HR ANALYTICS 2024 | Overview

1470
Total Employees

1233
Active Employees

882 60 %
Male Employees

588 40 %
Female Employees

237
Inactive Employees

16,12 %
Atrittion Rate

Male Attrition
150 | 63,29 %

Female Attrition
87 | 36,71 %
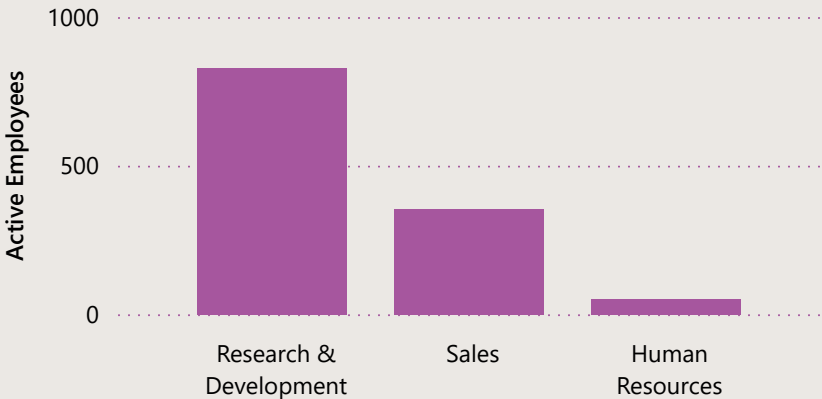
Active Employees by Department and Job Role

Research & Development

Research Scientist

Laboratory Technician

Manufacturing Direct...

Healthcare Represen...

Research D... Mana...

Sales

Sales Executive

Sales Repre... Manag...

Human Resources
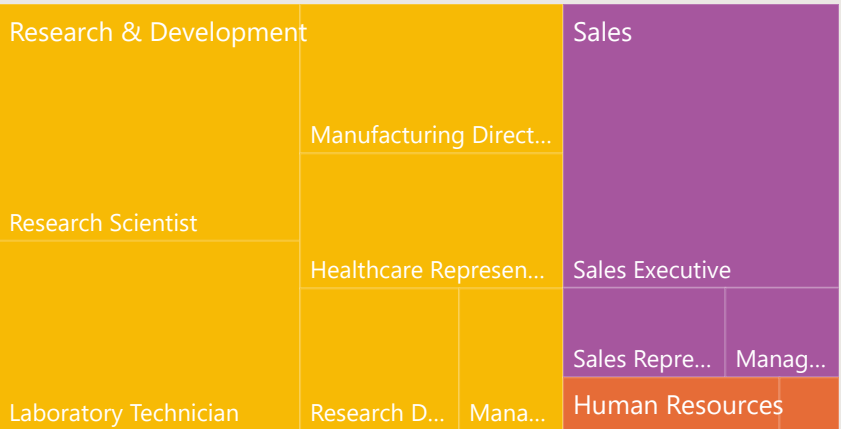
63
Due for Promotion

5,11 %

Active Employees by Department

	Active Employees
1000	
500	
0	

Research & Development   Sales   Human Resources

HR ANALYTICS 2024 | Demographics

1470
Total Employees

1233
Active Employees

882 60 %
Male Employees

588 40 %
Female Employees

18 | **60**
Youngest | Oldest

36,92
Average of Age

Active Employees Distribution by Department and Gender

Gender
● Female
● Male

Department	Female	Male
Research & Develop...	40,58%	59,42%
Sales	42,66%	57,34%
Human Resources	27,45%	72,55%

