

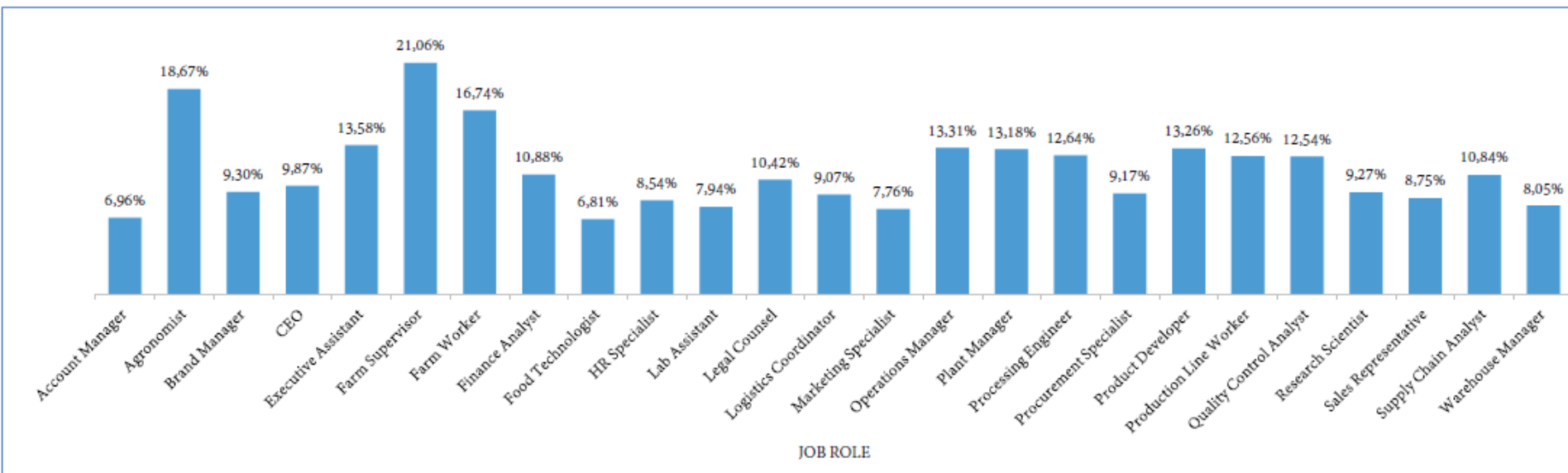
Goals 1: Identify and Address High Attrition Rates

Attrition	%
No	88,12
Yes	11,88
Grand Total	100

Overall Attrition Rate:

11.88%

Attrition is highest among employees earning below USD 50,000, those with 0–2 years of tenure, and employees with low performance ratings. Farm Operations and Food Processing emerge as the most critical departments driving overall turnover.

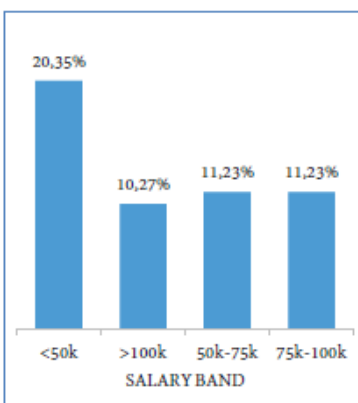


Job Roles with the Lowest Attrition Rates :

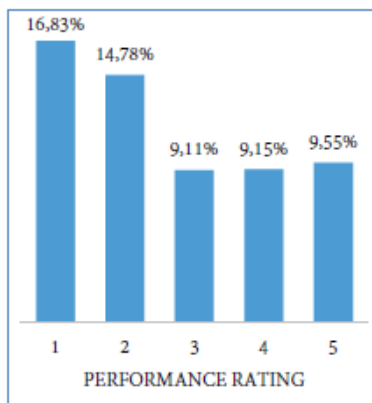
1. Food Technologist
2. Account Manager
3. Marketing Specialist

Job Roles with the Highest Attrition Rates :

