

EXECUTIVE OVERVIEW

Workforce health and attrition risk summary

TOTAL HEADCOUNT

379.7K

ATTRITION RATE%

16.85%

DEPARTMENT AT RISK

11

AVG TENURE(YEARS)

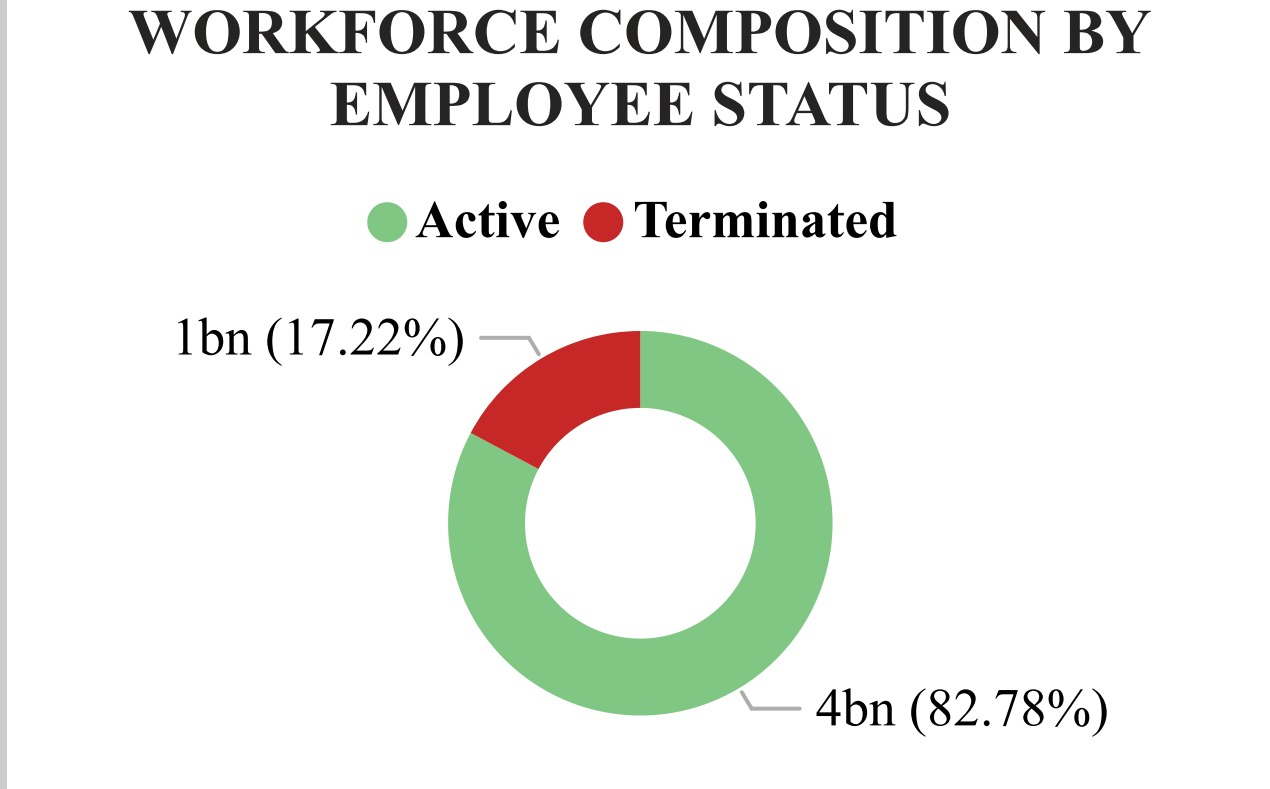
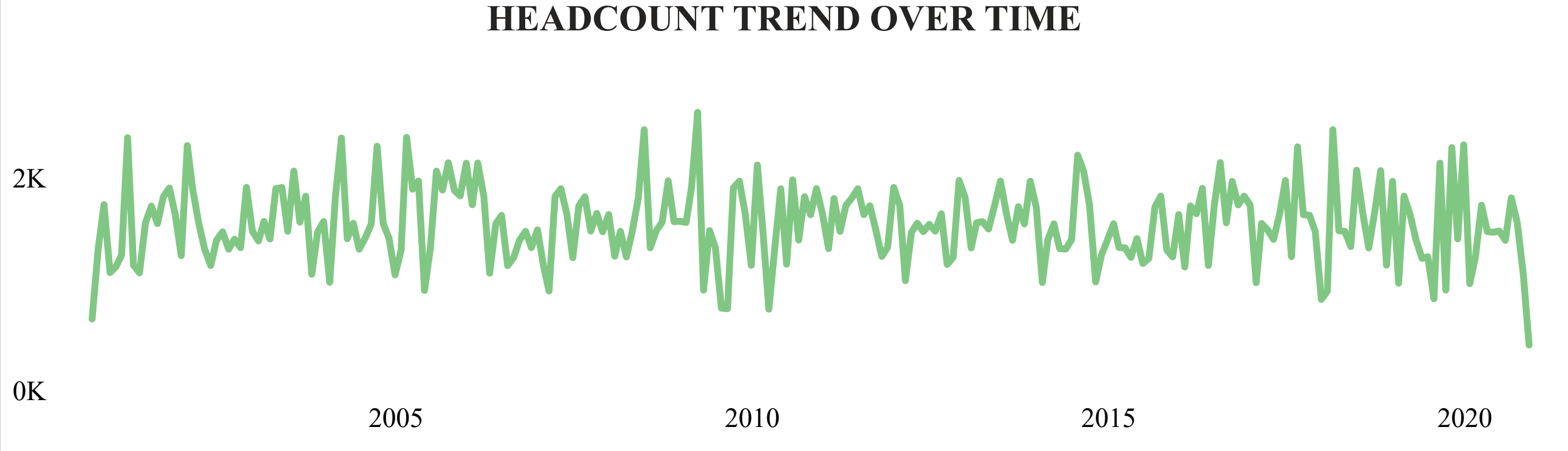
14.47

