HR ANALYTICS DASHBOARD

Attrition

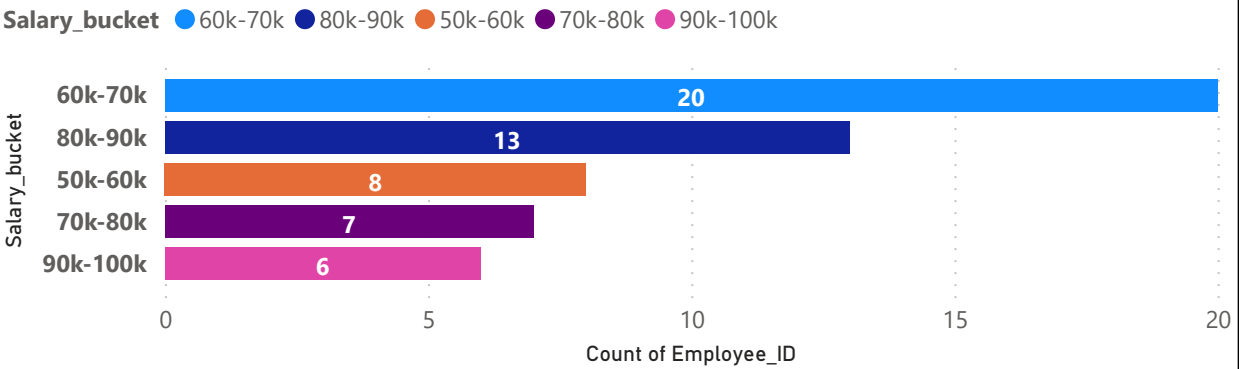| No	Yes

Total Employees	Total Attrition	Attrition Rate	Active Employees	Avg.Years Spent	Avg Salary	Satisfaction
159	54	34%	105	5.4	68K	4

Gender Distribution

26 (48.15%)
28 (51.85%)

Gender
- Male
- Female

Salary Bucket

Salary_bucket: 60k-70k, 80k-90k, 50k-60k, 70k-80k, 90k-100k

Salary_bucket	Count of Employee_ID
60k-70k	20
80k-90k	13
50k-60k	8
70k-80k	7
90k-100k	6
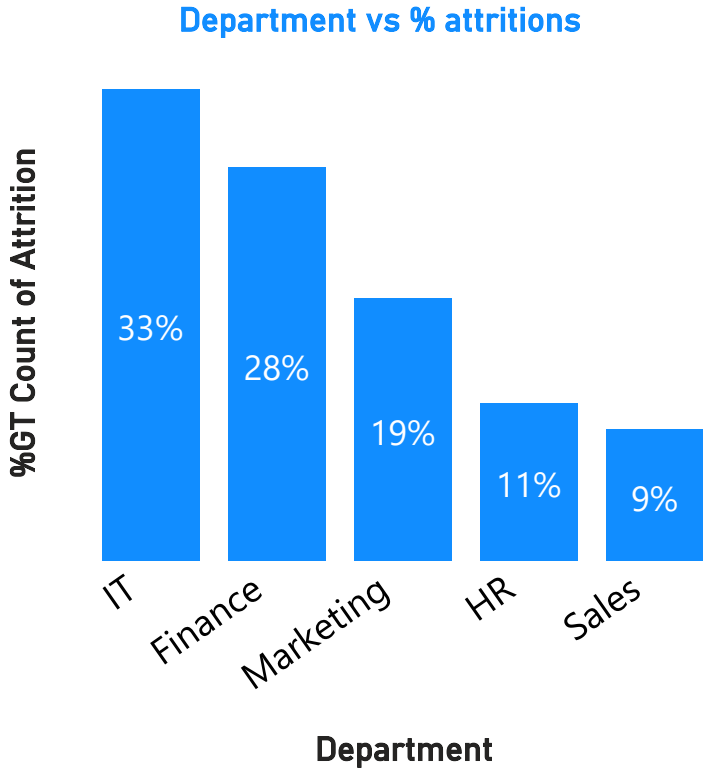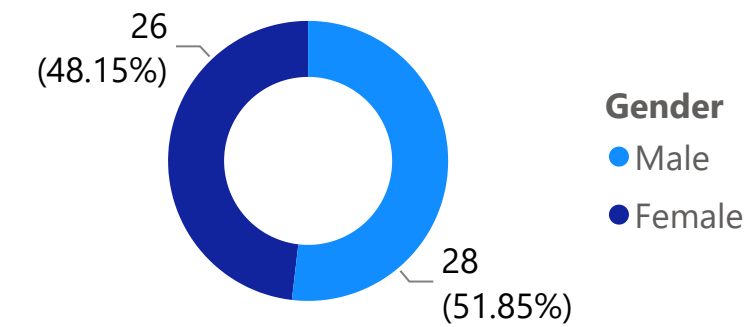
Department vs Training Hours

Department	Average of Training_Hours
Marketing	21.00
Finance	20.00
Sales	18.00
IT	16.94
HR	16.67
Total	**18.61**

Department vs % attritions

%GT Count of Attrition by Department:
- IT: 33%
- Finance: 28%
- Marketing: 19%
- HR: 11%
- Sales: 9%

Position vs Atrrtion

Position	Sum of Attrition_new
HR Manager	1
Sales Associate	1
Marketing Analyst	4
Sales Manager	4
HR Coordinator	5
Financial Manager	6
Marketing Manager	6
Data Scientist	9
Financial Analyst	9
Software Engineer	9
Total	**54**

Department vs Promotion

Promotion	Finance	HR	IT	Marketing	Sales	Total
No	24.07%	11.11%	22.22%	16.67%	9.26%	83.33%
Yes	3.70%		11.11%	1.85%		16.67%
Total	27.78%	11.11%	33.33%	18.52%	9.26%	100.00%

Working Hours Distribution

Work_Hours	Count of Employee_ID
37	5
38	2
39	5
40	9
41	6
42	13
44	3
45	11
Total	**54**

suggestions:

1 Based on the data, it appears that the IT department has a higher attrition rate and lower training hours compared to other departments. To address this issue, it is recommended that the company increase the training hours for the IT department.

2 According to the data, the promotion rate of the Finance and Marketing departments was lower than that of other departments, with rates of 3.7% and 1.8%, respectively. Therefore, it is recommended that these departments be given promotions to ensure that they are fairly compensated for their work.