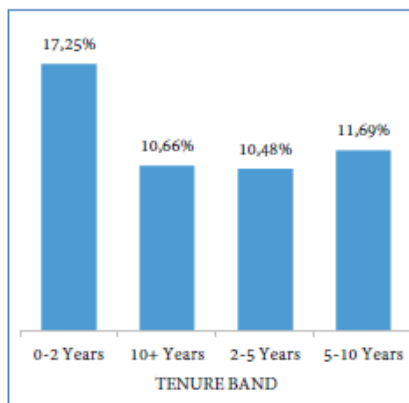
1. Farm Supervisor
2. Agronomist (18,67%)
3. Farm Worker (16,74%)



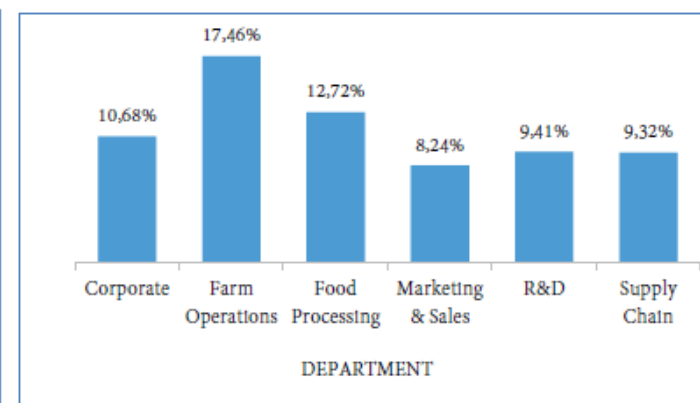
Employees earning below USD 50,000 show a significantly higher attrition rate.



Employees with lower performance ratings tend to have higher attrition rates.



Employees with 0–2 years of tenure show the highest attrition rate.

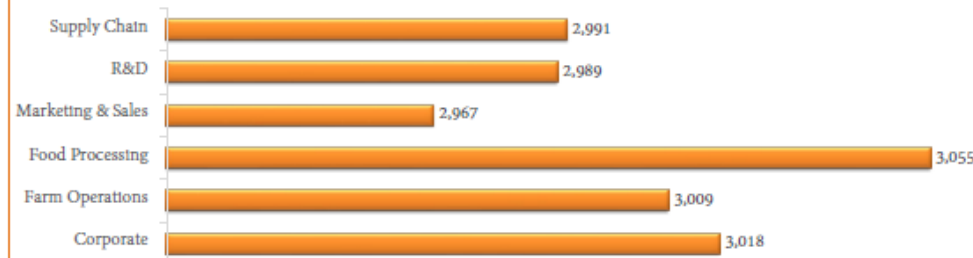


The Farm Operations and Food Processing departments show significantly higher attrition rates compared to other departments.

Goals 2: Performance Gaps Across Business Units

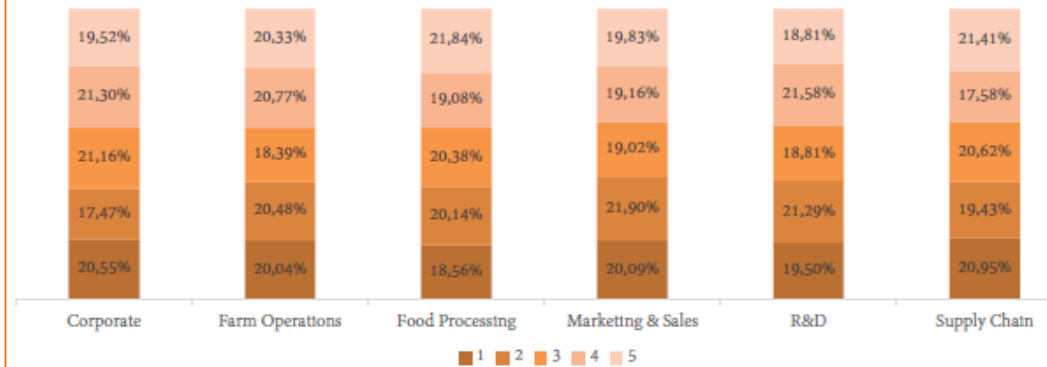
Marketing & Sales and R&D show a higher concentration of low performance ratings (1–2), indicating potential skill gaps or alignment issues. In contrast, Food Processing demonstrates stronger performance outcomes with the highest proportion of top performers.