AVG AGE

41

WORKFORCE RISK LEVEL

Watch



YEAR-QUARTER-MONTH

All

STATE

All

CITY

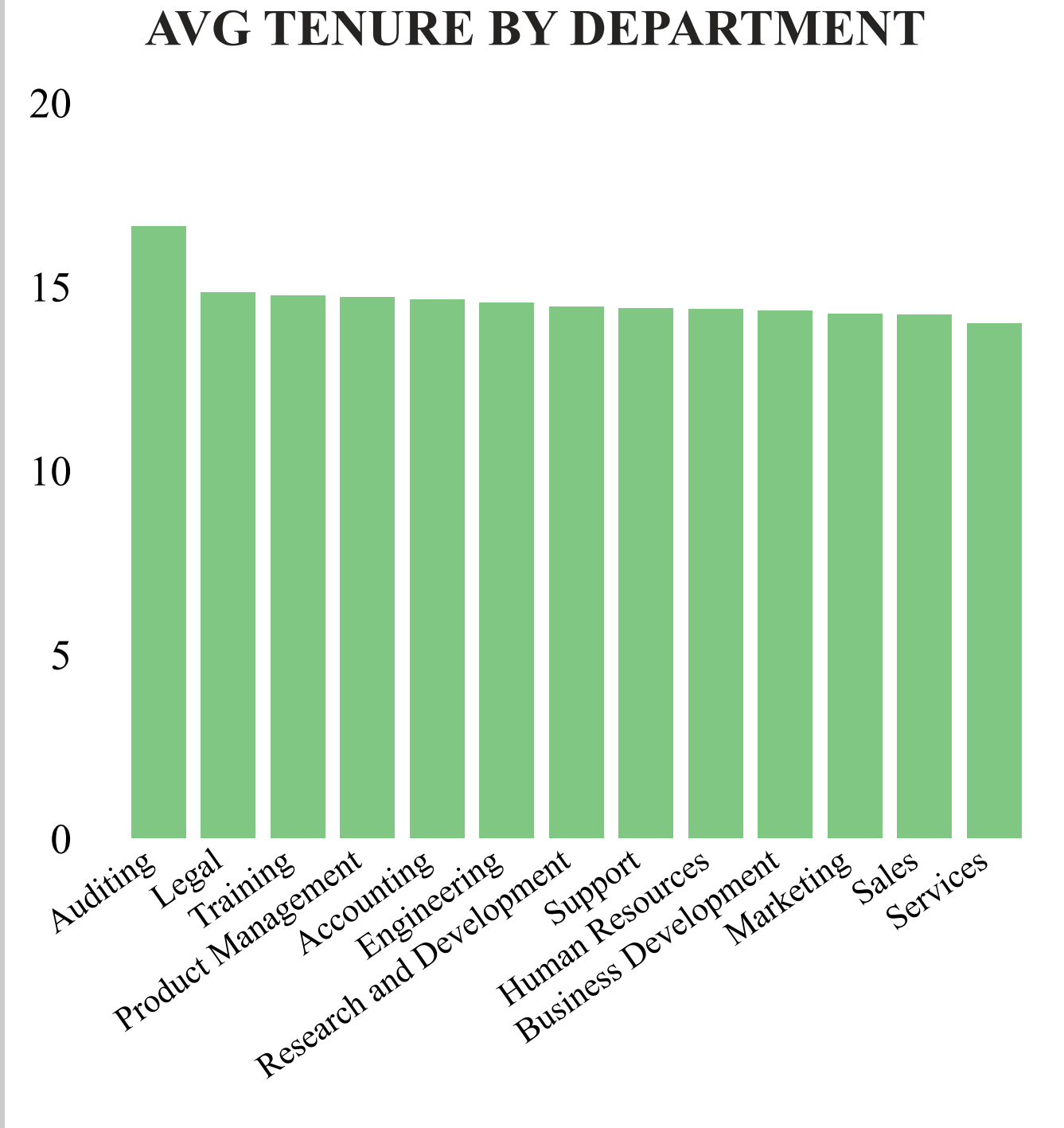
