

HR ANALYTICS PROJECT

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ABOUT THE PROJECT

The HR Analytics Dashboard seeks to give a full analysis of our organization's staff losses. It is possible to extract the tendencies and regularities that will enable us to explain the reasons for people quitting our organization by using HR data. This data has been retrieved from a Kaggle dataset with several features including age, sex, department, and role in the job.

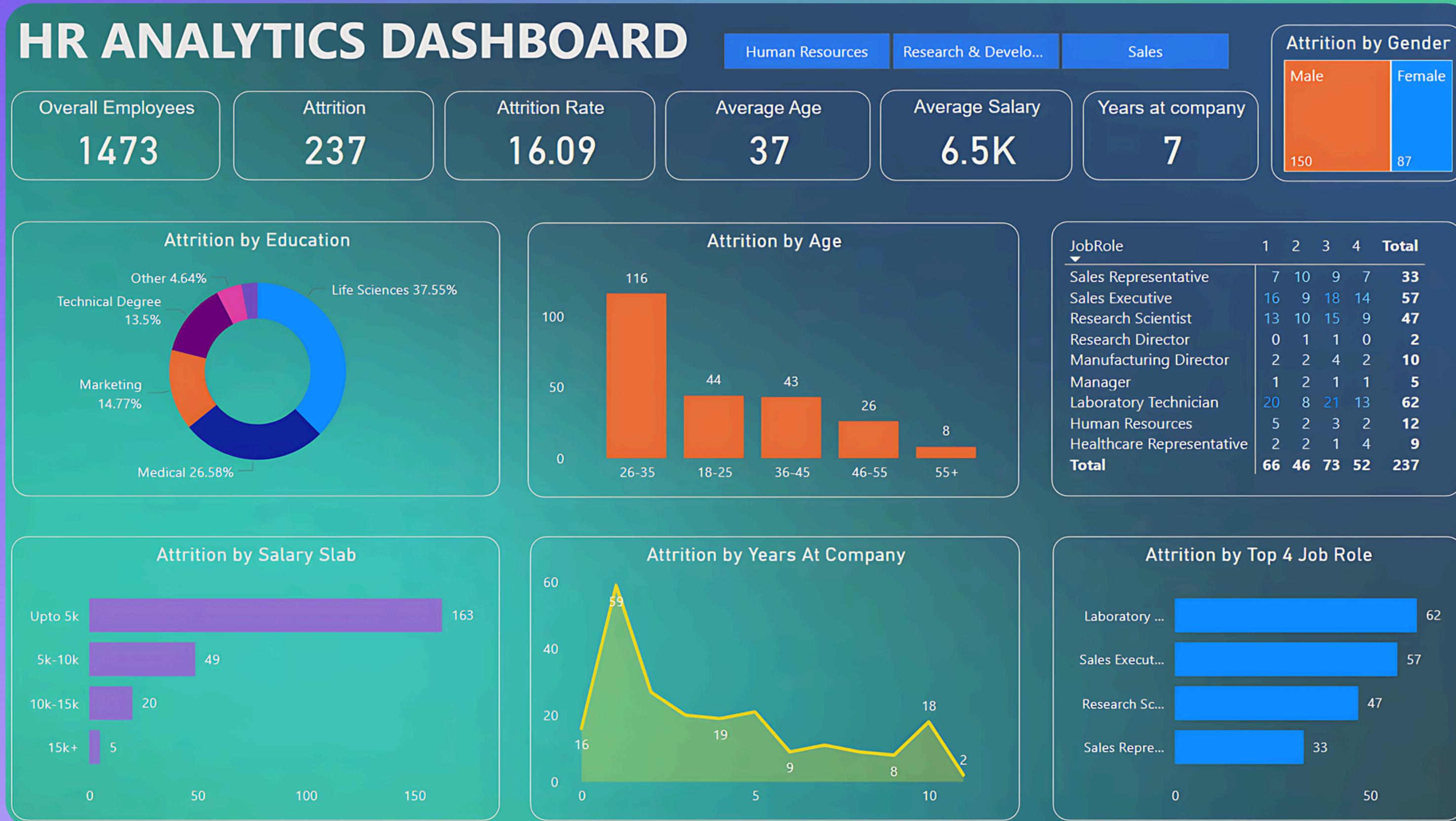


DATA SOURCE

The dataset used for this analysis was sourced from Kaggle, a popular platform for datasets and data science competitions. It includes one table, that contains various columns:

Emp ID, Age, Age Group, Attrition, Daily Rate, Department, Education, Education Field, Gender, Job Role, Job Satisfaction, Marital Status, Monthly Income, Salary Slab, Monthly Rate, and other related columns.

