19	8	33
Total	25	58	127	27	237

Job Involvement as per Job Role

JobRole	1	2	3	4	Total
Healthcare Representative	1	1	7		9
Human Resources	1	5	5	1	12
Laboratory Technician	6	19	35	2	62
Manager	2		3		5
Manufacturing Director	1	3	5	1	10
Research Director			2		2
Research Scientist	4	17	24	2	47
Sales Executive	8	16	28	5	57
Sales Representative	5	10	16	2	33
Total	28	71	125	13	237

INSIGHTS DRAWN FROM THE REPORT

The key reasons that have caused employees to leave the company are as follows:--

Employees that have to work overtime have left the company the most, their attrition number and rate are both quite high.

Employees with a job as Sales Representative has a higher rate of leaving the company but number-wise most of the employees that left the company have a job as Laboratory Technician and Sales Executive.

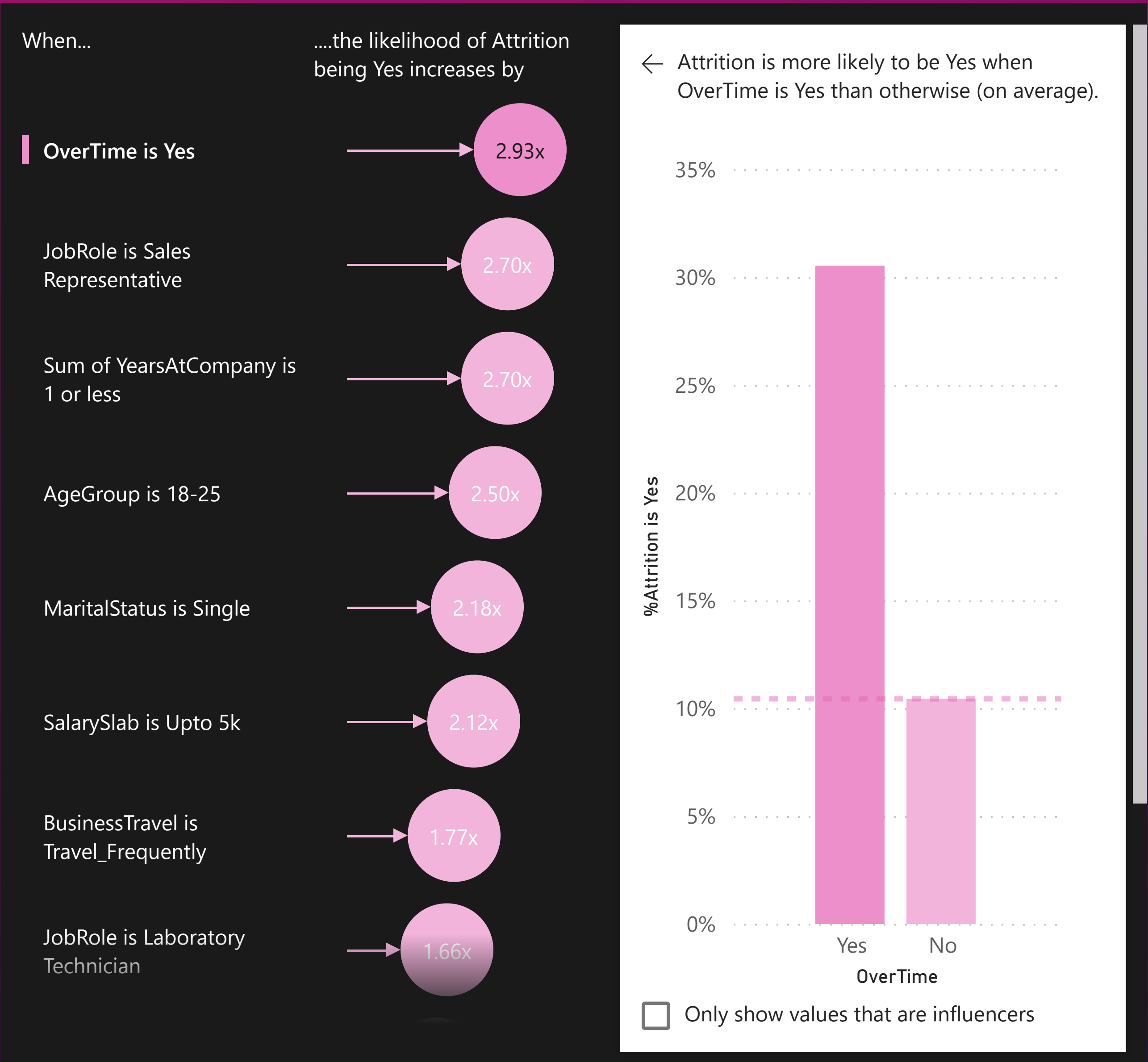
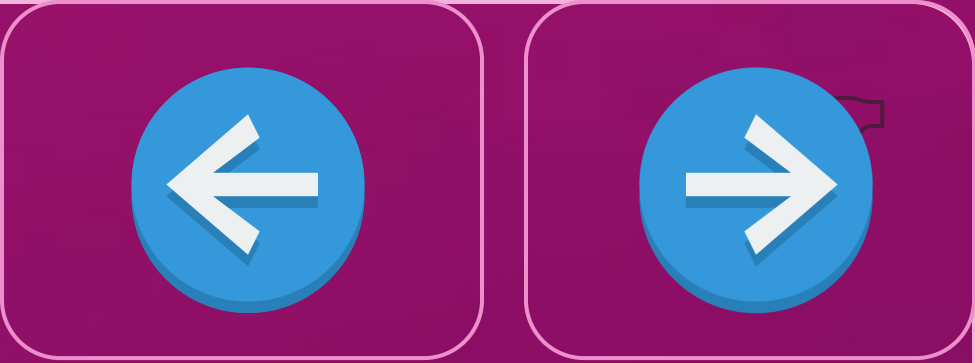
The Lab Technicians and Sales Executives that left the company were not satisfied with the Environment of the company and their Relationship with others as they have rated quite low in both of these rating sections.

Employees that left the company have mostly worked only for less than 1 year in the company and are of age between 18 to 25. Another key factor is salary, most of the employees that left the company have a salary per month under 5k (on average 4.8k), which suggests that employees with low salaries are not satisfied with their salary.

Also Employees that have to travel frequently for the company also tend to leave the company more.

Key influencers Top segments

What influences Attrition to be Yes ?





Insights drawn from the Report

The one major concern that can be encountered by the high attrition of this company is the safety of Women in the company

So from the Tree Decomposition Chart below we can deduce that out of the 237 employees that left the company 87 are females which is around 15% of the total female employees and 36% of the total number of employees that left the company.

Now, the reason why females are leaving the company is that most females who left the company had to do overtime and are single, which suggests that females don't feel safe around the location of the company and also within the company as females have rated both environment and relationship with others as quite low, so the company might need to consider these also.

Also, females from the Sales department and with Sales Executive and Sales Representative jobs have left the company the most, and mostly have salaries less than 5k. So the company need to improve the environment and salary of the Sales Department to reduce the attrition number.

Gender ×

Female

OverTime ×

Yes

MaritalStatus ×

Single

Department ×

Sales

JobRole ×

Sales Representative

SalarySlab