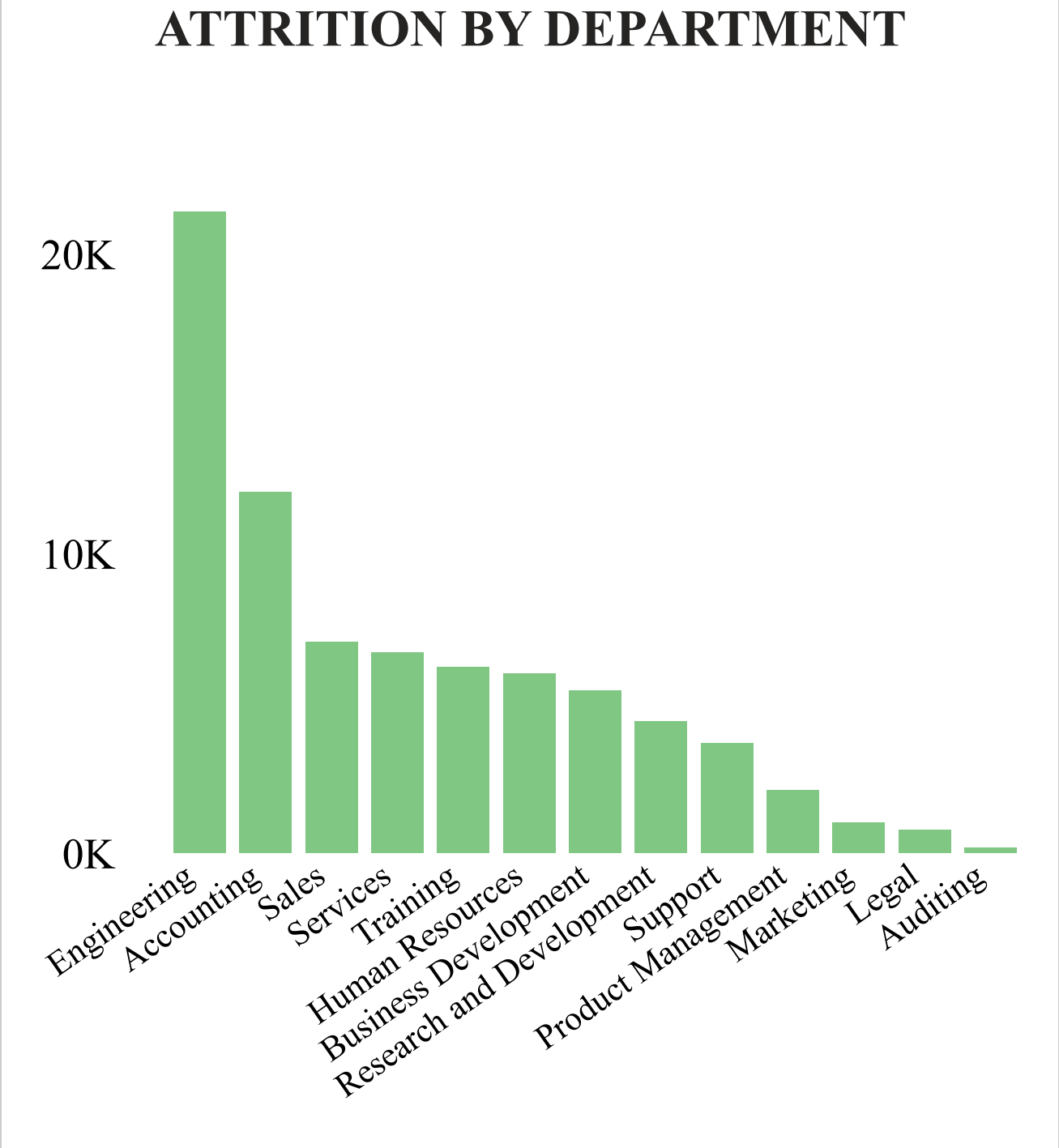
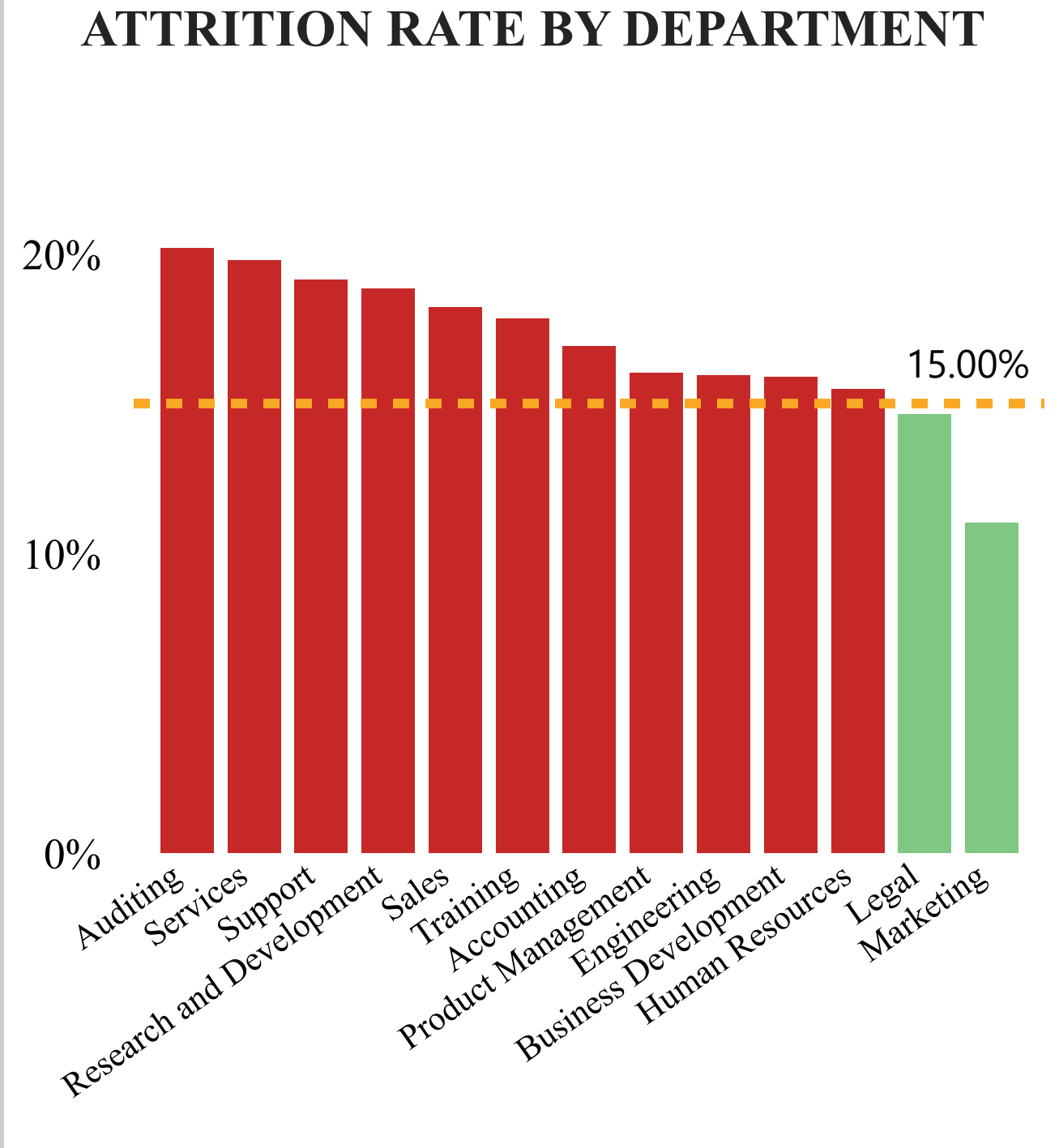
All