OVERVIEW OF DASHBOARD



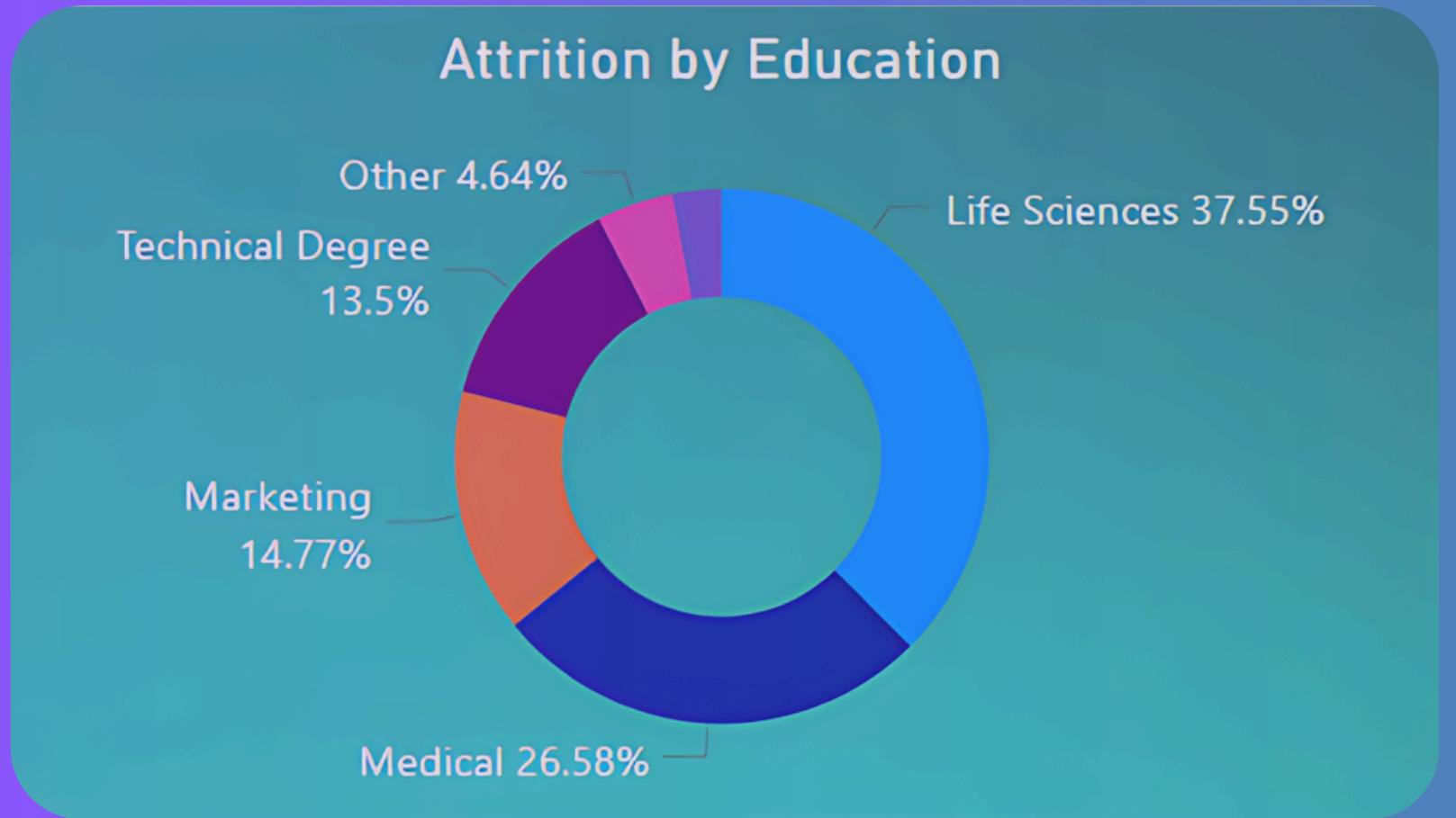


DESCRIPTION

The dashboard provides a detailed analysis of employees's attrition and productivity. It includes KPIs such as overall employees, attrition, attrition rate, average age, average salary, and years at the company. Attrition has been classified into several types of patterns such as attrition by qualification, age group, or salary slabs as well as experience levels while working at the company



