

HR ANALYTICS DASHBOARD

Project Overview

The HR Analytics Dashboard provides an interactive visualization aimed at analyzing key factors influencing employee attrition within an organization. By leveraging various metrics and visual tools, this dashboard assists HR teams in understanding patterns related to employee turnover, which can guide strategic decisions to reduce attrition rates and enhance employee retention.

Key Performance Indicators (KPIs)

- **Total Employee Count:** 1,470
- **Attrition Count:** 237
- **Attrition Rate:** 16.1%
- **Average Employee Age:** 37 years
- **Average Salary:** \$6.5K
- **Average Tenure:** 7 years

Dashboard Highlights:

- **Attrition by Education:** The highest attrition rate is observed among employees with a background in Life Sciences (37.6%), followed by those in medical fields (26.6%) and Marketing (14.8%).
- **Attrition by Age:** The age group of 26-35 years exhibits the highest attrition count (116 employees), while the 55+ age group shows the lowest (8 employees).
- **Attrition by Salary Slab:** Employees earning up to \$5K represent the largest portion of attrition (163 employees), indicating a potential correlation between lower salaries and higher turnover.
- **Attrition by Job Role:** Laboratory Technicians and Sales Executives have the highest attrition numbers, with 62 and 57 employees leaving, respectively.
- **Attrition by Gender:** Male employees show a higher attrition rate (140) compared to female employees (79).
- **Attrition by Years at Company:** Most of the attrition occurs within the first year of employment (59 employees), with a notable drop as tenure increases.

Insights:

1. **Salary Impact on Attrition:** The high attrition rate among employees with lower salaries suggests a strong link between compensation and turnover. This may indicate dissatisfaction or better opportunities elsewhere for lower-paid employees.
2. **Age and Attrition:** Younger employees (26-35 years) are more likely to leave the organization, possibly due to career development opportunities or the pursuit of higher education.
3. **Job Role-Specific Attrition:** Specific roles, particularly in laboratory and sales positions, show higher turnover, which might indicate job-related challenges, stress, or better opportunities in the market.
4. **Gender Disparity in Attrition:** There is a noticeable difference in attrition rates between male and female employees, which may warrant further investigation into the workplace environment and culture.

Recommendations:

1. **Targeted Retention Programs:** Implement retention strategies tailored for high-risk groups, such as younger employees and those in high-turnover roles like Laboratory Technicians and Sales Executives.
2. **Salary Reassessment:** Consider reviewing and potentially increasing compensation packages, especially for roles and salary slabs with the highest attrition rates.
3. **Career Development Opportunities:** Provide clear career progression paths and development programs for younger employees to encourage long-term commitment.
4. **Gender Inclusivity Initiatives:** Investigate the factors contributing to gender disparities in attrition and develop programs to foster a more inclusive work environment.