DEPARTMENT

All

EMPLOYEE STATUS

All



WORKFORCE DIVERSITY

Organizational and geographic representation of the workforce

TOTAL EMPLOYEES

379.7K

DEPARTMENT COVERAGE

13

STATE COVERAGE

7

EARLY CAREER WORKFORCE(<30)%

17.96%

AVG AGE

41

NOTE

Sensitive demographic attributes were not available in the source data. Analysis focuses on age, department, and geographic representation.

YEAR-QUARTER-MONTH

All

STATE

All

CITY

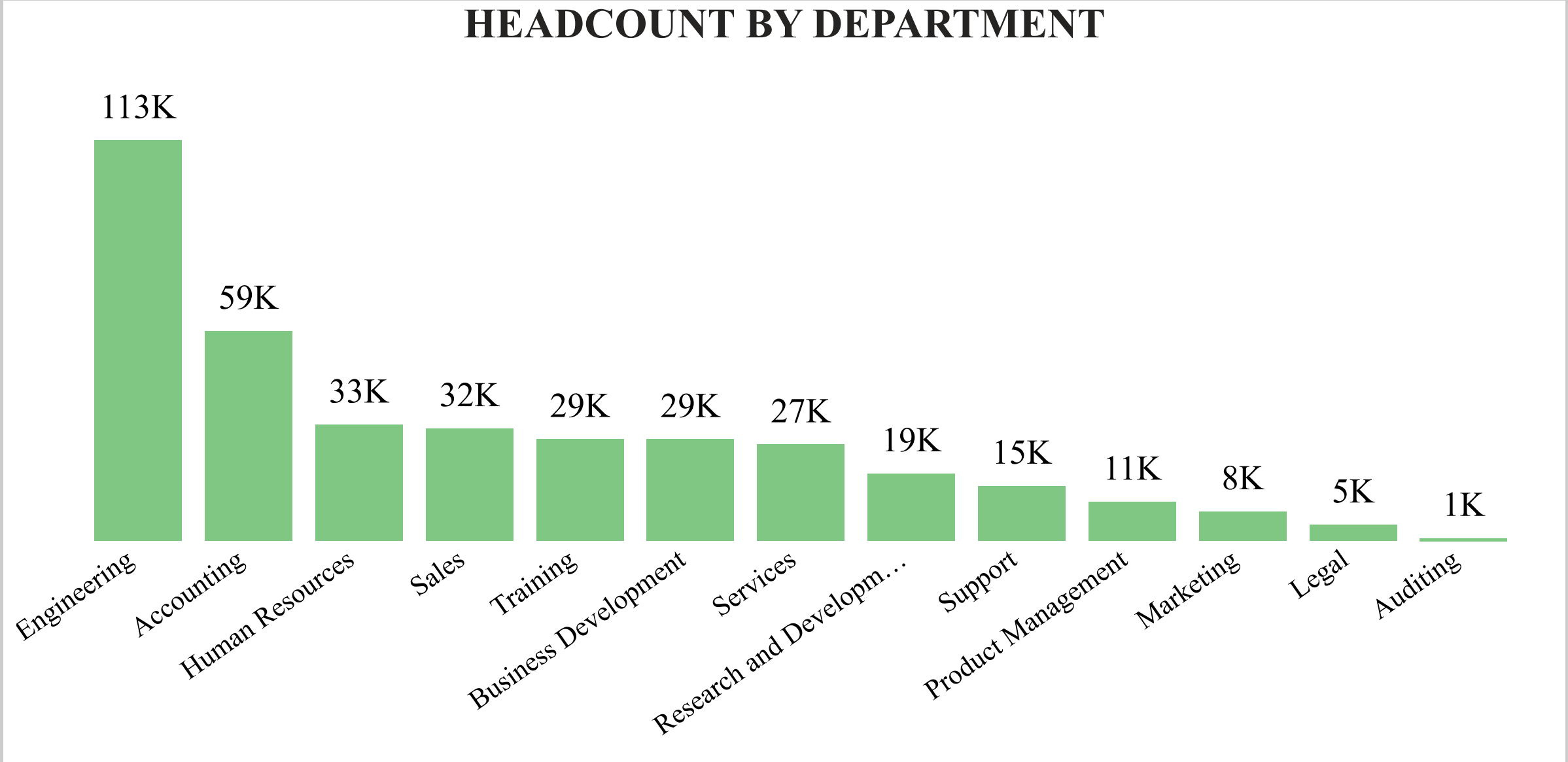
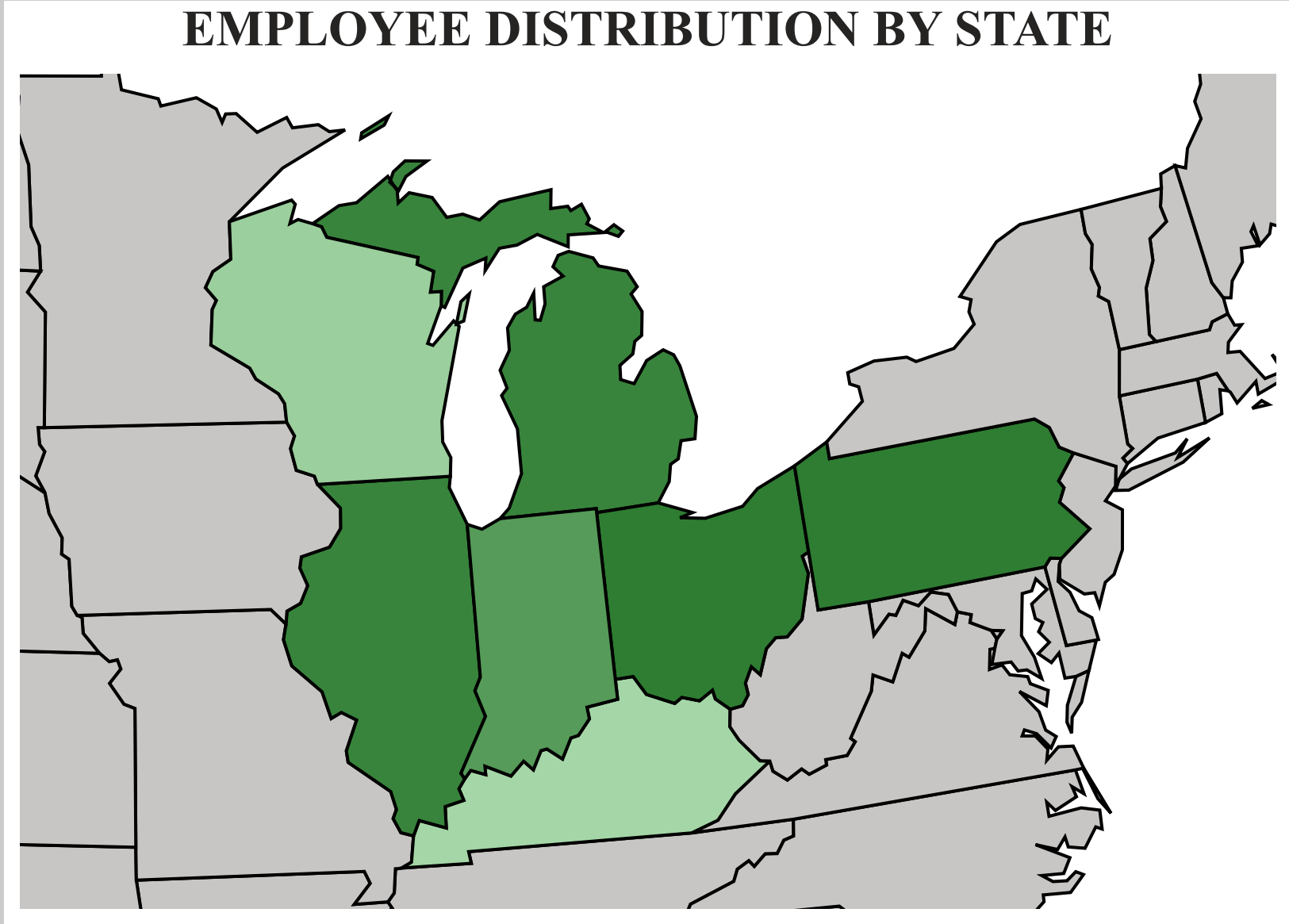
All

