IBM EMPLOYEE ATTRITION OVERVIEW

1,233 TOTAL EMPLOYEES

237 TOTAL ATTRITION
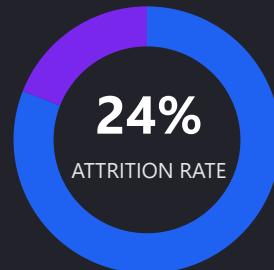
19% ATTRITION RATE
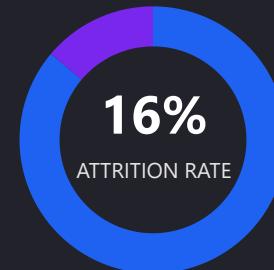
6,503 AVG MONTHLY INCOME

HR Department
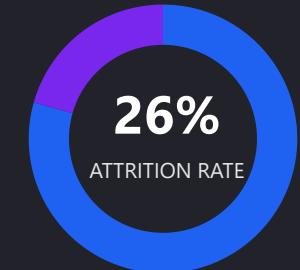
24% ATTRITION RATE

Attrition ● No ● Yes

R&D Department

16% ATTRITION RATE

Attrition ● No ● Yes

Sales Department

26% ATTRITION RATE

Attrition ● No ● Yes

Job role	Total employees	Total attrition		Attrition_rate	Avg monthly income
Sales Representative	50	33	🔴	66.0%	$2,626.00
Laboratory Technician	197	62	🔴	31.5%	$3,237.17
Human Resources	40	12	🔴	30.0%	$4,235.75
Sales Executive	269	57	🔴	21.2%	$6,924.28
Research Scientist	245	47	🟠	19.2%	$3,239.97
Manufacturing Director	135	10	🟢	7.4%	$7,295.14
Healthcare Representative	122	9	🟢	7.4%	$7,528.76
Manager	97	5	🟢	5.2%	$17,181.68
Research Director	78	2	🟢	2.6%	$16,033.55

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ATTRITION BY EMPLOYEE DEMOGRAPHICS

Filter

127 TOTAL ATTRITION

♀ **47** FEMALE

♂ **80** MALE

Filter pane

Department ⌄
- ☐ Human Resources
- ☐ Research & Development
- ☐ Sales

Gender ⌄
- ☐ Female
- ☐ Male

Attrition ⌄
- ☐ No
- ☐ Yes

BusinessTravel ⌄
- ☐ Non-Travel
- ☐ Travel_Frequently
- ☐ Travel_Rarely

Age range ⌄

All ⌄

OverTime ⌄
- ☐ No
- ☑ Yes

Education ⌄

All ⌄
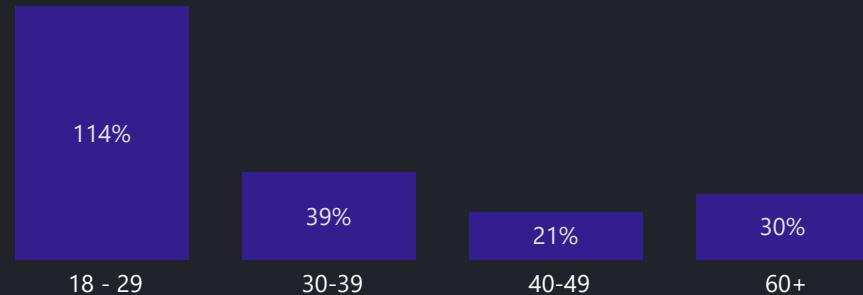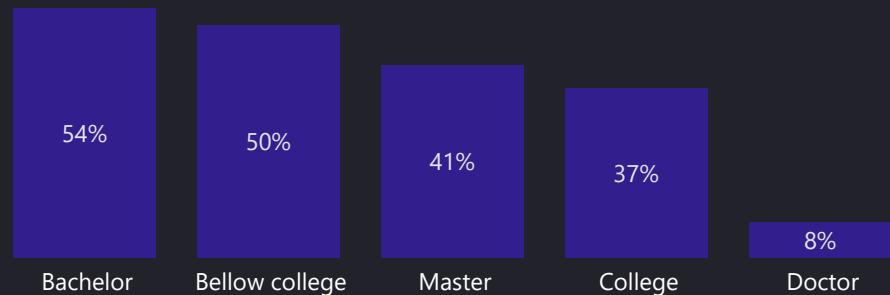
Clear   Close

Attrition Rate by Age

18 - 29	30-39	40-49	60+
114%	39%	21%	30%

Attrition Rate by Education Level

Bachelor	Bellow college	Master	College	Doctor
54%	50%	41%	37%	8%

Attrition Rate by Years of Employment

0 - 2	2 - 5	5 - 10	10 - 20	20+
314%	86%	52%		

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EMPLOYEE EXPERIENCE INSIGHTS

