

# Turbo's Employee Attrition Dashboard

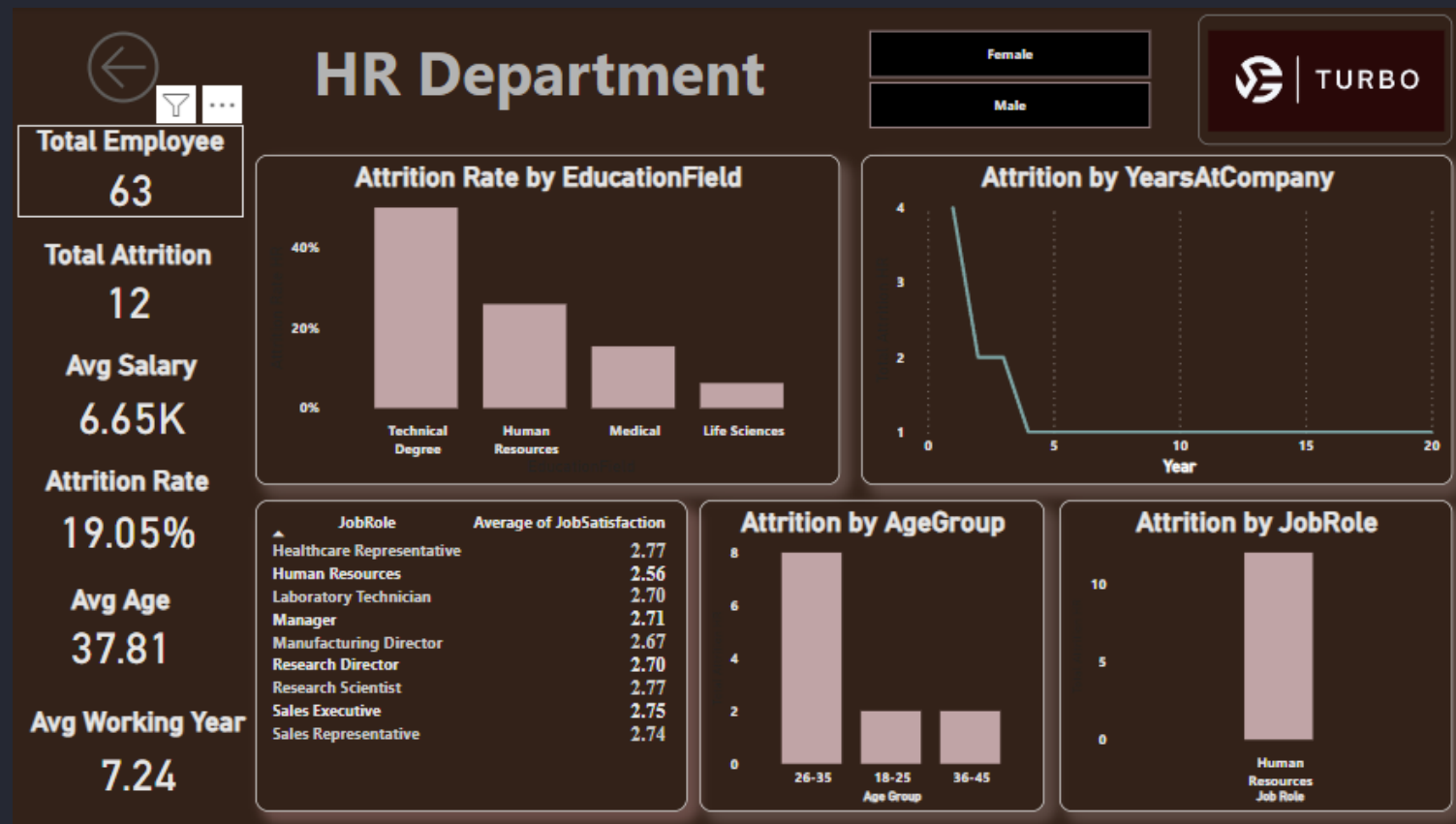
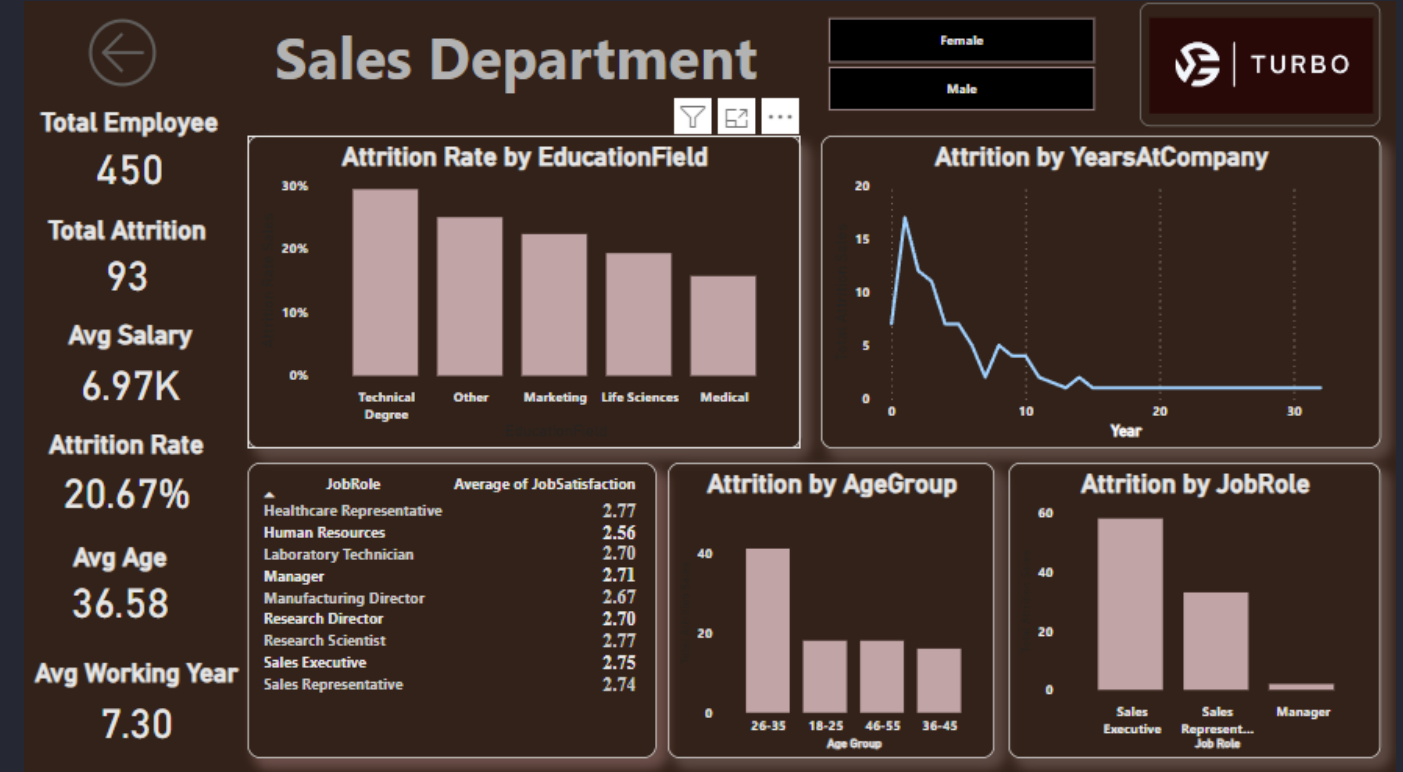
