



HR ATTRITION DASHBOARD

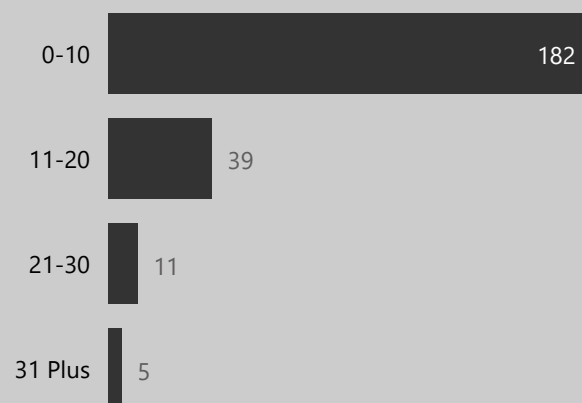


Total Employee

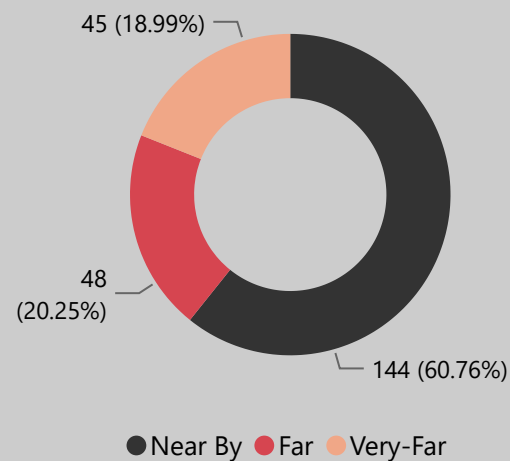
1,470



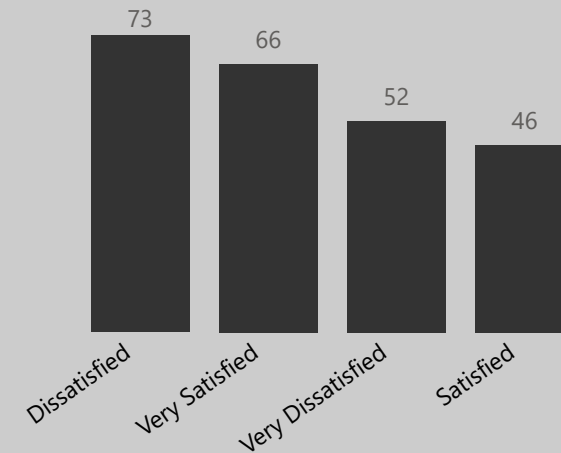
Attrition by Working Year



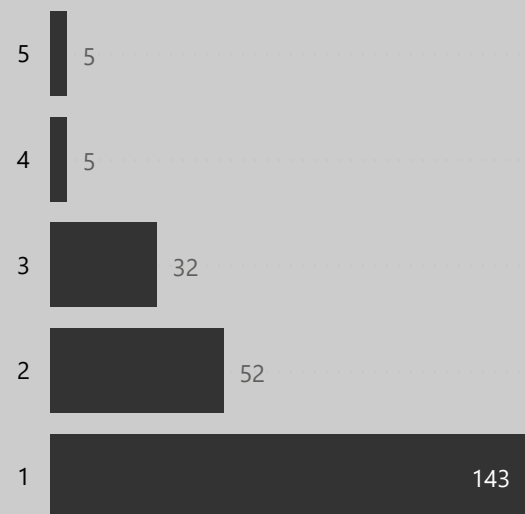
Attrition by Distance to Work



Attrition by Employee Satisfaction



Attrition by Job Level

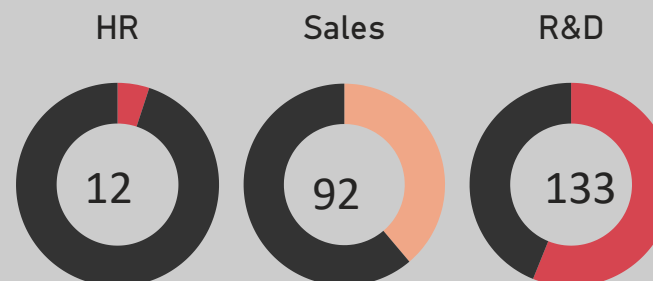


Attrition Rate



16%

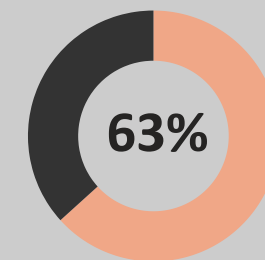
Attrition
By Department



Male Attrition



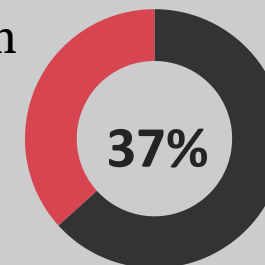
150



Female Attrition

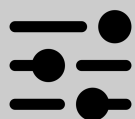


87





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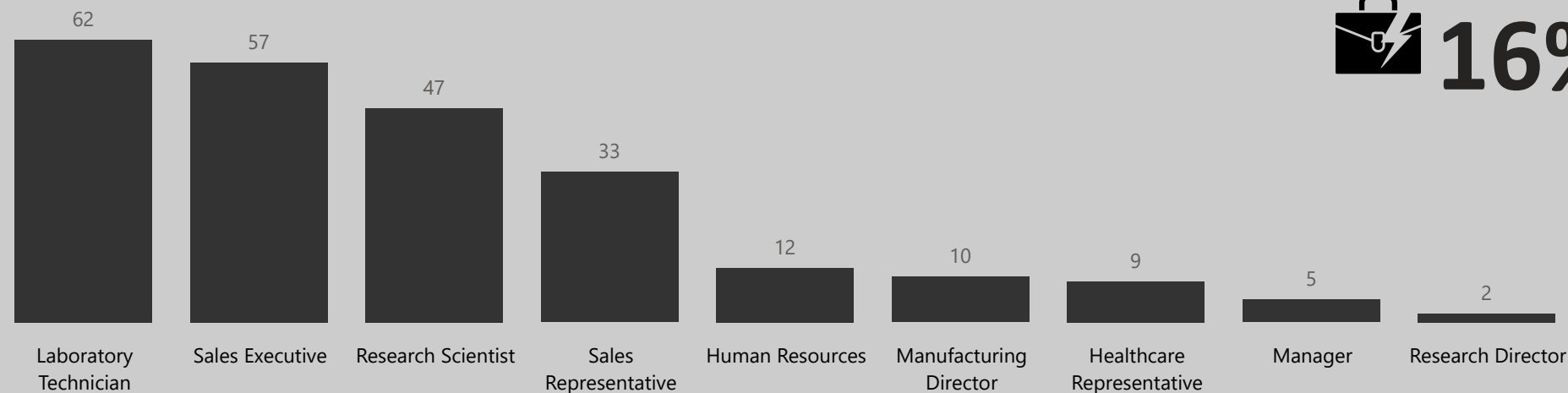


Total Employee

1,470



Attrition By Job Role

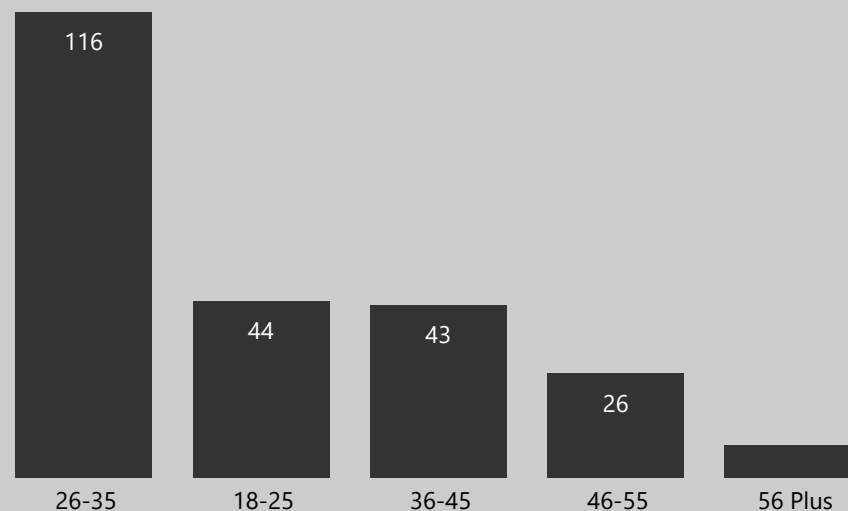


Attrition Rate

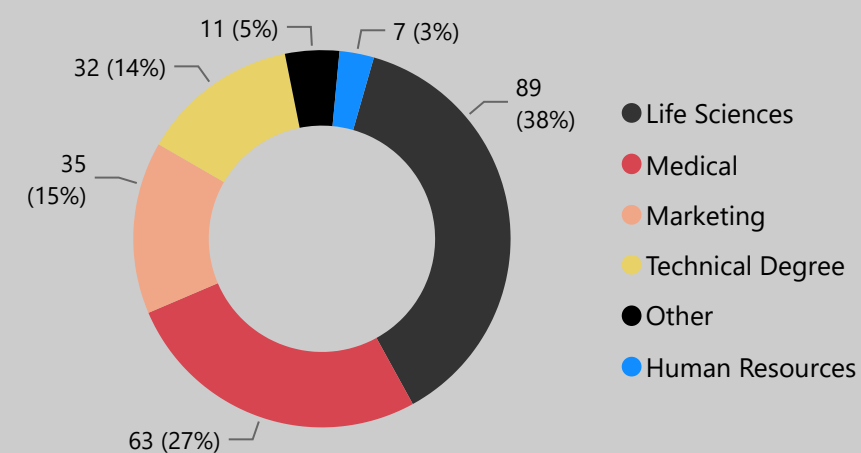


16%

Attrition By Age Buckets



Attrition By Education



Findings:

1. Total employees are 1470 in the company.
2. Highest number of employees left the company which has working experience between 0 -10 which is 182, very less attrition who has 31+ experience which is 5 employee.
3. Some employee left the organization because of distance to work and near by accounted for 61% of total attrition.
4. There are some employees who are dissatisfied with job so they left which is 73 employees and 46 are satisfied still they left the company.
5. By job level attrition so most of employee are from Level 1 which are 143 employee.
6. By department so R&D has highest attrition rate and HR is lowest.
7. Male Attrition is highest than females which is 150 male employee.
8. Attrition by job role , so Research Director are at lowest attrition and Laboratory Technician has highest i.e 62 followed by Sales executive.
9. By age , Fresher or who has age below 35 has highest number of attrition on other side age above 56 employee are stayed in the organization from long time.

Recommendations:

1. Develop a comprehensive employee retention strategy.
2. Focus on supporting employees with 0-10 years of experience.
3. Address commute and work-life balance concerns.
4. Improve job satisfaction through feedback and recognition.
5. Provide targeted development opportunities for Level 1 employees.
6. Analyze and address high attrition in the R&D department.
7. Implement gender-specific retention initiatives and Tailor retention efforts to job role-specific needs.
9. Offer retention measures for different age groups.