

# HR Analysis

Total Emp.

1480

Attrition

238

Active Emp.

1242

AttritionRate

16%

Male 60%

889

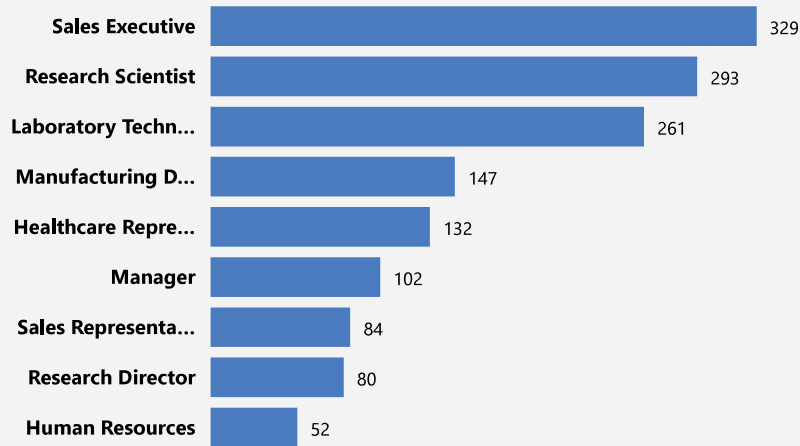
Female 40%

591

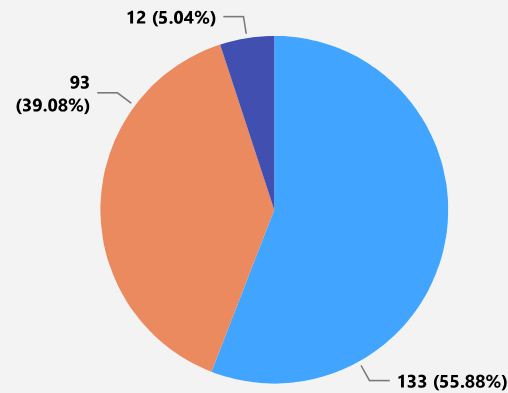
AVR. Age

37

## Workforce Distribution by Role



## Headcount by Attrition Status



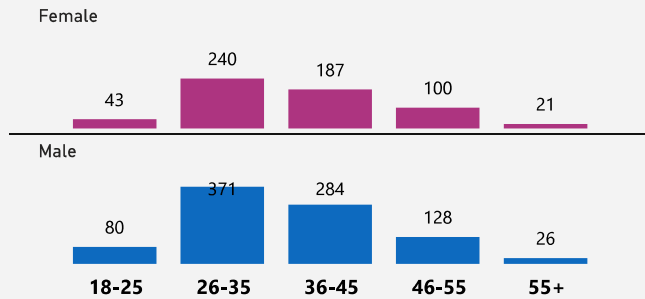
Department

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

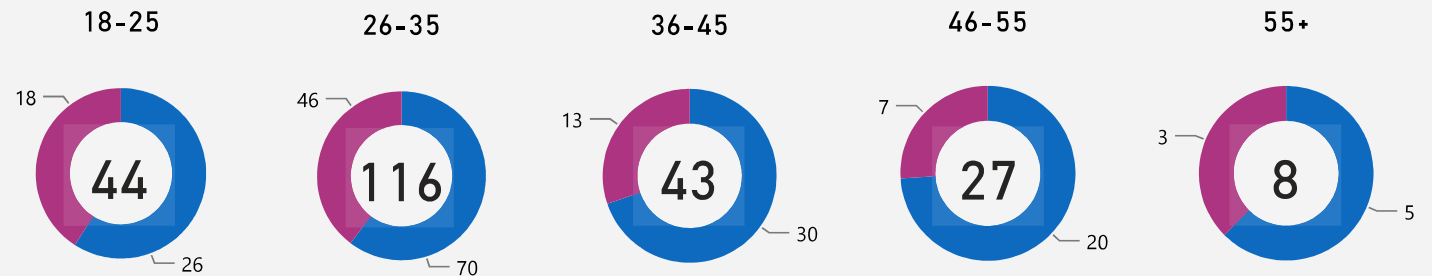
Department

- ☒ Research & Develop...
- ☐ Sales
- ☐ Human Resources

