Analysis on HR Employee Attrition

Insights:

1. Is there a significant difference in attrition rates between male and female employees?
- Male employees have a higher attrition rate across all departments and age groups, pointing to possible gender-specific challenges or unmet needs that are prompting more men to leave.

2. Which department faces the greatest challenge with employee attrition, and is this trend consistent across genders?
- The Sales department has the highest attrition rate in the organization, and within all departments, males continue to represent the greatest share of departures.

3. Which age group is most likely to leave the organization, and how does gender factor into this trend?
- The youngest age group (18–30 years old) experiences the highest attrition rate, and across all age groups, males still have the highest attrition counts, indicating a combined risk for young male employees.

4. Which job role is associated with the lowest job satisfaction, and how does this relate to attrition within that role?
- Laboratory Technician is the role with the lowest job satisfaction (21.62% rated their satisfaction as 1). While not the highest in attrition, this role is still second overall (23.94%), clearly showing job satisfaction's influence on turnover.

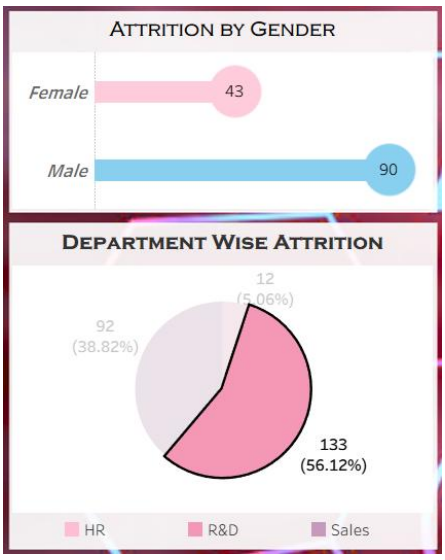
5. Which job role reports the highest attrition rate, and how does this compare to their job satisfaction?
- Sales Representatives have the highest attrition rate (39.76%) among all job roles, even though their job satisfaction is not the lowest—suggesting that factors other than satisfaction may be driving high turnover in this group.

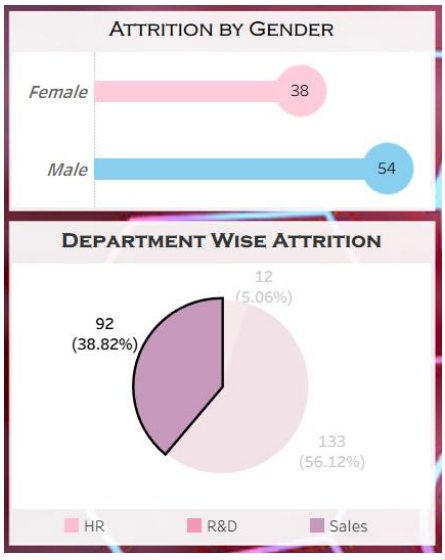
6. Which education field sees the highest number of employees leaving?
- The Life Sciences field sees the highest number of employees leaving, consistently ranking first or second in attrition across nearly all education levels, which points to broader, field-specific issues influencing turnover regardless of formal education.

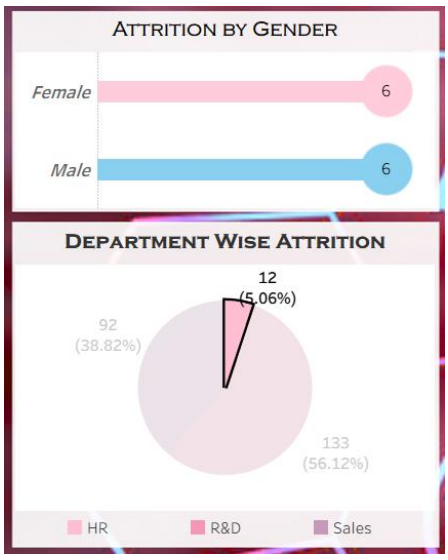
Conclusion:

- By framing the analysis in this way, we see that the primary drivers of attrition are clustered around gender (especially males), the Sales department, younger employees, specific roles with low job satisfaction (such as Laboratory Technicians), and broad field-related factors (like those found in Life Sciences). Each of these focal points provides direction for focused inquiry and targeted retention strategies to mitigate future attrition.