Active Employees by Age and Gender

Gender ● Female ● Male

Age	Female	Male
30 - 39	41,09%	58,91%
40 - 49	41,27%	58,73%
20 - 29	34,65%	65,35%
> 50	45,33%	54,67%
< 20	71,43%	28,57%
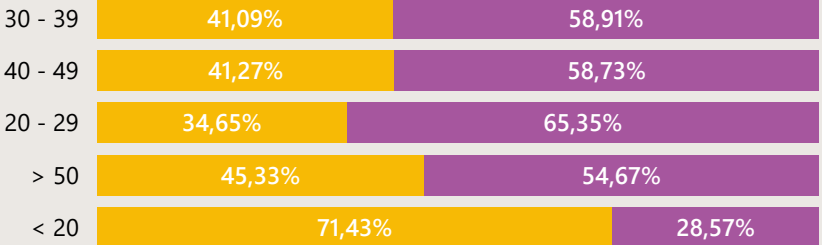
Active Employees

Marital Status Distribution

28,39%   23,84%

47,77%

● Divorced ● Married ● Single
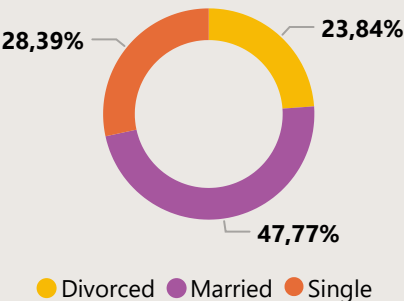
Active Employees Age Distribution

Age	Active Employees
30 - 39	533
40 - 49	315
20 - 29	228
> 50	150
< 20	7
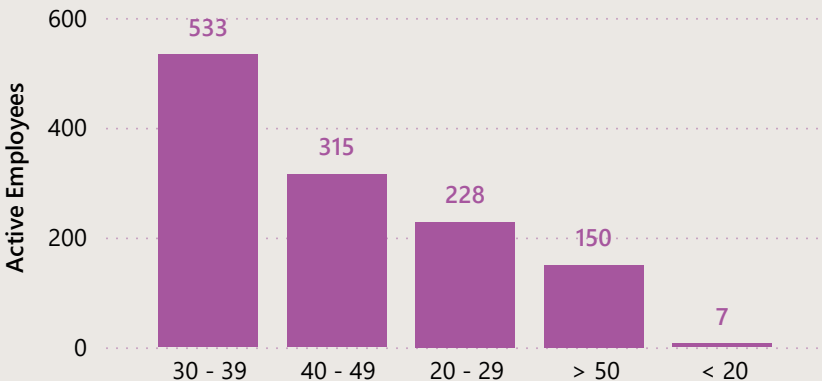
HR ANALYTICS 2024 | Attrition

237
Inactive Employees

16,12 %
Atrittion Rate

Attrition Rate by Overtime Requirement

- 25,48%
- 74,52%

Legend: Yes, No
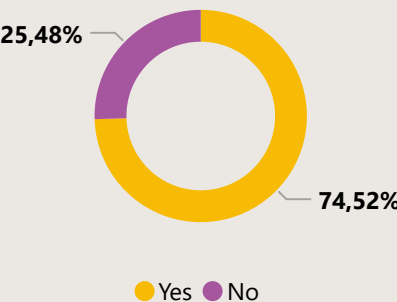
Atrittion by Business Travel and Gender

Gender: Female, Male

Business Travel	Female	Male
Non-Travel	40,73%	59,27%
Travel_Rarely	43,79%	56,21%
Travel_Freq...	51,27%	48,73%
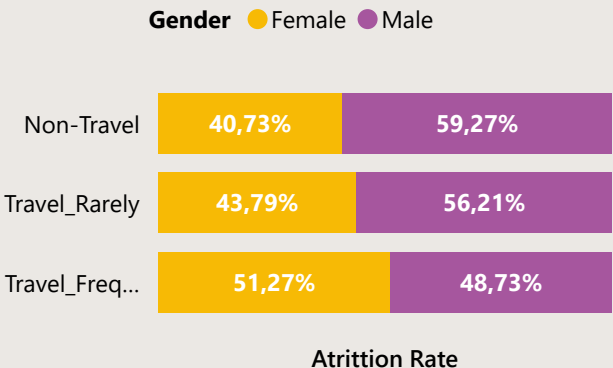
Atrittion Rate