DEPARTMENT

All

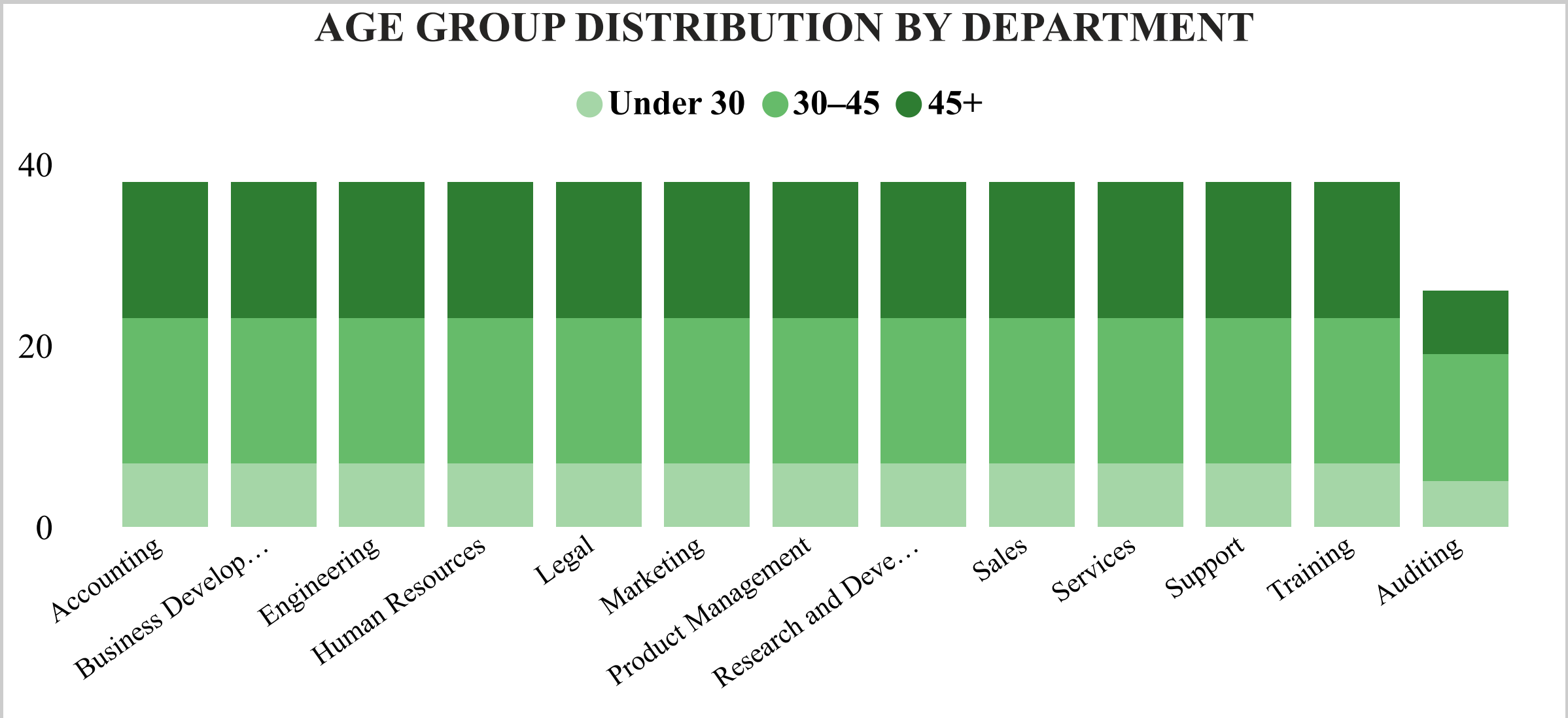
AGE GROUP

All



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ATTRITION DEEP DIVE

Tenure, age, and department-level attrition analysis

ATTRITION

76.9K

ATTRITION RATE%

16.85%

EARLY TENURE ATTRITION%

9.10%

AVG TENURE(YEARS)

14.47

HIGH RISK DEPARTMENT

11

NOTE

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Attrition is concentrated in mid-tenure (2–10 years) and experienced (45+) employees, indicating potential issues related to career progression, role stagnation, or leadership effectiveness rather than early-career churn.