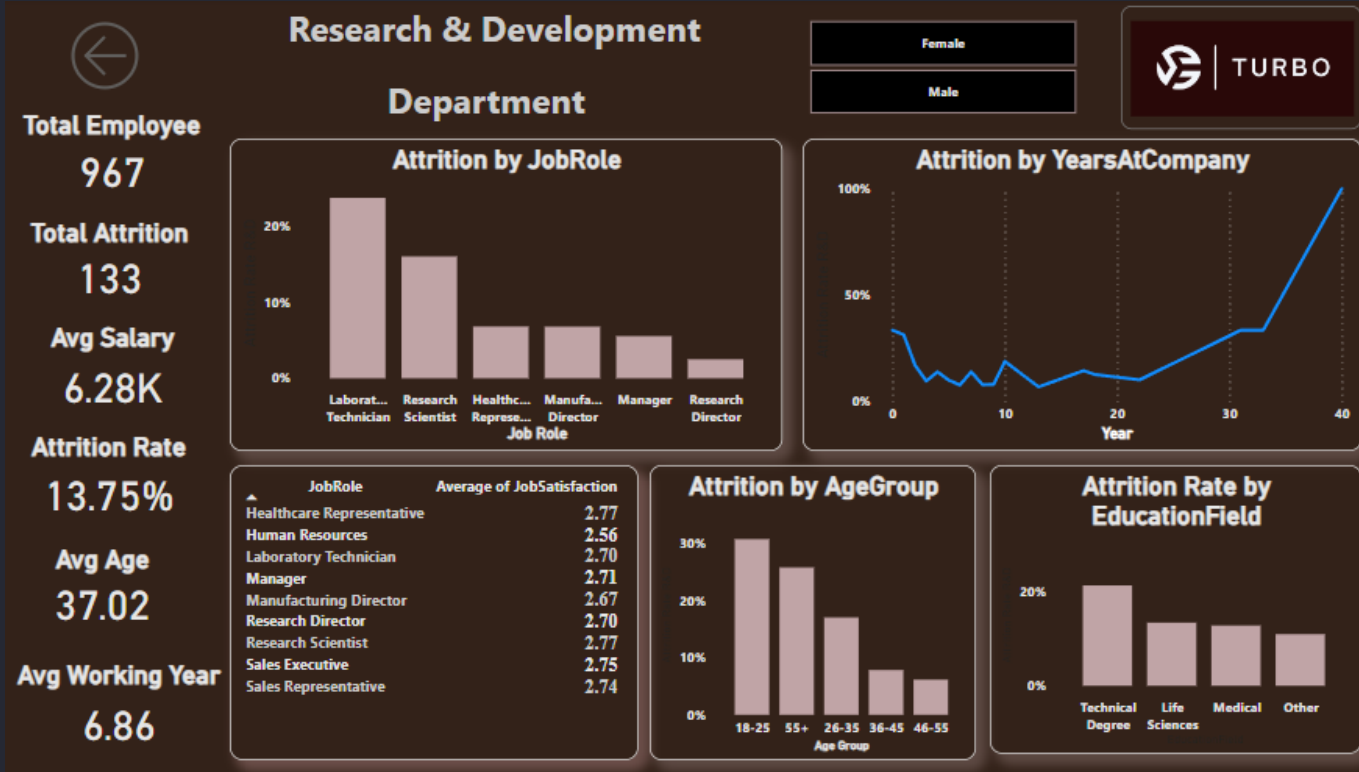