Attrition Rate by Promotion Status

- 43,39%
- 56,61%

Legend: Not due for pr..., Due for pro...
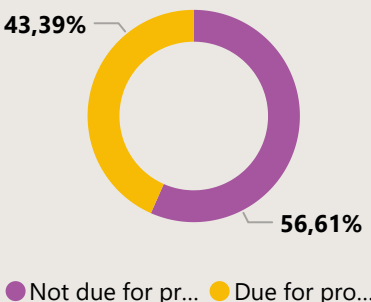
Male Attrition
150   63,29 %

Female Attrition
87   36,71 %

Atrittion Rate by Age and Gender

Gender: Female, Male

Atrittion Rate (y-axis: 0%, 50%)

Age groups: 40 - 49, > 50, 30 - 39, 20 - 29, < 20
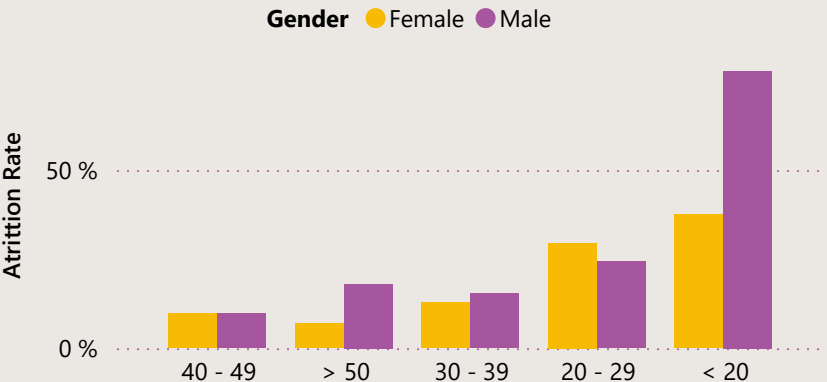
Atrittion Rate by Department and Gender
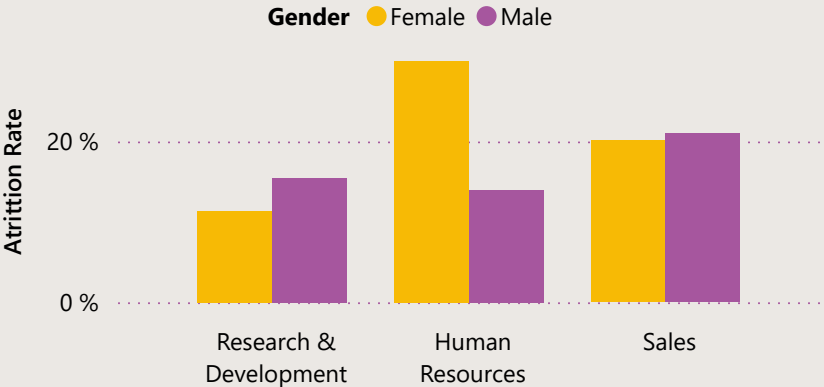
Gender: Female, Male

Atrittion Rate (y-axis: 0%, 20%)

Departments: Research & Development, Human Resources, Sales

Select Employee

Abbey Schindler

Satisfaction ID	Satisfaction Level
1	Very Satisfied
2	Dissatisfied
3	Neutral
4	Satisfied
5	Very Satisfied

3
Job Satisfaction

4
Environment Satisfaction

Department
Research & Development

Job Role
Laboratory Technician

2
Work Relationships Satisfaction

3
Work-Life Balance Satisfaction

Service Years
5 years

Promotion Status
Not due for promotion

Attrition
No

Rating ID	Rating
1	Unacceptable
2	Needs Improvement
3	Meets Expectations
4	Exceeds Expectations
5	Above and Beyond

Performance Rating of the Employee

2