Filter

237 TOTAL ATTRITION

87 FEMALE

150 MALE
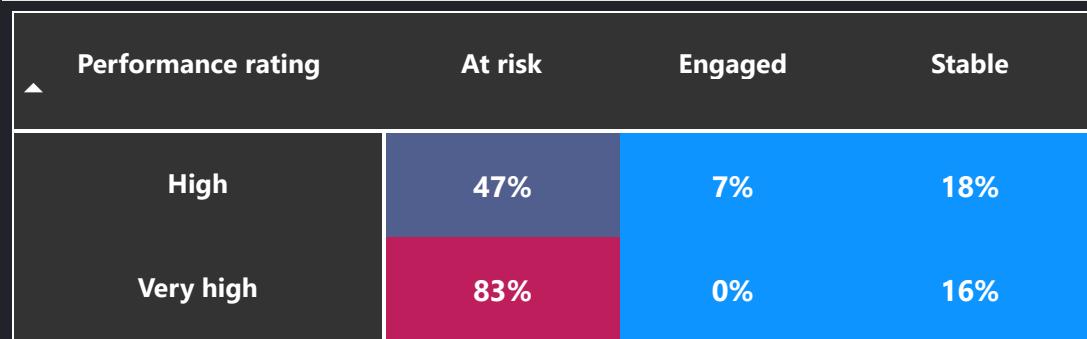
19% ATTRITION RATE
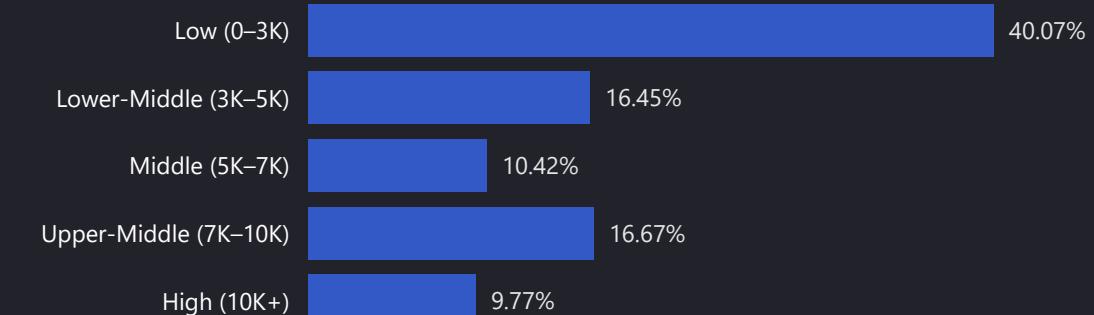
2.72 AVG SATISFACTION (OUT OF 5)
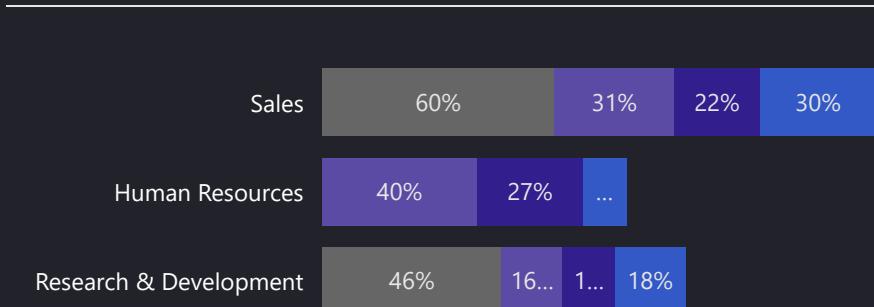
Performance Rating vs Employee Satisfaction

Performance rating	At risk	Engaged	Stable
High	47%	7%	18%
Very high	83%	0%	16%

Salary range vs Attrition rate

Salary range	Attrition rate
Low (0–3K)	40.07%
Lower-Middle (3K–5K)	16.45%
Middle (5K–7K)	10.42%
Upper-Middle (7K–10K)	16.67%
High (10K+)	9.77%
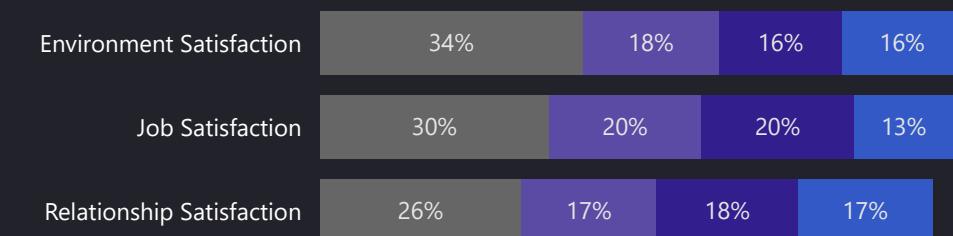
Work Life Balance vs Attrition rate

Department	Bad	Good	Better	Best
Sales	60%	31%	22%	30%
Human Resources	40%	27%	...	
Research & Development	46%	16...	1...	18%

Value ● Bad ● Good ● Better ● Best

Attrition Rate by Satisfaction

	Low	Medium	High	Very high
Environment Satisfaction	34%	18%	16%	16%
Job Satisfaction	30%	20%	20%	13%
Relationship Satisfaction	26%	17%	18%	17%

Value ● Low ● Medium ● High ● Very high

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