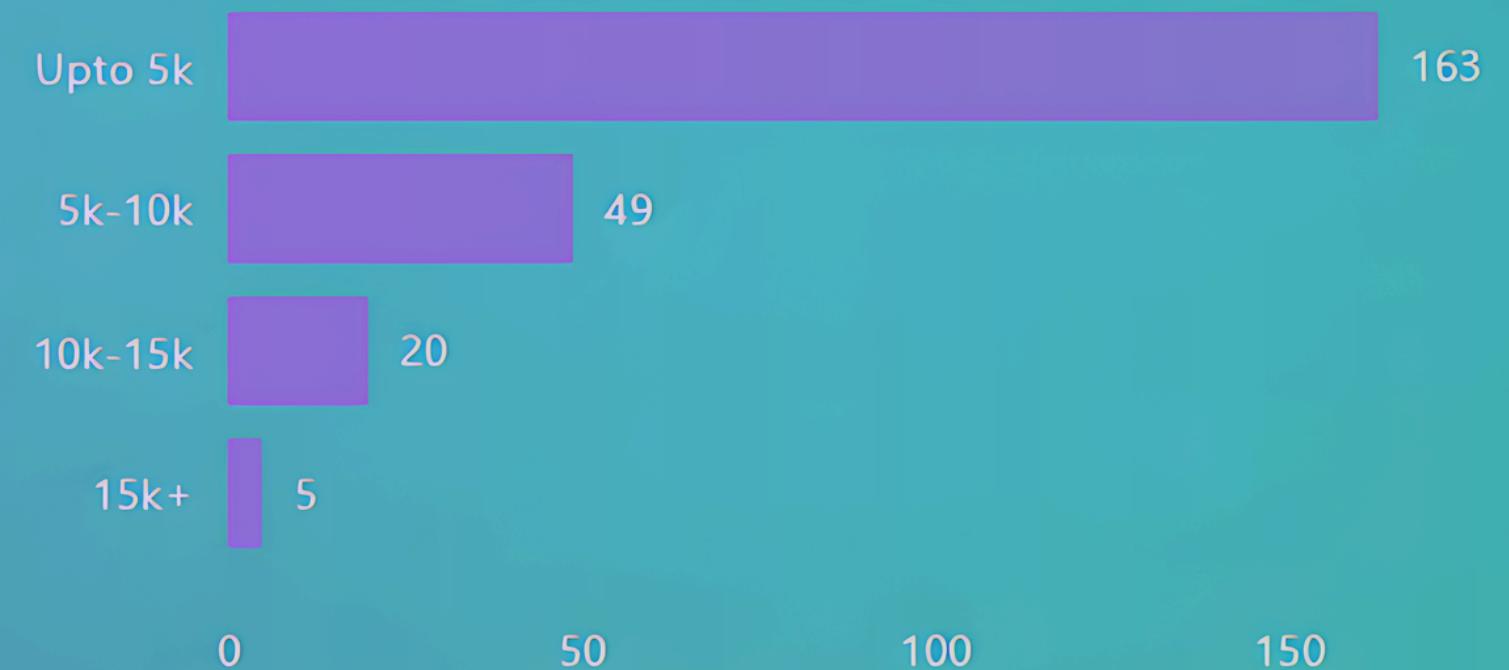
KEY INSIGHTS



ATTRITION BY EDUCATION

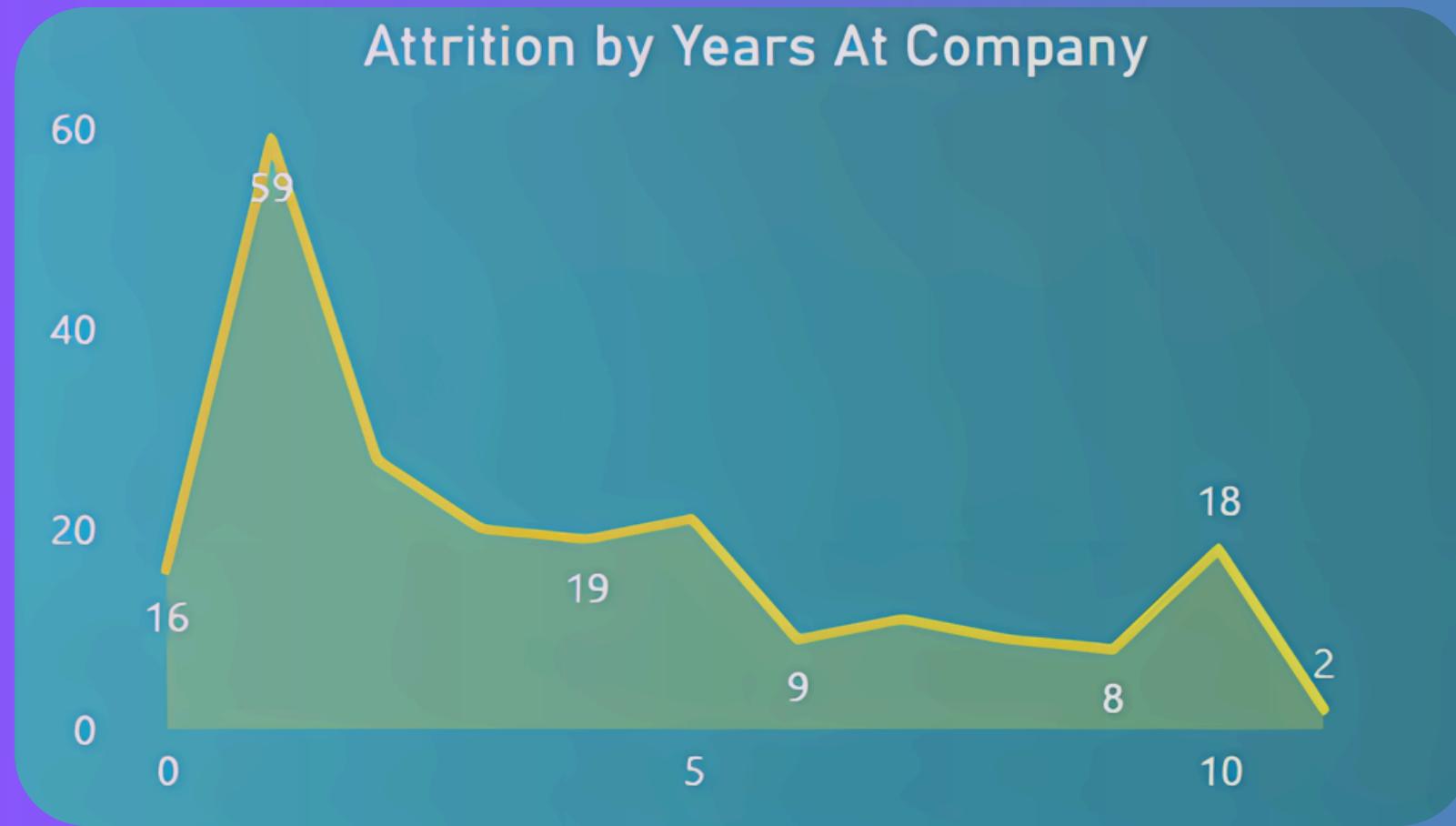
Life sciences give up the highest number of employees at **37.55%**. The medical field, on the one hand, trails in attrition with **26.58%**. The number of people leaving technical degree is a **13.5%** rate similar to marketing fields which stands at **14.77%**. Other fields contain few employees at **4.64%**, representing the lowest rate of employee turnover.

