

# Dashboard Insights & Business Recommendations

## HR Attrition & Workforce Analytics

### 1. Executive Summary

The HR Analytics dashboard provides a consolidated view of workforce size, attrition levels, and key employee attributes. The organization consists of approximately 1.48K employees, with 238 recorded attritions, resulting in an overall attrition rate of about 16%. The dashboard highlights clear patterns across age groups, salary ranges, tenure, education background, and job roles, enabling HR teams to identify high-risk workforce segments and prioritize retention efforts.

### 2. Workforce Overview

- Total Employees: ~1.48K
- Total Attrition: 238
- Attrition Rate: ~16%
- Average Age: ~37 years
- Average Salary: ~6.5K (monthly)
- Average Tenure: ~7 years

**Insight:** The workforce represents a mid-career employee base, and the attrition rate indicates a meaningful level of employee turnover that requires continuous monitoring and intervention.

### 3. Attrition by Gender

The gender distribution of attrition shows a higher number of male employees leaving compared to female employees. This suggests that male employees currently contribute a larger share of overall attrition. This insight allows HR to further explore role distribution, working conditions, and engagement drivers by gender.

### 4. Attrition by Age Group

Attrition is highest within the 26–35 age group, followed by 18–25 and 36–45 segments. Attrition drops significantly for employees above 46 years of age.

**Insight:** Early-career and mid-career professionals represent the most vulnerable workforce segments, indicating challenges related to career growth, compensation progression, or role expectations.

### 5. Attrition by Education

Employees with Life Sciences and Medical education backgrounds contribute the largest share of attrition, followed by Marketing and Technical Degree segments.

**Insight:** High attrition among specific education domains may reflect strong external market demand for these skill sets or internal mismatches between employee expectations and job design.

## 6. Attrition by Salary Range

The majority of attrition occurs in the lowest salary band (up to 5K), with a sharp decline in attrition as salary levels increase.

**Insight:** Compensation appears to be a major influencing factor. Lower-paid employees show significantly higher turnover risk compared to higher-paid segments.

## 7. Attrition by Years at Company

Attrition peaks within the first few years of employment and steadily declines as tenure increases, with only minimal attrition among long-tenured employees.

**Insight:** The early employment phase represents the highest retention risk, highlighting the importance of onboarding quality, early engagement, and career clarity.

## 8. Attrition by Job Role (Top 4 Roles)

The top four roles contributing to attrition are Research Scientist, Human Resources, Sales Representative, and Laboratory Technician.

**Insight:** These roles represent critical focus areas for workforce stabilization, workload review, and engagement improvement.

## 9. Job Role vs Job Satisfaction Analysis

The job satisfaction matrix shows that attrition occurs across all satisfaction levels within the top attrition roles, with notable concentration in lower and mid satisfaction categories.

**Insight:** Attrition is strongly associated with engagement and satisfaction challenges, indicating opportunities for role redesign, leadership interventions, and work-environment improvements.

## 10. Strategic Business Recommendations

- Strengthen early-tenure retention programs, including onboarding, mentoring, and career path clarity.
- Review compensation structures, especially for lower salary bands.
- Prioritize engagement initiatives within the top attrition job roles.
- Conduct targeted satisfaction surveys and role-level diagnostics.
- Develop customized retention strategies by department and gender using dashboard slicers.

## 11. Business Value

This dashboard enables HR leadership to move beyond descriptive reporting toward actionable workforce intelligence. It supports evidence-based decisions related to retention strategy, compensation review, workforce planning, and organizational development.