

HR Analytics Report

1. Overview

This report provides insights into the HR dataset comprising 1,480 employees, covering various demographics, job-related attributes, and engagement indicators. The aim is to identify key patterns influencing attrition, performance, satisfaction, and compensation.

2. Key Insights

Demographics & Employee Details

- **Age Range:** 18–60 years, average ~37 years.
- **Gender Distribution:** Present, but needs visualization for exact ratio.
- **Departments:**
 - Most employees belong to **Research & Development (65%)**
 - Followed by **Sales** and **Human Resources**

Attrition

- **Attrition Rate:** 16.2% (238 out of 1480 said “Yes”)
- **High Attrition Segments:**
 - Employees aged 18–25
 - Those with frequent travel
 - Over Time workers

Job Satisfaction & Work Engagement

- **Environment Satisfaction** (1–4 scale): Avg = 2.72
- **Job Satisfaction:** Average = 2.73
- **Work-Life Balance:** Average = 2.76
- **Over Time Impact:**
 - Over Time employees are more likely to show higher attrition.

Income and Compensation

- **Monthly Income:** Ranges from ₹1,000 to ₹20,000+, Average = ₹6,500
- **Hourly Rate:** Average = ₹66
- **Salary Hikes:** Majority in the 11–15% range

Experience and Promotions

- **Total Working Years:** Avg = 11.3 years
- **Years Since Last Promotion:** Avg = 2.18 years

- **Years at Company:** Average = 7 years
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3. Recommendations

- **Retention Focus:**
 - Improve work-life balance and reduce mandatory OverTime.
 - Focus on employees in the 18–25 age group and frequent travelers.
 - **Compensation and Promotion:**
 - Introduce more frequent recognition or reward systems.
 - Ensure timely promotions to increase satisfaction and retention.
 - **Satisfaction Enhancement:**
 - Enhance workplace environment programs.
 - Encourage feedback and team engagement initiatives.
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