Average Age	Average Salary	Attrition Rate	Total Attrition	Total Employees
36.92	6505	16.08%	238	1480

Sales Department

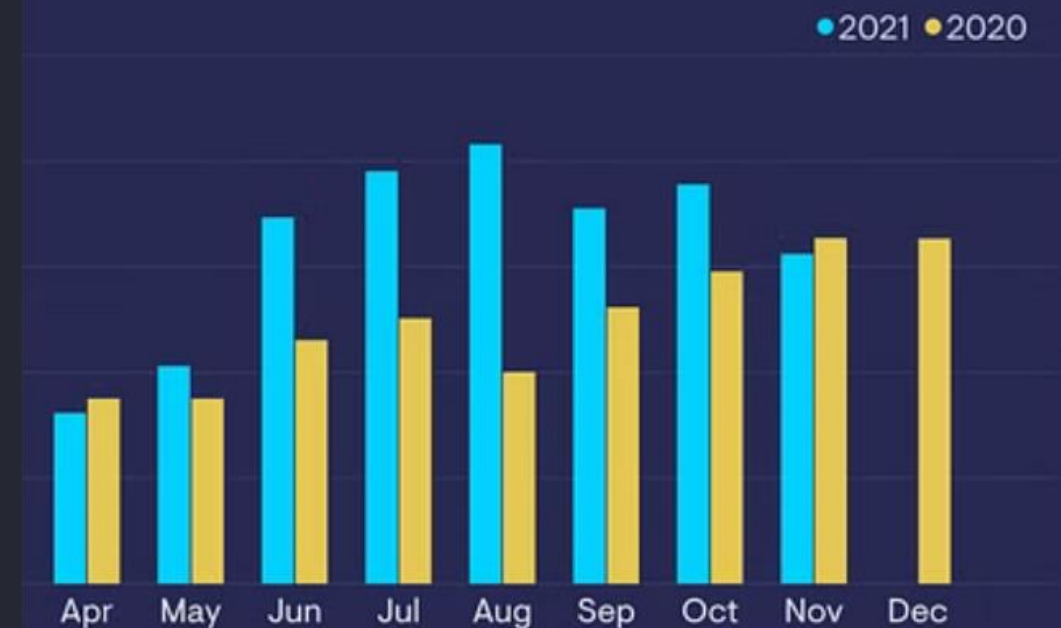
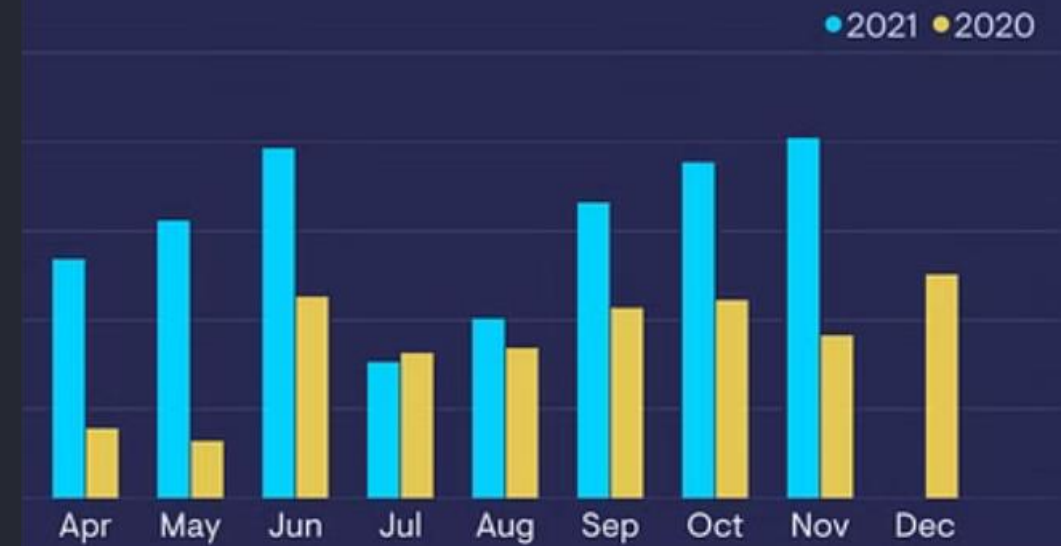
HR department

Research and  
Development



# Turbo's Employee Attrition Dashboard

As organizations strive to retain top talent and minimize employee turnover, having a comprehensive view of attrition patterns and risk factors is crucial. This employee attrition dashboard provides Turbo's HR leaders with a powerful analytical tool to identify trends, uncover insights, and drive strategic decision-making to improve employee engagement and retention.



# Attrition Rate for

$$\text{Attrition rate (\%)} = \frac{\text{Total Attrition}}{\text{Total Employees}} \times 100$$

## Factors impacting attrition



## Attrition Rate and Trends

1

### Total Employees

The total number of employees at Turbo, providing context for the attrition analysis.

2

### Total Attrition

The number of employees who have left the organization, enabling the calculation of the attrition rate.

3

### Attrition Rate

The percentage of employees who have left Turbo, a key metric for understanding the scale and severity of employee turnover.

# Attrition by Age and Tenure

## Attrition by Age

This visualization shows the distribution of attrition across different age groups, helping identify any age-related trends that may require targeted retention strategies.

## Attrition by Tenure

The chart on tenure examines the relationship between an employee's years of service and their likelihood of leaving, enabling Turbo to pinpoint critical points in the employee lifecycle where attrition may be highest.

## Insights

By analyzing attrition patterns across age and tenure, Turbo can gain a deeper understanding of the factors driving employee turnover and develop tailored retention initiatives to address the specific needs of different employee segments.



Inadequate compensation

Inflexible work environment

Lack of innovation or purpose

Lack of focus on DEI&B

## Attrition by Job Role and Education

1

### Attrition by Job Role

This visualization highlights the attrition rates across different job roles, enabling Turbo to identify any problem areas or roles with unusually high turnover that may require further investigation.

2

### Attrition by Education Level

The chart on education level provides insights into how an employee's educational background may impact their likelihood of leaving the organization, informing talent management strategies.

3

### Correlations

By examining the interplay between job role, education, and attrition, Turbo can uncover deeper insights and identify any correlations that may guide their employee retention efforts.

# Job Satisfaction and Engagement

## Job Satisfaction by Role

This matrix showcases the average job satisfaction scores for each job role, enabling Turbo to identify areas where employee engagement may be low and target interventions accordingly.

