

# Workforce Attrition – Comprehensive Business Report

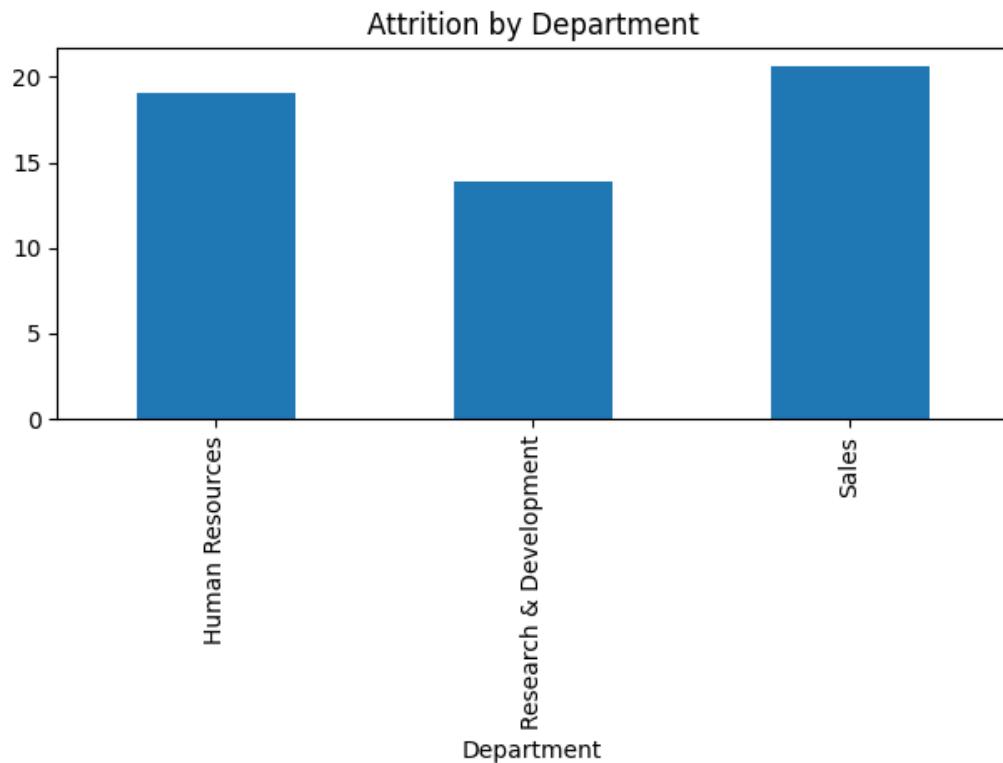
This report presents a business-focused analysis of employee attrition using workforce data from 1470 employees. The objective is to identify key drivers of employee turnover and provide data-backed insights to support strategic workforce planning and retention initiatives.

By analyzing attrition patterns across departments, job roles, tenure groups, compensation levels, overtime status, and employee satisfaction, the report highlights critical risk areas that impact organizational stability, productivity, and hiring costs.