Performance Rating by Department



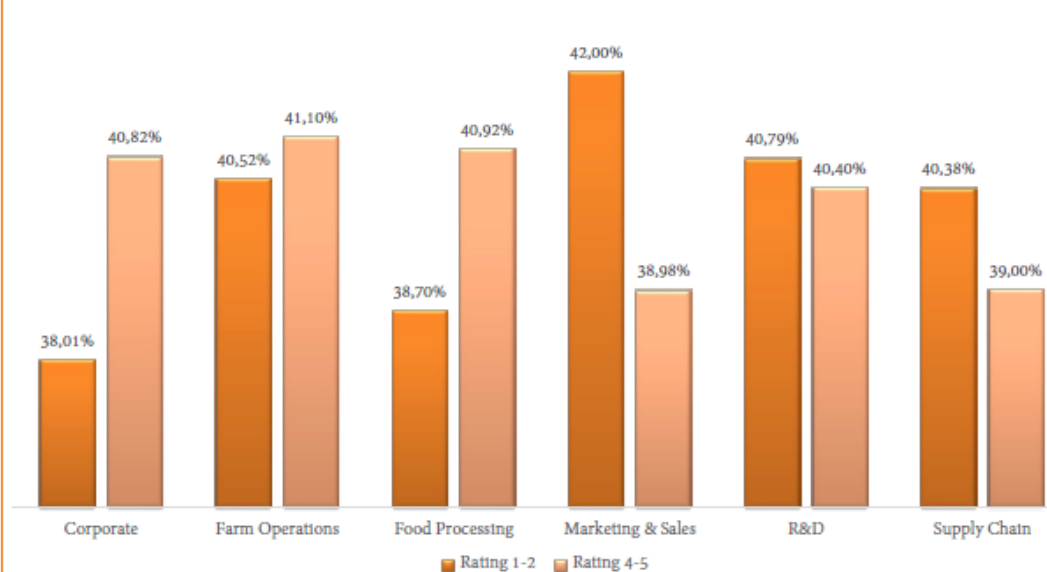
Average performance scores across departments are relatively similar, ranging from 2.97 to 3.06.

Performance Rating Distribution by Department



Marketing & Sales have the highest proportion of employees with performance scores in the 1–2 range, indicating a relatively large group of underperformers.

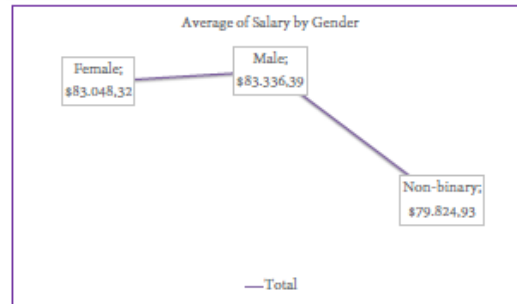
Average Performance Rating Classification by Department



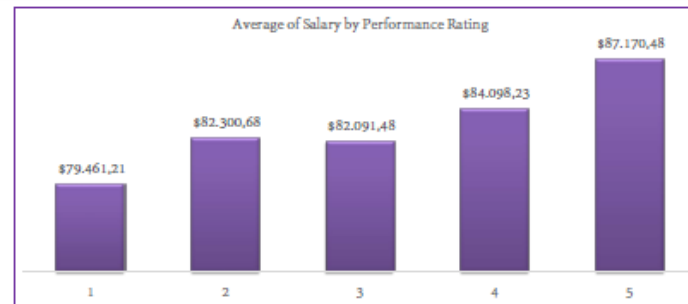
Food Processing has the highest concentration of employees with top performance scores (rating 5), indicating a strong presence of high performers. This department also has one of the smallest proportions of employees with low performance scores (ratings 1–2).