YEAR-QUARTER-MONTH

All

STATE

All

DEPARTMENT

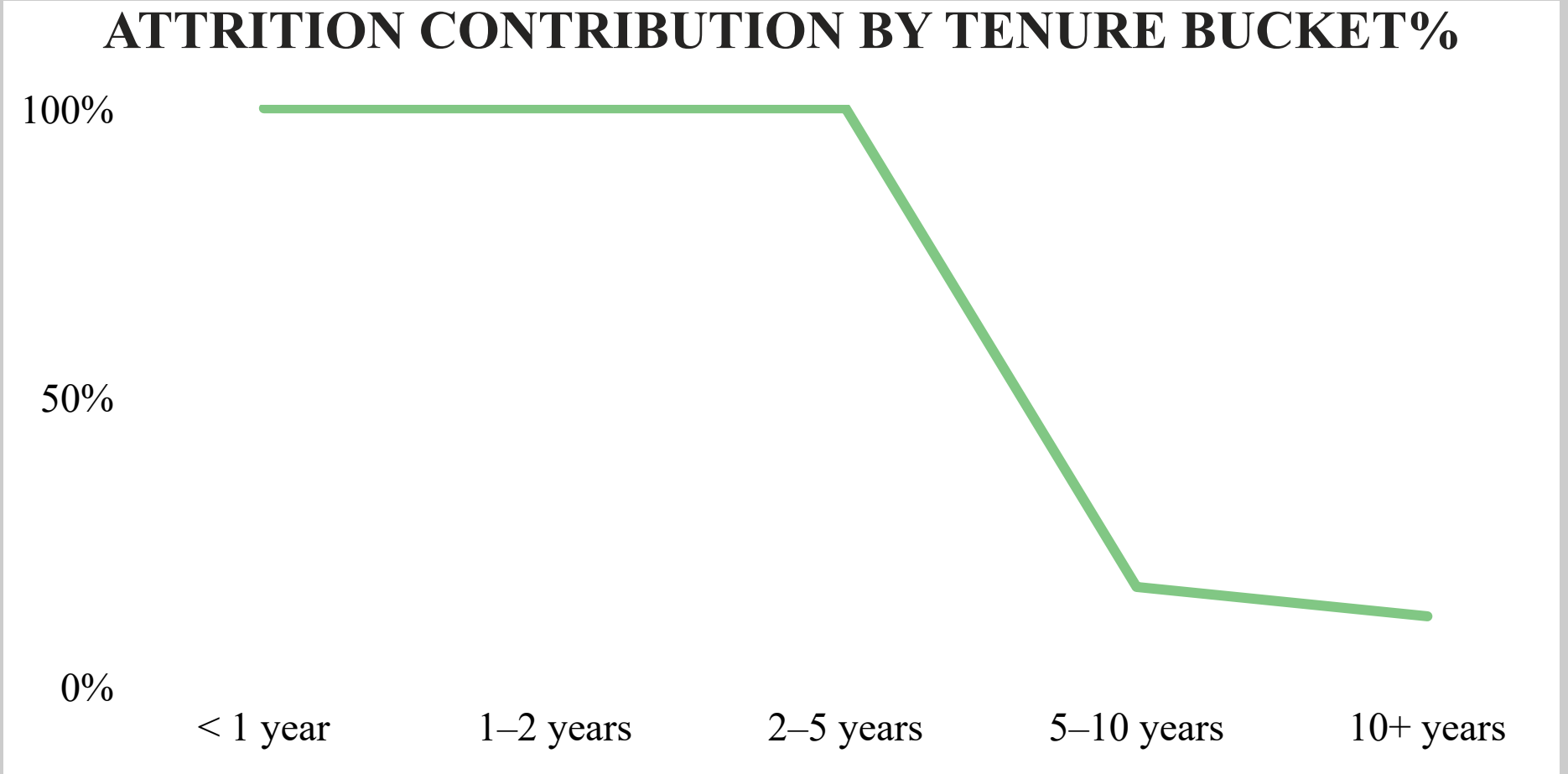
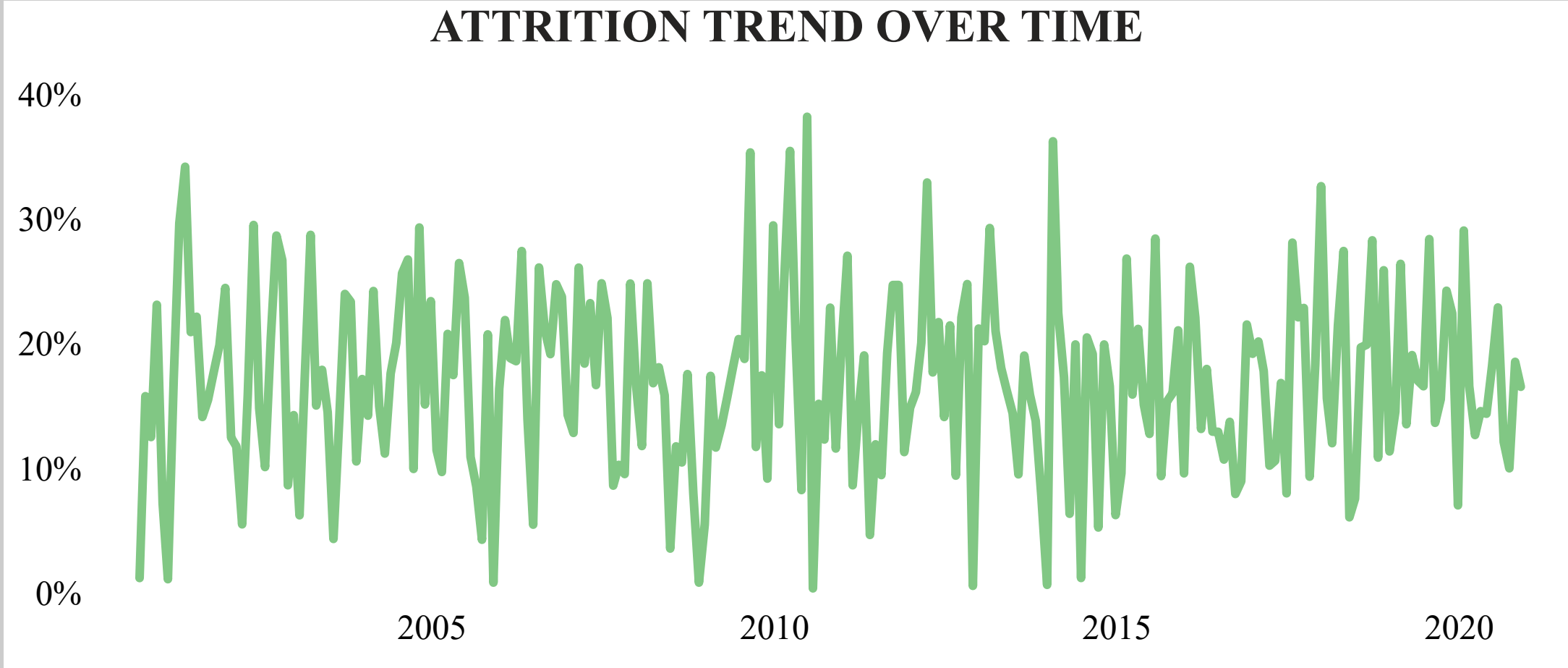
All