## Key KPIs:

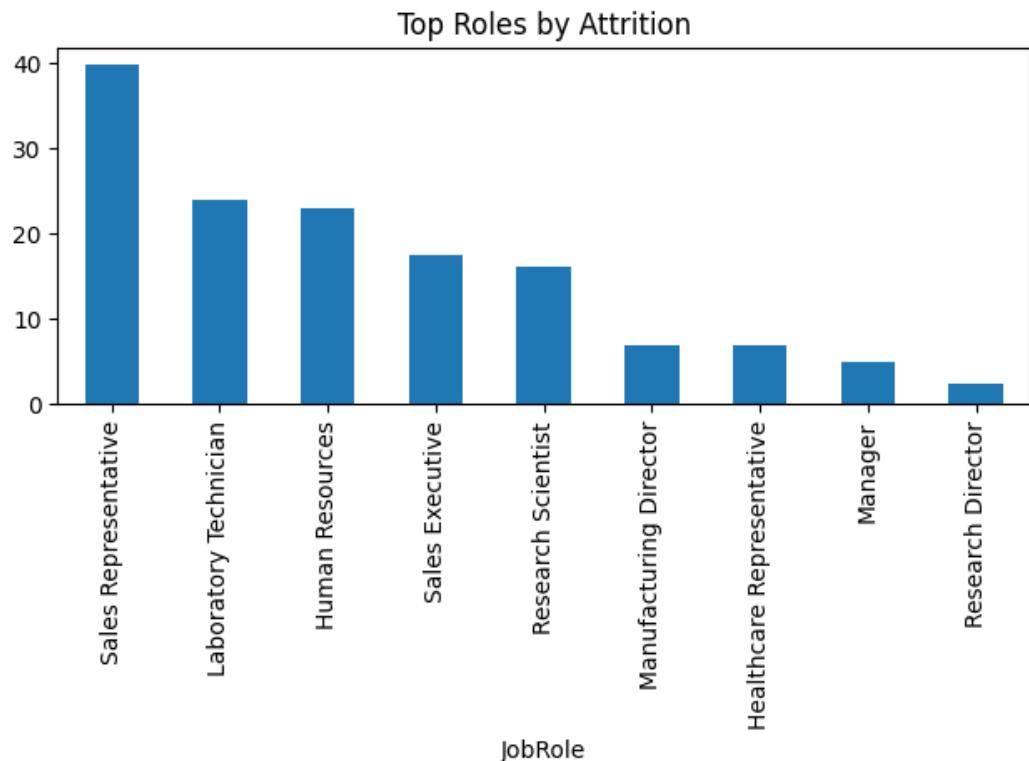
Total Employees: 1470  
Employees Left: 237  
Overall Attrition Rate: 16.12%

## Attrition by Department



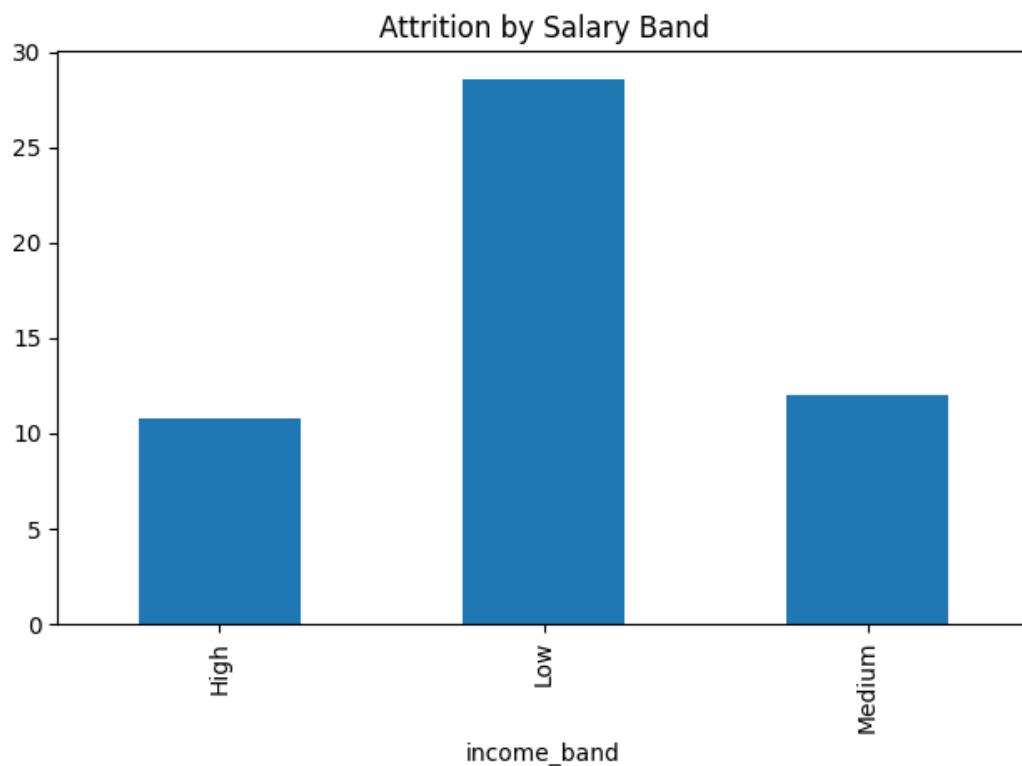
Sales and Human Resources show higher attrition compared to Research & Development, indicating greater workload pressure and retention challenges in these functions.

