HR Analysis Dashboard

This analysis report is based on the **HR Analytics Dashboard**, which focuses on employee attrition patterns within an organization. As a data analyst, I have synthesized this data to identify high-risk demographics and provide strategic recommendations for improving employee retention.

Executive HR Summary

The organization currently maintains a workforce of **1,470 employees**[2]. The core focus of this analysis is the **16.1% attrition rate**, representing **237 employees** who have left the company[3].

- **Average Workforce Profile**: The average employee is **36.9 years old**, earns **6.5K**, and has been with the company for **7.0 years.**
- **Gender Distribution in Attrition**: Men represent a higher portion of the attrition count (**150**) compared to women.

Attrition Risk Factors

1. Compensation & Salary Brackets

Salary level is the most significant predictor of attrition in this dataset.

- **Low Income Vulnerability**: Employees earning **up to 5k** monthly experience the highest attrition, with **749** individuals leaving.
- **Income Correlation**: Attrition drops significantly as salary increases:
o **5k–10k**: 440 departures.
o **10k–15k**: 148 departures.
o **15k+**: 133 departures.

2. Demographic & Educational Background

- **Age Groups**: The **26–35 age group** is the most volatile, with **606** departures, followed by the 36–45 group at 468.
- **Education Fields**: Life Sciences and Medical backgrounds account for the vast majority of attrition, totalling **73%** of all departures (41% and 32% respectively).

3. Job Role & Tenure

- **High-Stress Roles**: Sales Executives (**326**) and **Research Scientists (292)** show the highest raw attrition numbers.
- **Critical Tenure Period**: Attrition peaks sharply within the first few years, specifically reaching a high of **59** departures very early in the career path before stabilizing after year.

Job Satisfaction Matrix

Analysis of job satisfaction levels (ranked 1–4) across roles reveals critical areas for intervention

Job Role	Low Satisfaction (1)	High Satisfaction (4)	Total Attrition
Laboratory Technician	20.00	13.00	62.00
Sales Executive	16.00	14.00	57.00
Research Scientist	13.00	9.00	47.00

Laboratory Technicians show the highest "Low Satisfaction" count, correlating with their high overall attrition.

Recommendations for Retention

1. **Salary Benchmarking for Entry Roles**: Since the majority of attrition occurs in the "Up to 5k" bracket, a review of entry-level compensation against market standards is essential to reduce turnover costs.
2. **Early Career Engagement**: Implement mentorship or "Stay Interviews" for employees in the **26–35 age group** and those within their **first 5 years** of tenure, as these segments are at the highest risk.
3. **Role-Specific Intervention**: Conduct deep-dive surveys for **Laboratory Technicians** and **Sales Executives** to identify if the turnover is due to burnout, lack of career progression, or work-life balance.
4. **Targeted Life Sciences Support**: Since **41%** of departing employees come from Life Sciences, tailored professional development for this specific field may improve loyalty.