

# HR Attrition Analysis – Summary Report

## Objective

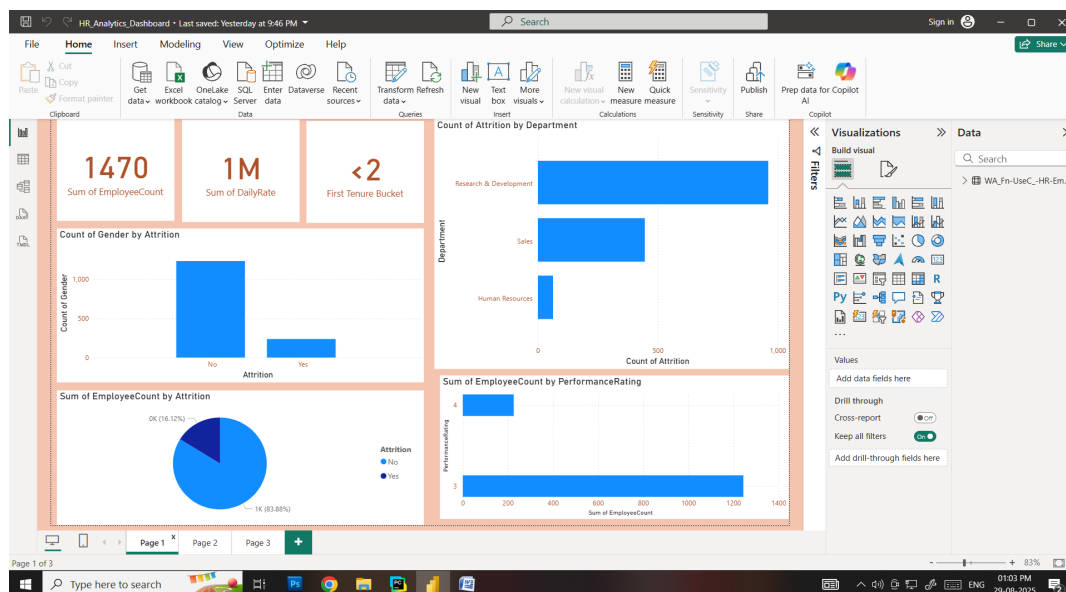
To analyze employee attrition patterns, identify key drivers, and provide actionable recommendations for improving retention.

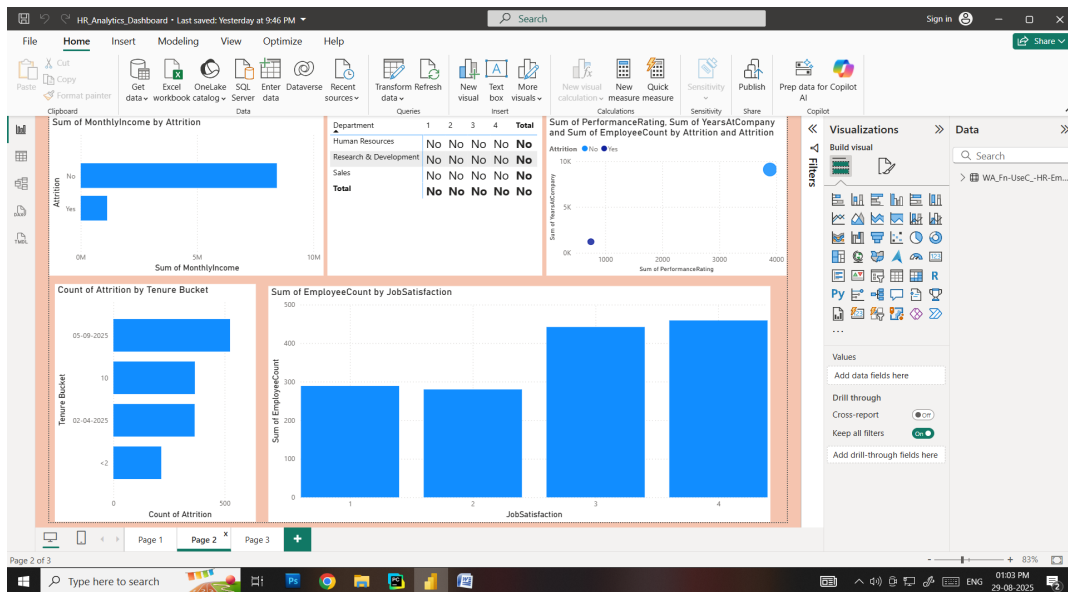
Metric	Value
Total Employees	1,470
Attrition Count	237
Attrition Rate	16.1%
Avg Tenure (Employees Left)	5.1 years
Avg Salary (Employees Left)	■4,500

## Key Findings

- Highest attrition occurs within the first 1–3 years of service.
- Long-tenured employees (5+ years) show significantly lower attrition.
- Sales and R&D departments have the highest turnover.
- Employees aged 25–35 are most likely to leave, correlating with career growth and salary expectations.
- Majority of attrition occurs in the lower salary bands (below ■4,500).

## Visual Insights





**Table: Sum of EmployeeNumber, Department, JobRole, Sum of Age, Sum of MonthlyIncome, Sum of YearsAtCompany, Attrition**

Sum of EmployeeNumber	Department	JobRole	Sum of Age	Sum of MonthlyIncome	Sum of YearsAtCompany	Attrition
131984	Research & Development	Healthcare Representative	4865	909334	999	No
8813	Research & Development	Healthcare Representative	350	76934	98	Yes
200247	Research & Development	Laboratory Technician	6884	657433	1104	No
58546	Research & Development	Laboratory Technician	1947	180994	196	Yes
48894	Research & Development	Manager	2347	879720	708	No
1745	Research & Development	Manager	135	45318	22	Yes
133950	Research & Development	Manufacturing Director	5160	984140	1015	No
10870	Research & Development	Manufacturing Director	393	73655	87	Yes
78300	Research & Development	Research Director	3421	1243893	822	No
883	Research & Development	Research Director	99	38791	53	Yes
247559	Research & Development	Research Scientist	8469	815390	1290	No
45459	Research & Development	Research Scientist	1528	130682	203	Yes
967250			35598	6036284	6597	

## Recommendations

- Strengthen onboarding & mentorship programs for employees in their first 1–3 years.
- Focus retention efforts on Sales and R&D; teams.
- Provide clear promotion pathways for younger employees.
- Reassess salary structures for lower bands to remain competitive.

## Conclusion

Attrition is primarily driven by early-tenure employees, lower salary bands, and specific departments (Sales, R&D;). By focusing on onboarding, compensation, and targeted retention programs, the organization can significantly reduce attrition and improve employee satisfaction.