## Distribution of employee by age and gender



## Attrition by Gender and Age Group, M F



JobRole	AVR.Rate	HeadCount	Min.Rate	Max.Rate
Healthcare Representative	66.65	132	\$30	\$100
Human Resources	64.17	52	\$31	\$100
Laboratory Technician	66.64	261	\$30	\$100
Manufacturing Director	65.22	147	\$30	\$100
Research Scientist	66.73	293	\$30	\$100
Sales Executive	65.33	329	\$30	\$100
Sales Representative	63.93	84	\$30	\$100
Manager	66.83	102	\$30	\$99
Research Director	63.76	80	\$30	\$99
Total	65.85	1480	\$30	\$100

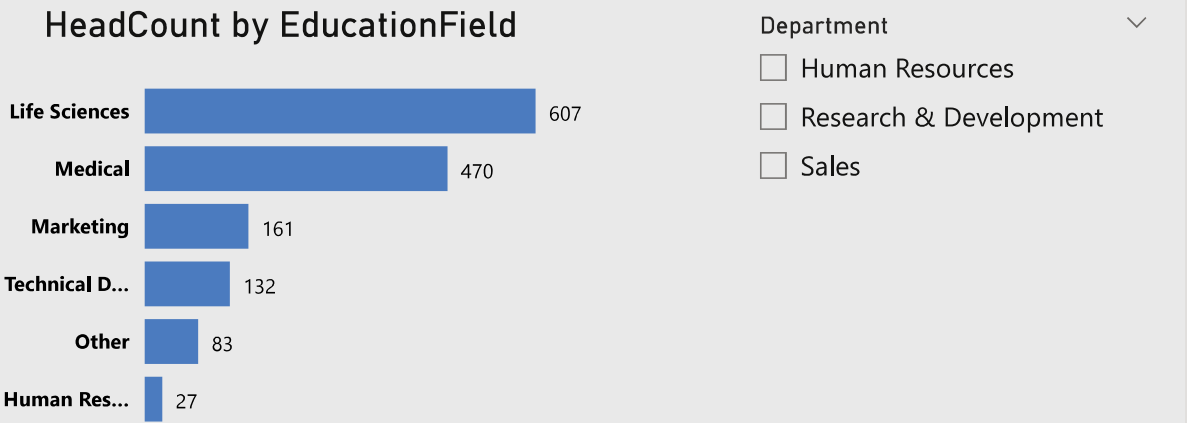
Promotions Over the Past 5...