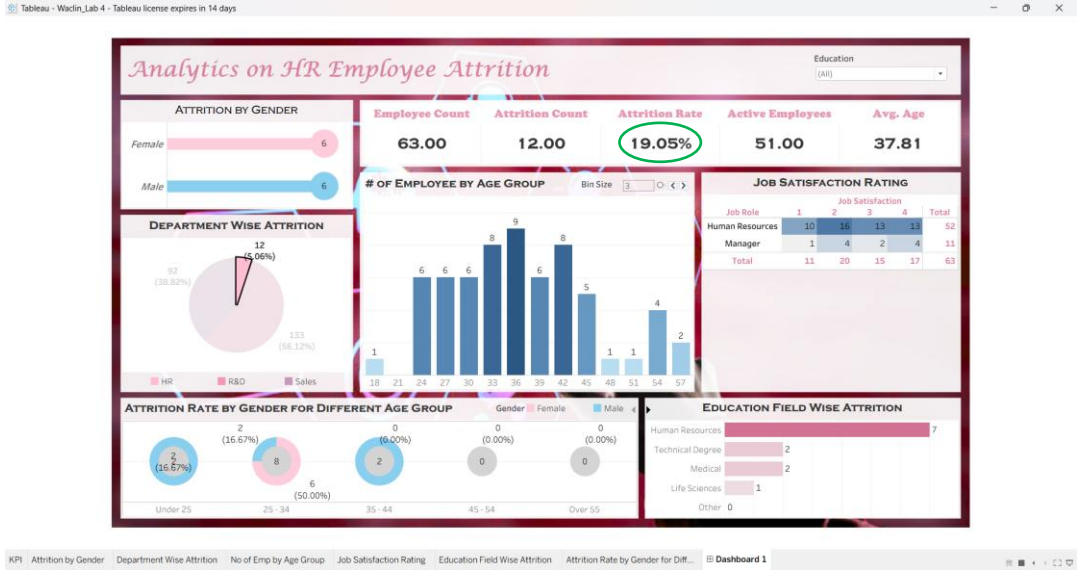
GENDER-RELATED ATTRITION



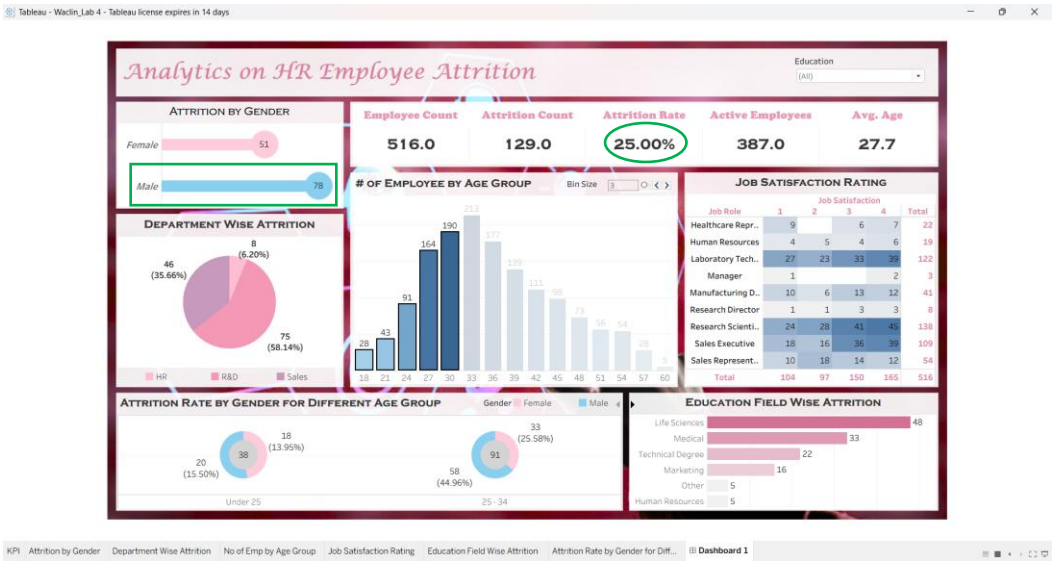


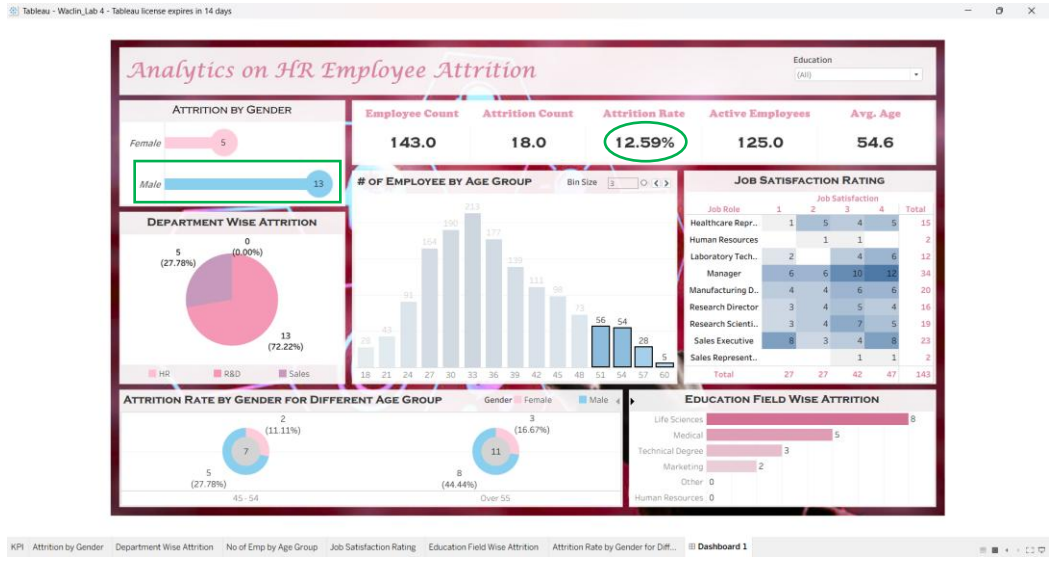


DEPARTMENT-RELATED ATTRITION



AGE GROUP-RELATED ATTRITION



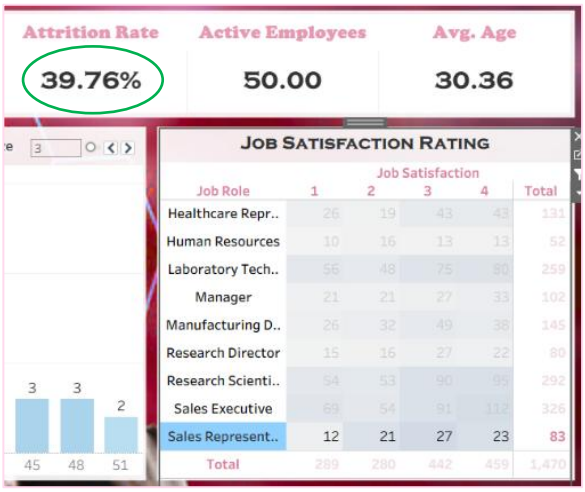


JOB ROLE-RELATED ATTRITION

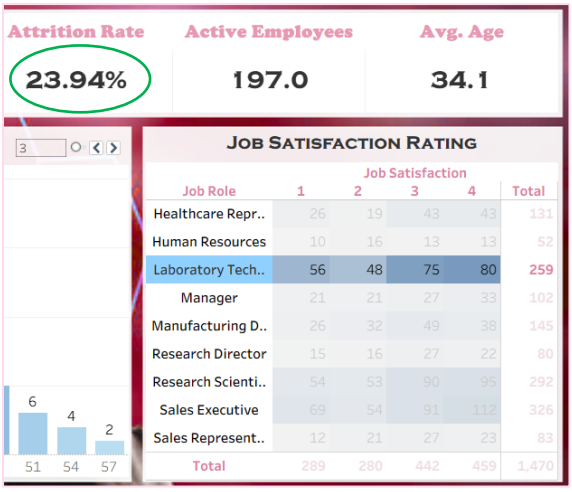
JOB SATISFACTION RATING

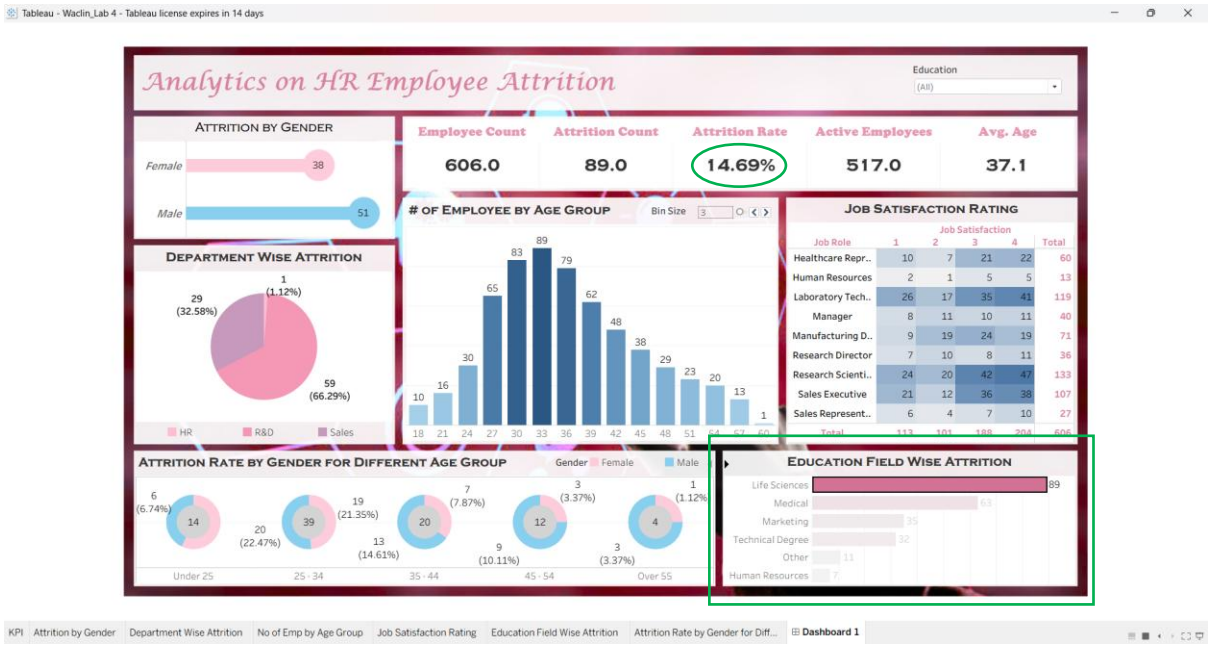