Attrition by Salary Slab



ATTRITION BY SALARY SLAB

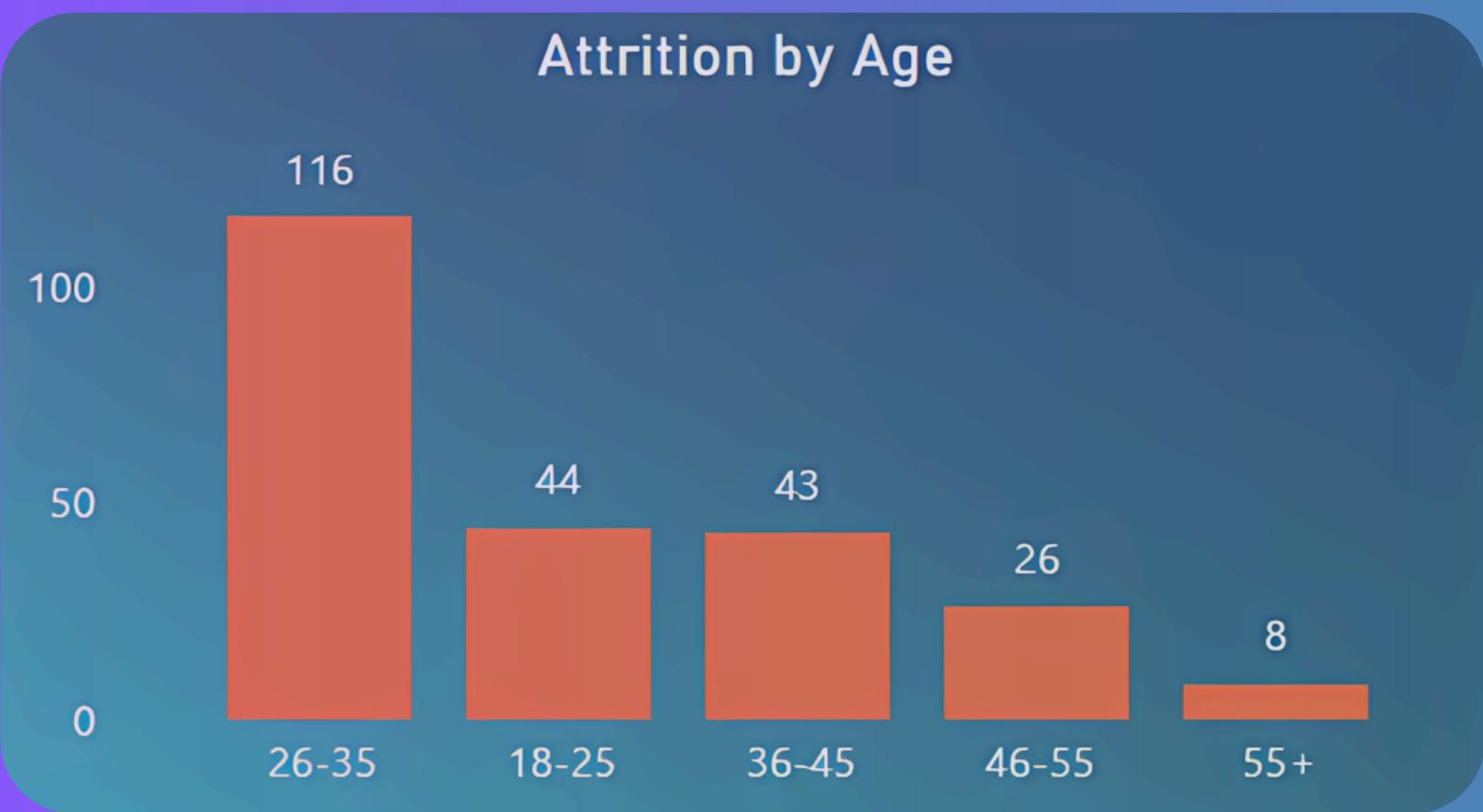
Employees earning less than \$5K are the most likely to quit (163). Attrition has decreased substantially among employees in the higher salary slabs (\$10k-\$15k and \$15k+), with significantly lower attrition rates. It suggests a correlation between salary and job satisfaction.



ATTRITION BY YEARS AT COMPANY

The highest employee turnover rate happens at one year old, with a rate of 59. It increases once more to 19 around 5 years and 18 after 10 years; this could be a result of retirement or a career change. It highlights the critical times when the company must hold onto its workforce.

Attrition by Age



ATTRITION BY AGE

The data shows that the rates of turnover for 26- to 35-year-old staff were the highest, being recorded at 116. The younger ones, 18- to 25-year-olds, and the older ones, 55+ and 46-55-year-olds, tended to show lower turnover rates. Such reasons might include shifts in career paths, job dissatisfaction, or early retirement.