TENURE BUCKET

All

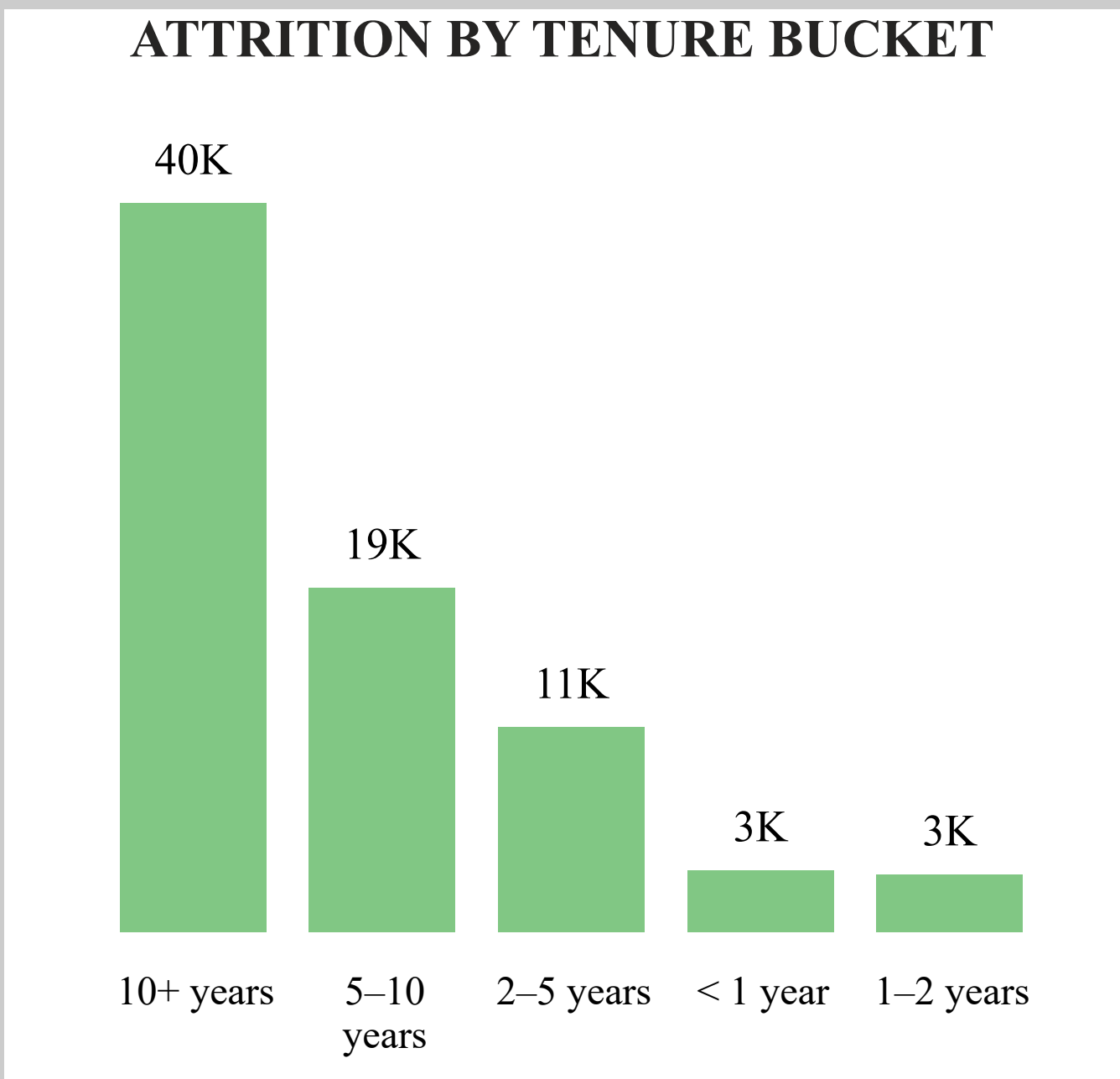
AGE GROUP

All



DEPARTMENT WISE ATTRITION RATE

department	Attrition Rate
Marketing	11.01%
Legal	14.64%
Human Resources	15.50%
Business Development	15.90%
Engineering	15.94%
Product Management	16.02%
Accounting	16.91%
Training	17.83%
Sales	18.21%
Research and Development	18.83%
Support	19.13%
Services	19.78%
Auditing	20.19%



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# RECOMMENDATION

**i** Workforce metrics are within normal range. Continue monitoring retention and engagement trends.

# RECOMMENDATION



Attrition exceeds acceptable threshold. Review exits, workload, and manager effectiveness.