261

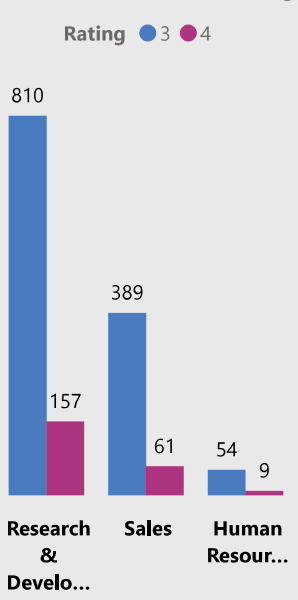
PromotionRate

18%

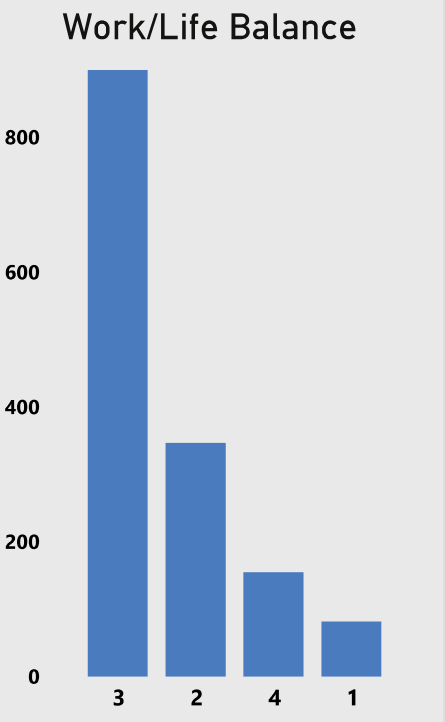
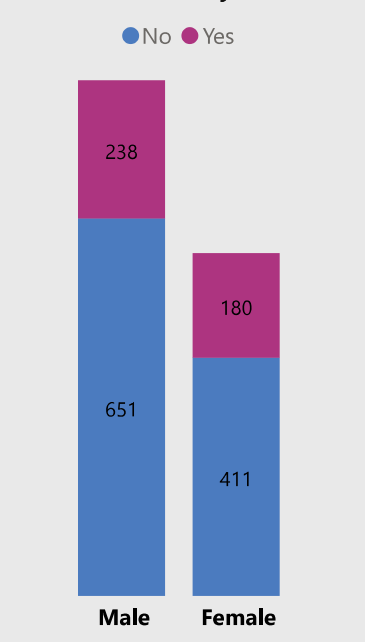
Job Satisfaction Levels by Job Role				
JobRole	1	2	3	4
Healthcare Representative	27	19	43	43
Human Resources	10	16	13	13
Laboratory Technician	56	48	76	81
Manager	21	21	27	33
Manufacturing Director	27	33	49	38
Research Director	15	16	27	22
Research Scientist	55	53	90	95
Sales Executive	70	55	91	113
Sales Representative	12	21	28	23
Total	293	282	444	461



Employee Count by Department and PerformanceRating



Overtime Work Distribution by Gender



### Employee Count by Department and Training Frequency

TrainingTimesLastYear 0 1 2 3 4 5 6

Research & Develop...

Sales

Human Resources

0 100 200 300 400

### Years of Service Distribution

less than 5 781  
from 6 to 10 452  
from 11 to 20 181  
from 20 to 30 50  
over 31 16

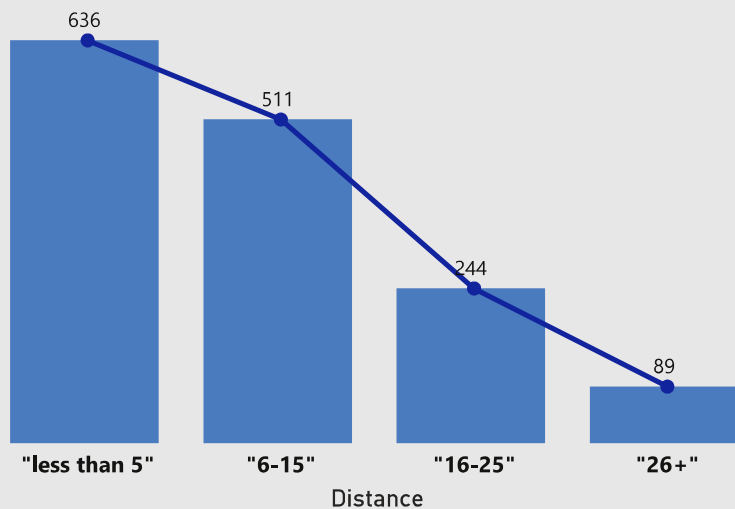
Department

Human Resources  
Research & Development  
Sales

Gender

Female  
Male

### Employee Distribution by Distance from Home



### Travel Readiness by Age Category

BusinessTravel Non-Travel Travel\_Frequently Travel\_Rarely TravelRarely

26-35  
36-45  
46-55  
18-25  
55+

0 100 200 300 400