**🔍 Key Findings**

**1. Attrition Trends**

* **Overall attrition rate** was found to be significant, with certain **job roles and departments** showing notably higher resignation rates.
* **Younger employees and those in early career stages** had a higher tendency to leave.
* **Overtime workers** showed disproportionately high attrition compared to those with standard hours.

**2. Satisfaction & Work Environment**

* Employees with **low job satisfaction** (rating 1 or 2) were much more likely to leave than those with higher satisfaction.
* **Work-life balance** also had a direct correlation — lower ratings aligned with higher attrition.
* **Training frequency** was another influencing factor; employees who received little to no training were more likely to resign.

**3. Demographics & Diversity**

* **Gender distribution** showed some imbalance across departments but did not have a strong direct impact on attrition.
* **Marital status** and **education field** had mild effects but were not strong predictors compared to satisfaction or overtime.

**4. Performance vs Retention**

* High performers (Performance Rating = 4) were more likely to stay, but a notable portion of **average performers (Rating = 3)** still chose to leave — possibly due to lack of recognition or career progression.

**✅ Impact**

This dashboard enables HR teams to:

* Monitor and reduce attrition by identifying high-risk segments.
* Improve employee retention strategies based on satisfaction and training insights.
* Optimize HR policies with data-backed decisions.