Goal 3 : Compensation Equity Issues

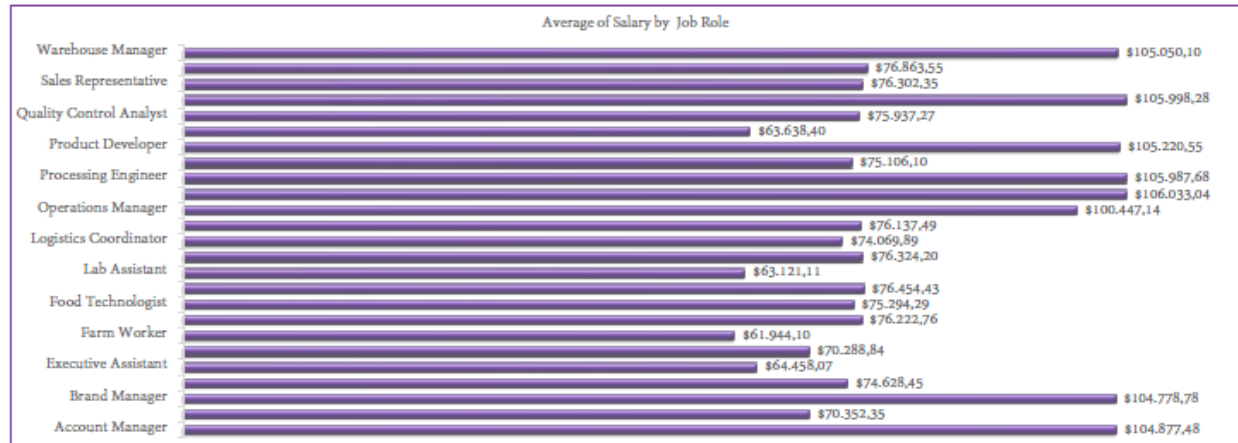
Overall compensation aligns with education, role complexity, performance, and tenure; however, notable pay disparities persist across certain demographic groups. Non-binary employees and some entry-level or non-specialist roles receive lower average compensation compared to peers.



The gap for non-binary employees appears more pronounced, with average salaries around USD 3,200–3,500 lower than those of male and female employees.



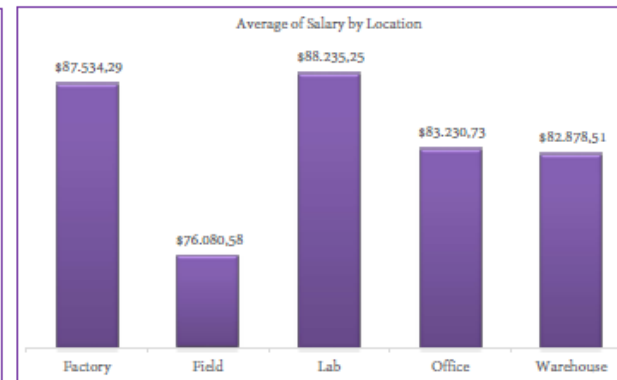
A positive relationship between performance and compensation. But, there is a small anomaly where employees with a performance rating of 2 have a slightly higher average salary than those with a rating of 3.



Specialized roles that require highly specific expertise or hold strategic value for the business command higher salary levels vary widely across job roles, reflecting differences in responsibility, skill requirements, and market demand.



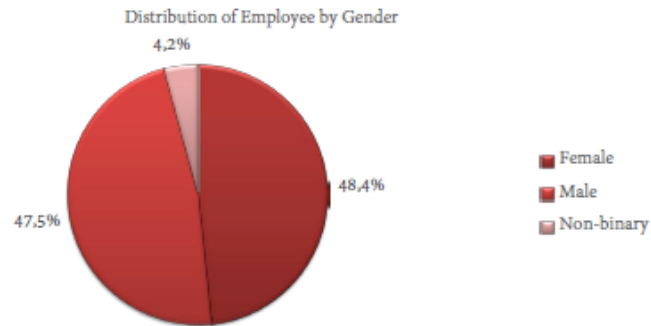
Employees' average salaries increase significantly with longer tenure, reflecting