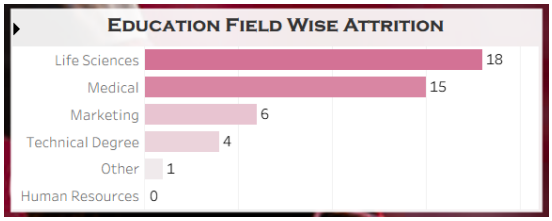
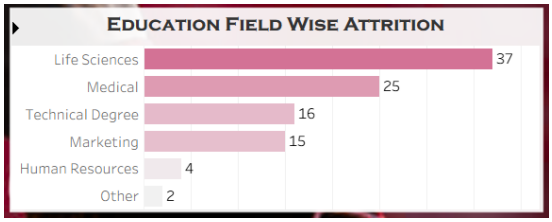
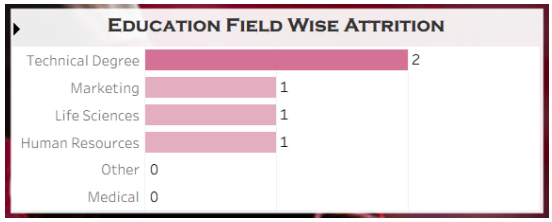
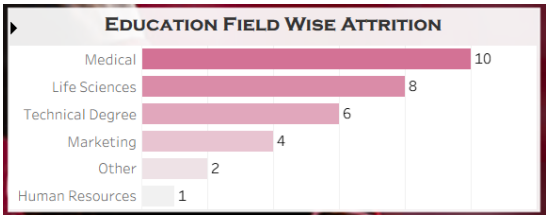
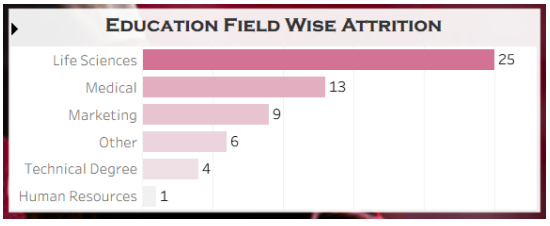
Job Role	Job Satisfaction 1	2	3	4	Total
Healthcare Repr..	26	19	43	43	131
Human Resources	10	16	13	13	52
Laboratory Tech..	56	48	75	80	259
Manager	21	21	27	33	102
Manufacturing D..	26	32	49	38	145
Research Director	15	16	27	22	80
Research Scienti..	54	53	90	95	292
Sales Executive	69	54	91	112	326
Sales Represent..	12	21	27	23	83
Total	289	280	442	459	1,470

Low job satisfaction rate: (56/259) * 100 = 21.62%



* 1st Job Role w/ highest Attrition Rate



*2nd Job Role w/ highest Attrition Rate

EDUCATION FIELD-RELATED ATTRITION