Attrition by Gender



ATTRITION BY GENDER

The data shows that male employees have a higher attrition rate (150) compared to female employees (87). The factors could include job role distribution, work-life balance issues, or workplace culture.

Attrition by Top 4 Job Role



ATTRITION BY JOB ROLE

The attrition rate for Laboratory Technicians is the highest (62), followed by Sales Executives (57), and Research Scientists (47). Sales Representatives have the lowest attrition rate of 33%.

| JobRole | 1 | 2 | 3 | 4 | Total |
|---------------------------|-----------|-----------|-----------|-----------|------------|
| Sales Representative | 7 | 10 | 9 | 7 | 33 |
| Sales Executive | 16 | 9 | 18 | 14 | 57 |
| Research Scientist | 13 | 10 | 15 | 9 | 47 |
| Research Director | 0 | 1 | 1 | 0 | 2 |
| Manufacturing Director | 2 | 2 | 4 | 2 | 10 |
| Manager | 1 | 2 | 1 | 1 | 5 |
| Laboratory Technician | 20 | 8 | 21 | 13 | 62 |
| Human Resources | 5 | 2 | 3 | 2 | 12 |
| Healthcare Representative | 2 | 2 | 1 | 4 | 9 |
| Total | 66 | 46 | 73 | 52 | 237 |

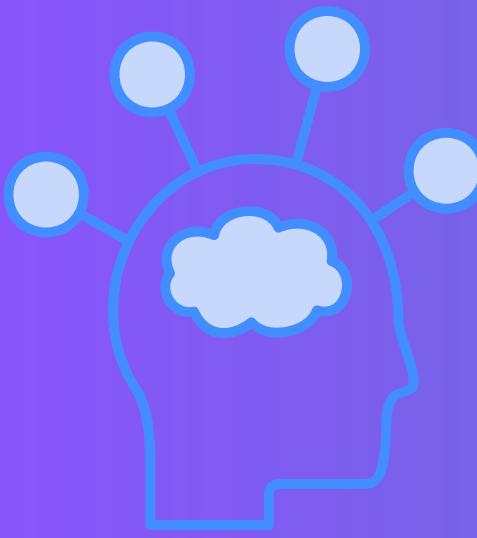
ANALYSIS BY JOB ROLE

The fewest employees (46) provided 2 satisfaction ratings, while the highest number of employees (73) who gave up had one. Sales representatives who left after giving up with a single satisfaction rating and laboratory employees who gave up with a single satisfaction rating contributed to the comparatively highest attrition.



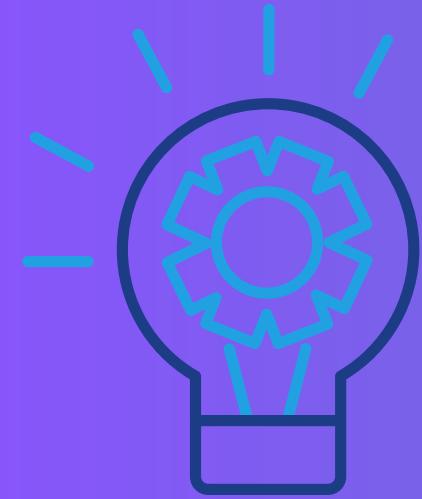
SUMMARY

- **Impact on the education sector:** The employee demographic of 26–35 years old is the most unstable in life sciences.
- **Gender and salary dynamics:** Men and those earning less leave their jobs more often.
- **Tenure Turning Points:** The most critical moments for many employees to choose to leave their jobs are the first, fifth and tenth anniversaries.



RECOMMENDATION

- **Increase Compensation:** Particularly for Employees in Lower Salary Bands.
- **Improve Work-Life Balance:** Provide remote work opportunities and flexible work schedules.
- **Career Development:** Provide possibilities for training and promotion, especially to younger employees.
- **Retention Programs:** Particularly focused on high-attrition positions such as sales executives and laboratory technicians.



FINAL THOUGHTS

The analysis provided comprehensive recommendations for attrition in various aspects. Important conclusions and suggestions have been made from it to help with improving staff retention.

Thank you for your attention, and I welcome any questions or discussions.

THANK YOU

If you have any questions or need further information, please feel free to contact me