## Engagement Drivers

By delving into the factors influencing job satisfaction, Turbo can develop a deeper understanding of the key drivers of employee engagement and incorporate them into their retention strategies.

## Retention Strategies

Armed with insights from the job satisfaction analysis, Turbo can design tailored retention initiatives, such as improved training, career development opportunities, or adjustments to compensation and benefits, to address the specific needs of different employee segments.



# Attrition by Gender



## Male Employees

The attrition rate and trends for male employees at Turbo, providing insights into any gender-related differences in turnover.



## Female Employees

The attrition rate and trends for female employees, enabling Turbo to identify and address any potential gender-based disparities in retention.

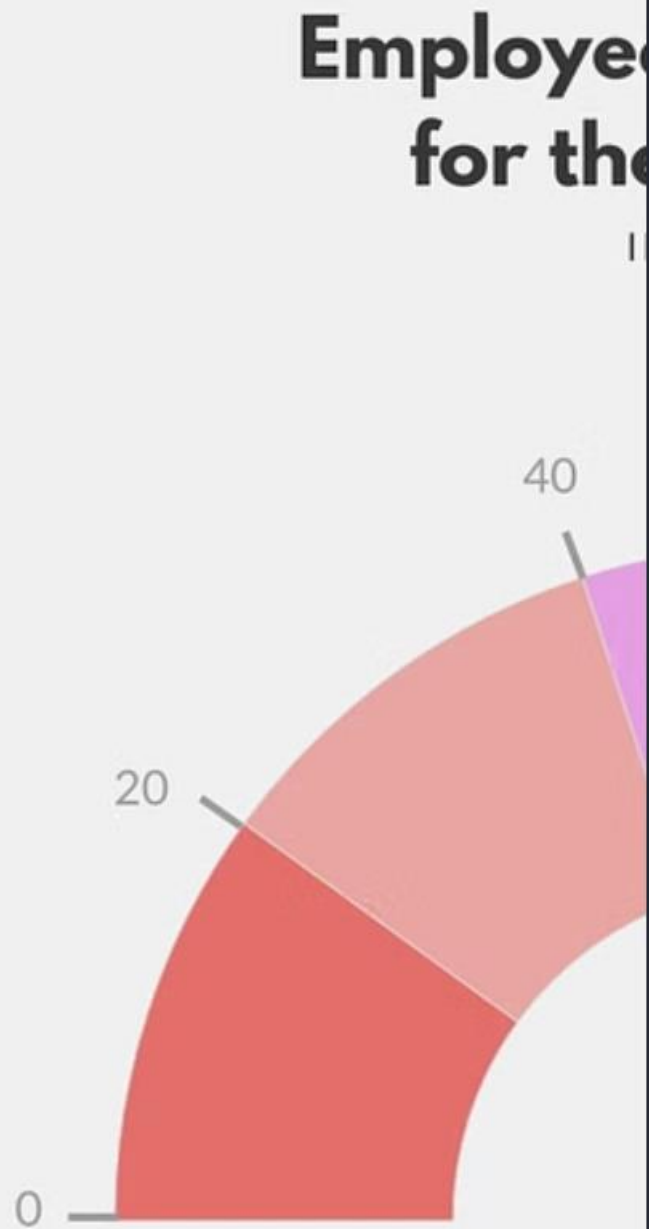


## Diversity Insights

By analyzing attrition through the lens of gender, Turbo can gain valuable insights to support their diversity, equity, and inclusion initiatives and ensure equitable treatment and opportunities for all employees.



# Attrition by Salary and Performance



## Salary Levels

1

The dashboard examines the relationship between employee salary and attrition, helping Turbo identify any compensation-related factors that may be contributing to employee turnover.

## Performance Ratings

2

By incorporating performance data, Turbo can better understand the interplay between employee productivity, job satisfaction, and retention, informing their talent management strategies.

## Insights and Interventions

3

The combined analysis of salary and performance provides a comprehensive view of the factors influencing employee attrition, allowing Turbo to implement targeted retention initiatives, such as competitive compensation packages or performance-based development programs.

# Putting it All Together

Metric	Value
Total Employees	1,250
Total Attrition	175
Attrition Rate	14%
Average Age	35 years
Average Salary	\$6,500
Average Tenure	7 years

By consolidating the key insights from the various visualizations, this comprehensive dashboard empowers Turbo's HR leaders to make data-driven decisions, address critical pain points, and implement targeted strategies to enhance employee retention, ultimately driving long-term organizational success.