

HR Attrition Dashboard

Human Resources

Research & Development

Sales

1485

Total Employees

243

Attrition

16.4%

Attrition Rate

37

Average Age

6.53K

Average Income

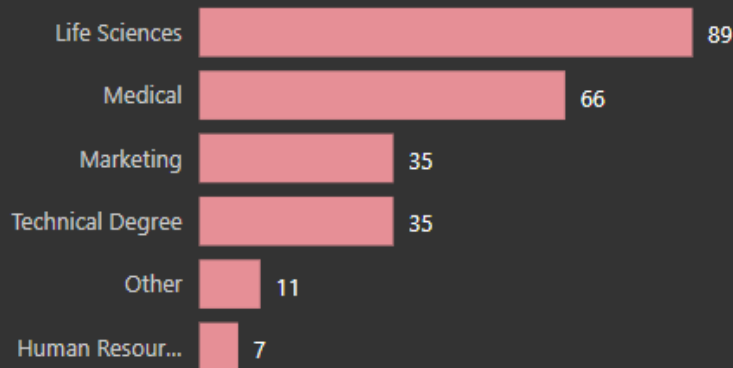
7

Avg Yrs at Company

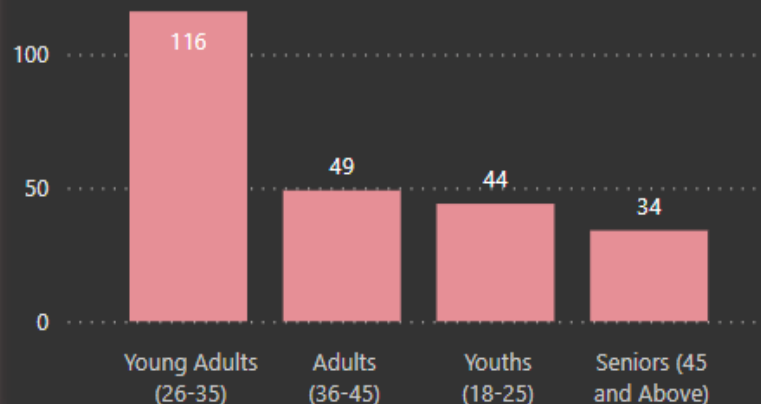
Attrition by Gender



Attrition by EducationField

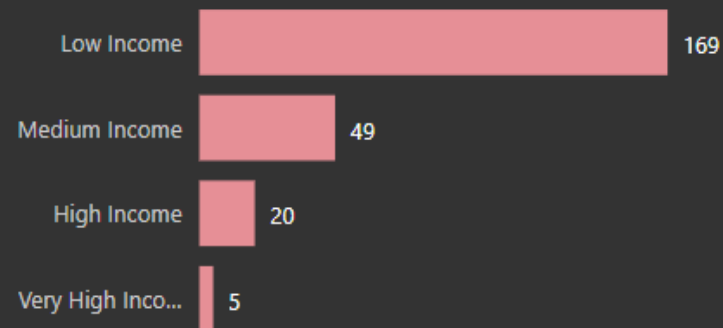


Attrition by Age Group

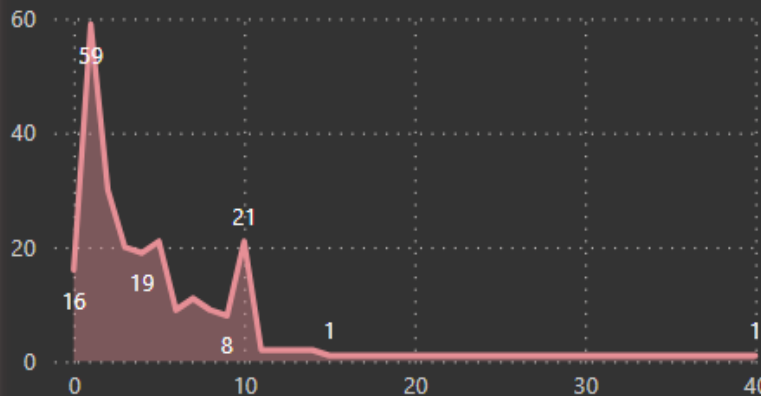


Job Role	1	2	3	4	Total
Healthcare Representative	2	2	1	4	9
Human Resources	5	2	3	2	12
Laboratory Technician	20	8	24	13	65
Manager	1	2	1	1	5
Manufacturing Director	2	2	4	2	10
Research Director		1	1		2
Research Scientist	13	10	15	12	50
Sales Executive	16	9	18	14	57
Sales Representative	7	10	9	7	33
Total	66	46	76	55	243

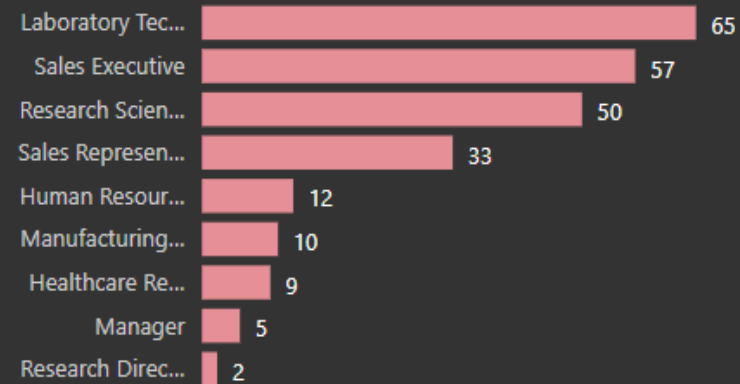
Attrition by Income Group



Attrition by YearsAtCompany



Attrition by Job Role



Insights and Recommendation

This shows virtually every single key factor that has affected the attrition of a company from the Education Field, Age Group, Job Role, Income to the years spent at the company by each individual. It can be deduced that the most attrition was found in the Young Adults category as a result of Low Income that is being paid to them by the company.

Although, managing attrition in a company can be quite tasking but there are several approaches that can help to suppress the turnover and retain employees. I would recommend that the company put the following into consideration;

- Provide competitive compensation and benefits
- Create a positive work culture
- Recognize and reward good performance
- Address workplace issues
- Conduct exit interviews

I strongly believe a company can better manage the attrition rate after observing these very much reasonable strategies.