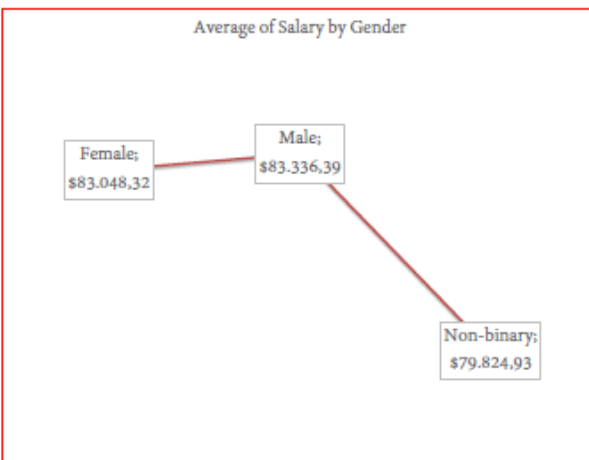
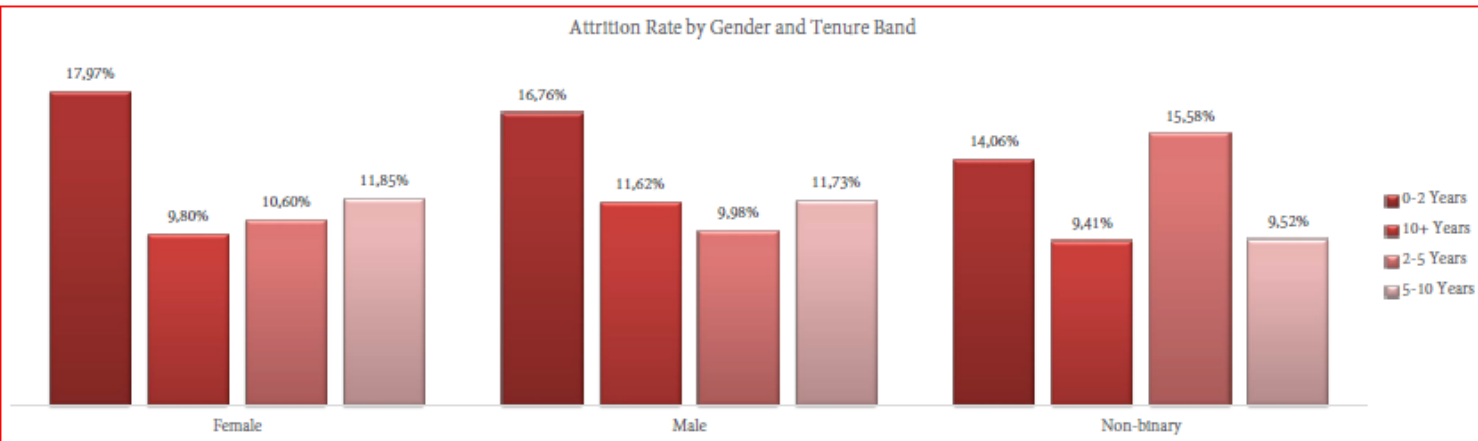
Employees working in field-based roles receive the lowest average salary compared to

Goal 4 : Diversity and Inclusion Challenges

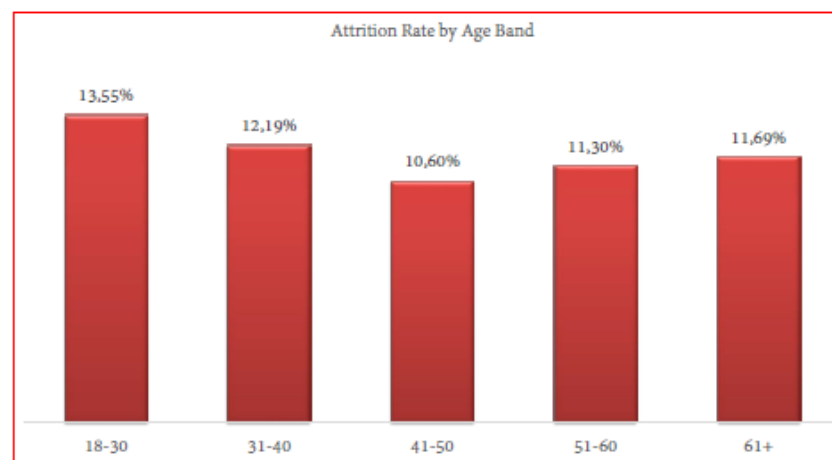
From a diversity perspective, representation appears relatively balanced. However, from an inclusion lens, disparities emerge in attrition and compensation outcomes—particularly for non-binary and early-career employees.



Gender representation appears relatively **balanced at an aggregate level**. However, **attrition among non-binary employees does not decline as clearly with tenure** as observed for male and female employees, indicating potential inclusion and retention challenges



Non-binary employees earn lower average salaries, indicating potential inclusion and equity gaps rather than diversity issues.



Younger employees (18-30) show higher attrition, suggesting early-career inclusion and support gaps.