## Top Roles by Attrition



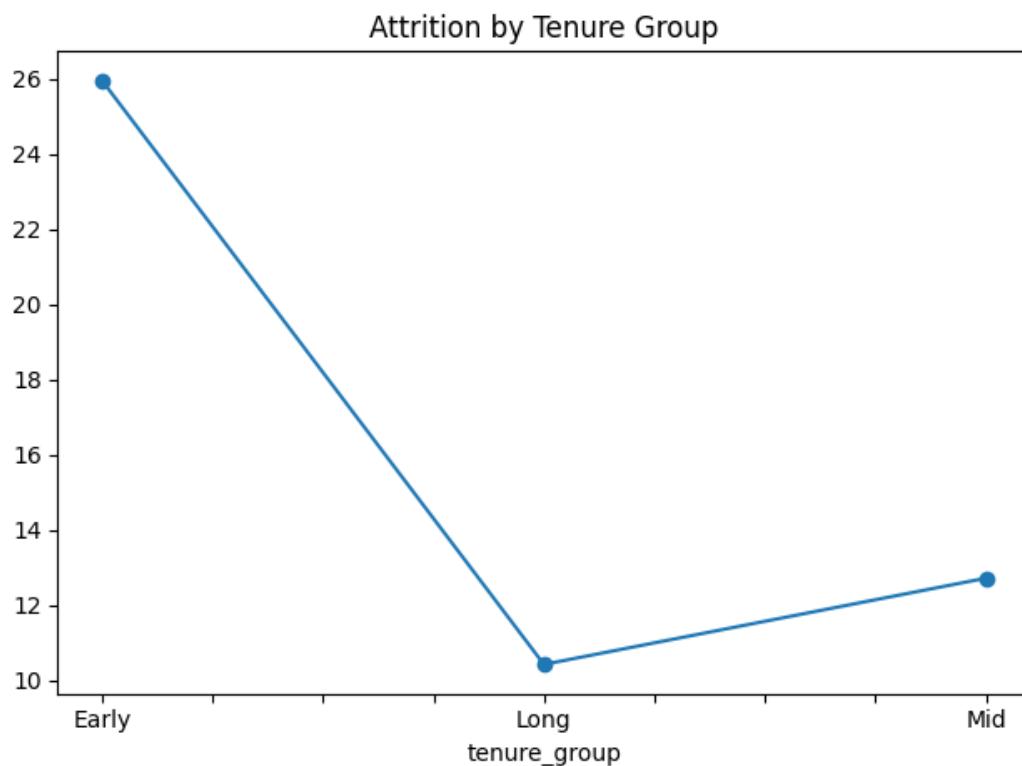
Sales Representatives and Laboratory Technicians face significantly higher turnover, suggesting role-specific performance pressure and career growth concerns.

## Attrition by Salary Band



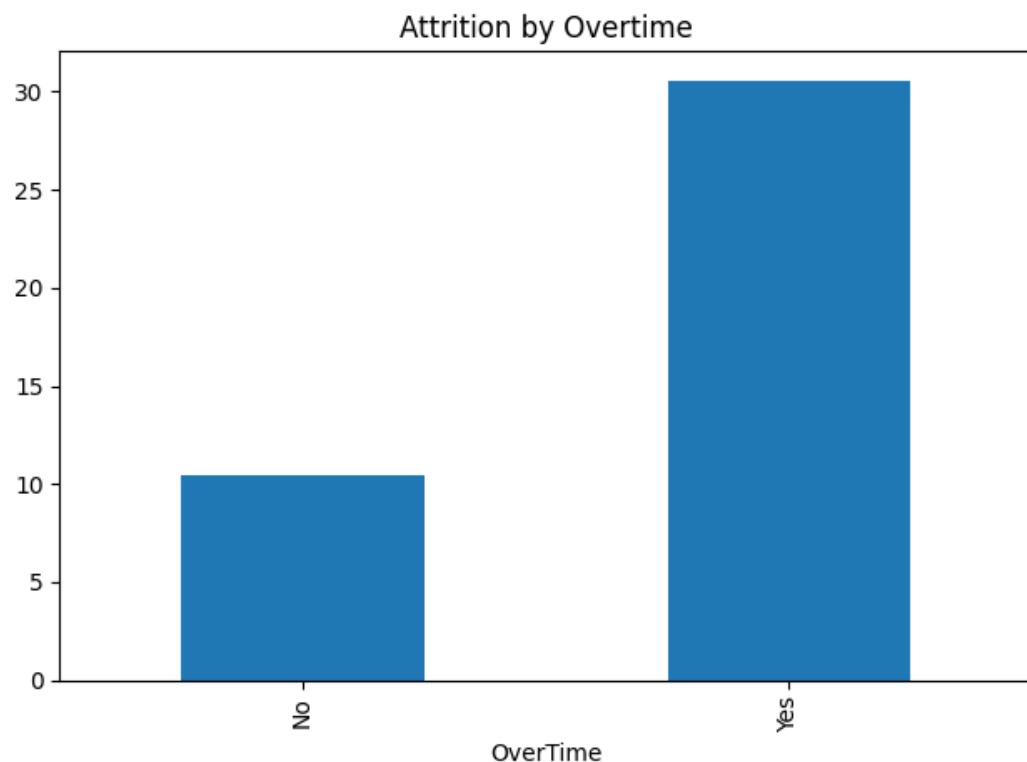
Employees in lower salary bands show higher attrition, indicating that compensation competitiveness influences retention decisions.

