HR Attrition Analysis – Summary Report

Objective
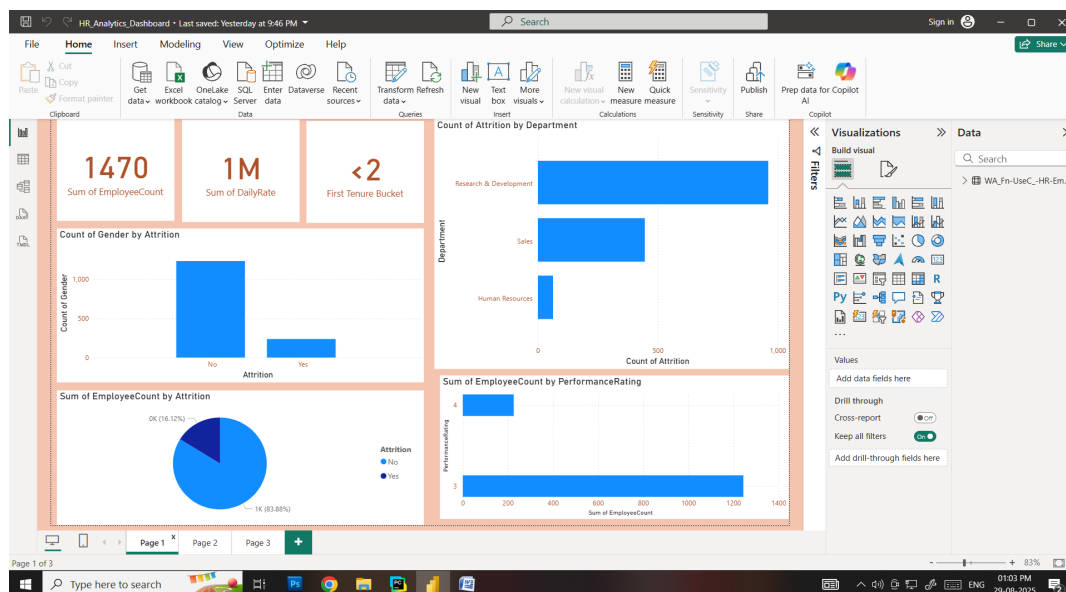
To analyze employee attrition patterns, identify key drivers, and provide actionable recommendations for improving retention.
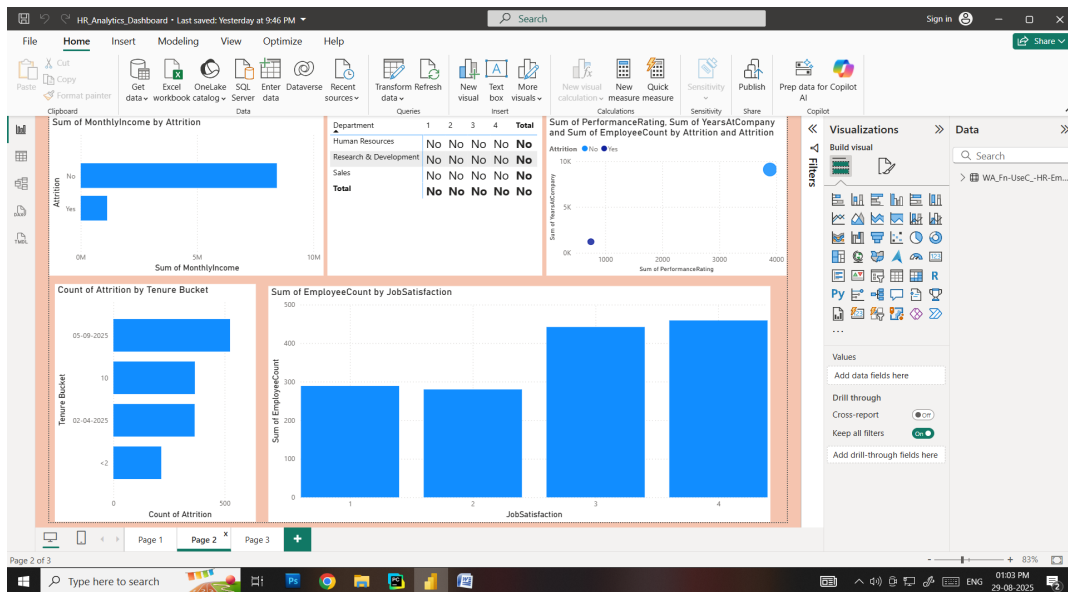
Metric	Value
Total Employees	1,470
Attrition Count	237
Attrition Rate	16.1%
Avg Tenure (Employees Left)	5.1 years
Avg Salary (Employees Left)	■4,500

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

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.