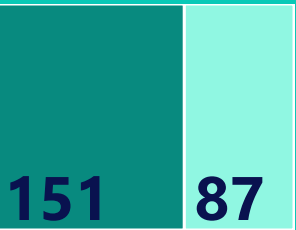


# HR ANALYTICS DASHBOARD

Attrition by Gender



Employee Count

1480

Attrition Count

238

Avg Age

36.92

Avg Salary

6.50K

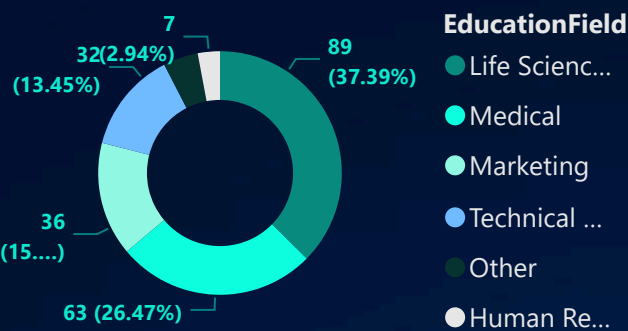
Avg Years At Company

7.01

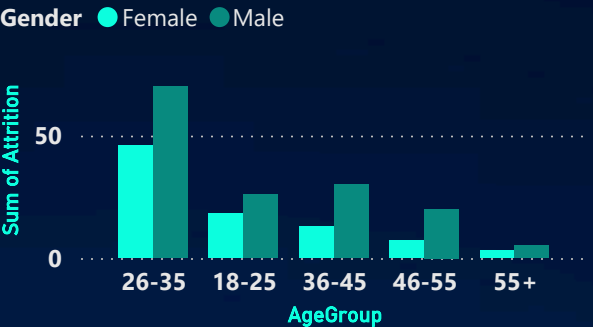
Attrition Rate

16.08%

Attrition by Education



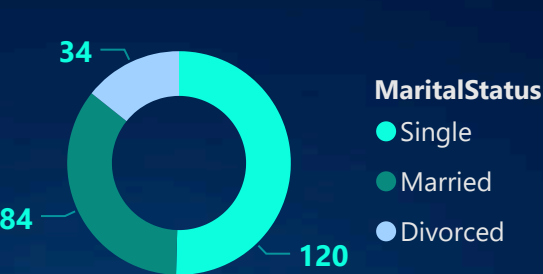
Attrition by Age



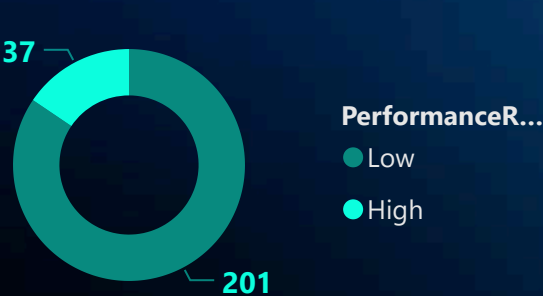
Attrition by Years at Company



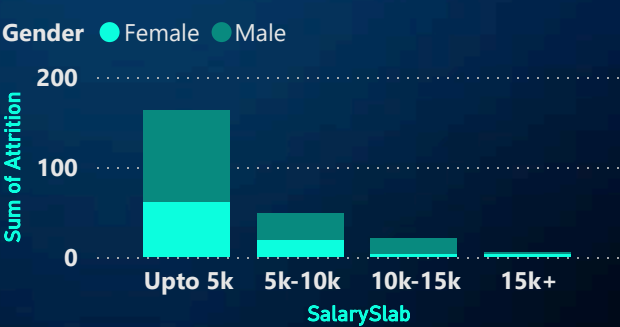
Attrition by Marital Status



Sum of Attrition by PerformanceRating



Attrition by Salary Slab



Department

Human Resources

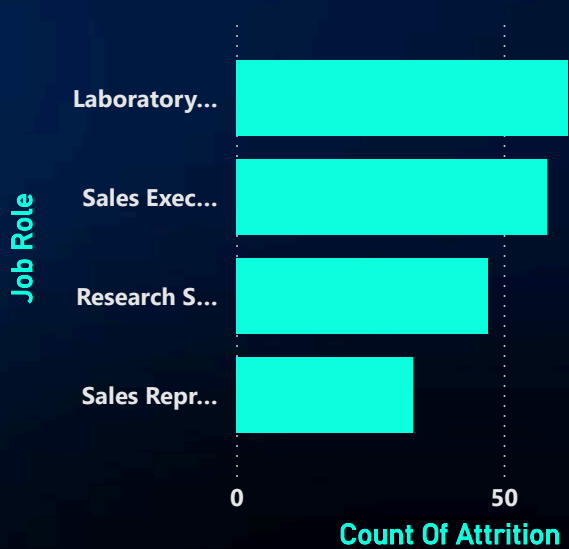
Research & Development

Sales

Job Satisfaction Rating

JobRole	1	2	3	4	Total
Sales Representative	5	9	10	9	33
Sales Executive	18	13	12	15	58
Research Scientist	14	4	15	14	47
Research Director	0	1	0	1	2
Manufacturing Director	2	2	4	2	10
Manager	3	1	0	1	5
Laboratory Technician	22	8	18	14	62
Human Resources	4	3	2	3	12
Healthcare Representative	4	2	1	2	9
Total	72	43	62	61	238

Attrition by Job role



## INSIGHTS-

Employee Attrition Analysis is the process of analyzing data to determine the cause of employee turn over in an organization. Following are the insights-

1. There are 1480 employees in the company out of which 238 employees have left the company. There are 151 males and 87 females.
2. The attrition rate is 16%, which is way too high for an organization.
3. If we talk about Education Field, most of the attritions come from Life sciences and Medical.
4. Most of the employees who left the company were from 26- 35 age group.
5. After analyzing the data I also got know that people who have less years at the company are more likely to leave.
6. Most of the people who are leaving the company come under up to 5k salary slab.
7. Employees with low performance rating are more likely to leave the job.

## RECOMMENDATIONS-

Certainly! Employee attrition can significantly impact an organization's productivity and morale. Here are some recommendations to manage and reduce attrition-

1. Monetary Incentives:  
Offer financial rewards for staying with the company, such as bonuses, stock options, or profit-sharing plans.
2. Flexibility:  
Embrace flexible work arrangements, including remote work options, flexible hours, and work-life balance initiatives.
3. Career Opportunities:  
Provide clear career paths and opportunities for advancement. Encourage internal mobility and promotions.
4. Company Purpose:  
Elevate the company's mission and values to align with employees' personal goals. Make them feel part of something bigger.
5. Workplace Culture:  
Prioritize a positive culture that fosters connection, collaboration, and a sense of community.
6. Employee Care:  
Take care of employees and their families with comprehensive benefits, wellness programs, and support services.
7. Exit Survey :  
Company should run exit surveys to determine why employees leave the company. Employee satisfaction, work culture, job role, compensation, and other factors that may contribute to employee attrition can be included in the survey.
8. Pulse Survey :  
Company Should do regular pulse surveys to find out how engaged and happy their employees are. These surveys can assist organizations in identifying potential issues early on and addressing them before they lead to attrition.