## Attrition by Tenure Group



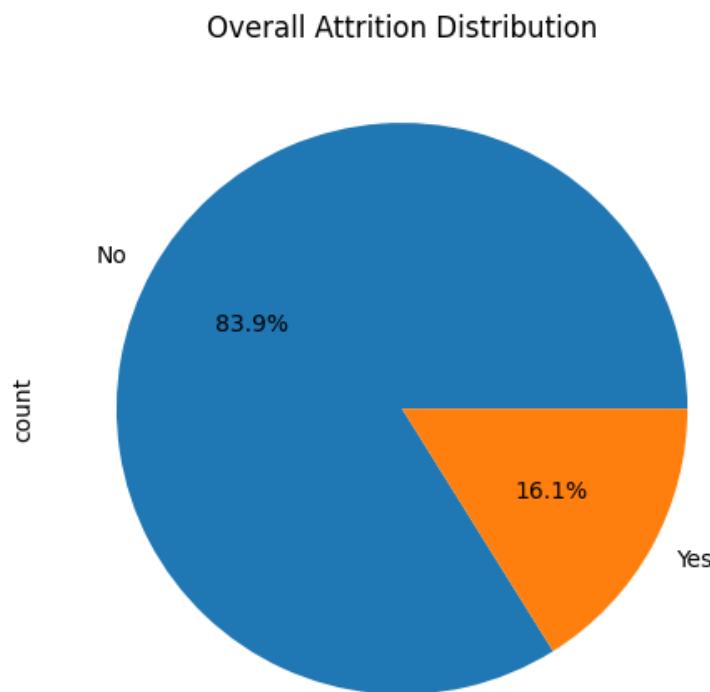
Early-tenure employees leave at much higher rates, highlighting onboarding, expectation alignment, and early engagement challenges.

## Attrition by Overtime



Overtime employees show nearly three times higher attrition, clearly indicating burnout and workload imbalance as major risk factors.

## Overall Attrition Distribution



Approximately one in six employees exited the organization, emphasizing the scale of the attrition issue and its potential business impact.

### **Overall Business Interpretation**

Employee attrition is influenced by workload intensity, early-career experience, compensation levels, and role-specific pressures. High turnover in Sales roles, early-tenure employees, and overtime workers suggests the need for targeted retention strategies focused on onboarding improvements, workload management, compensation review, and employee engagement initiatives.

## **Way Forward – Strategic Recommendations**

### **1. Strengthen Early-Career Onboarding**

Introduce structured onboarding programs, mentorship, and realistic job previews for new hires to reduce early-tenure attrition.

### **2. Optimize Workload and Overtime Policies**

Monitor overtime usage, rebalance workloads, and promote flexible work arrangements to reduce burnout and improve work-life balance.

### **3. Focus on High-Risk Departments and Roles**

Design targeted retention initiatives for Sales and HR teams, including performance support, leadership coaching, and role redesign.

### **4. Review Compensation and Incentives**

Ensure pay structures remain competitive, especially for high-turnover roles, and align incentives with performance and employee well-being.

### **5. Enhance Employee Engagement Programs**

Invest in engagement surveys, career development pathways, recognition programs, and leadership communication to improve job satisfaction.

### **6. Use Data for Continuous Monitoring**

Track attrition KPIs regularly and use dashboards to proactively identify emerging workforce risks before they escalate.

Implementing these actions can significantly improve workforce stability, reduce hiring costs, and strengthen long-term organizational performance.