



HR ATTRITION ANALYSIS



OVERVIEW



SATISFACTION



PERFORMANCE



BENEFITS



TRAVEL



ATTRITION OVERVIEW

Department

All



Education Level

All



Age Group

All



1,470

Total Employees



237

Attrition



1,233

Active Employees



16.12%

Attrition Rate

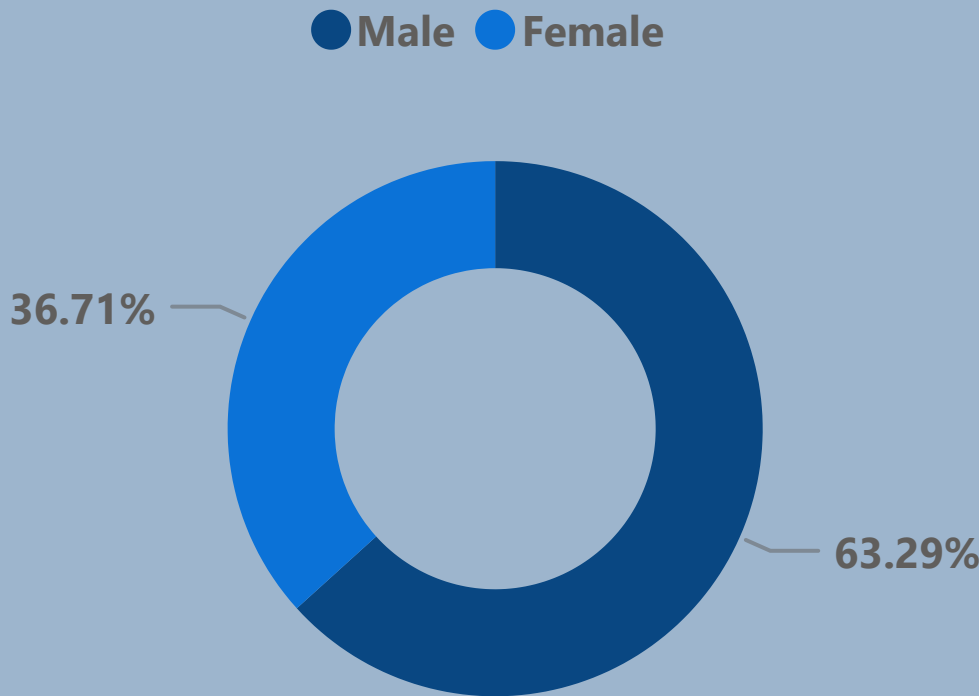


37

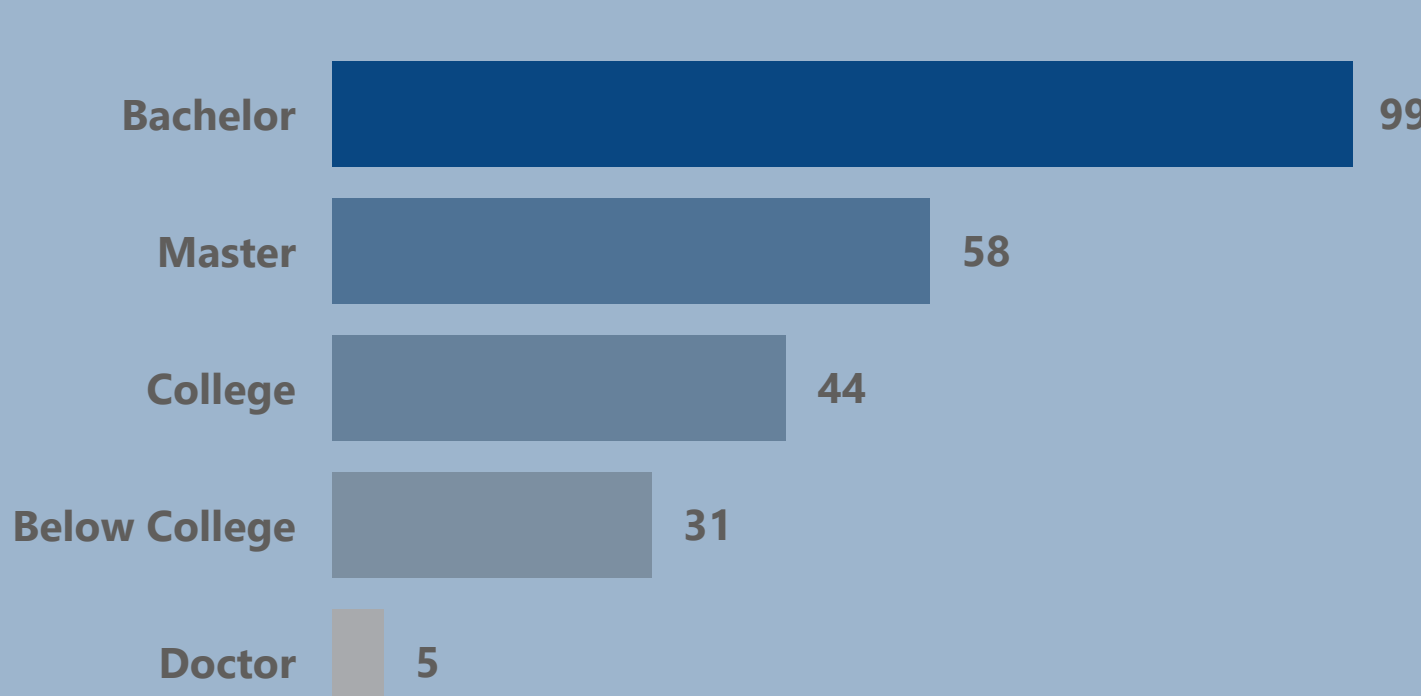
Average Age



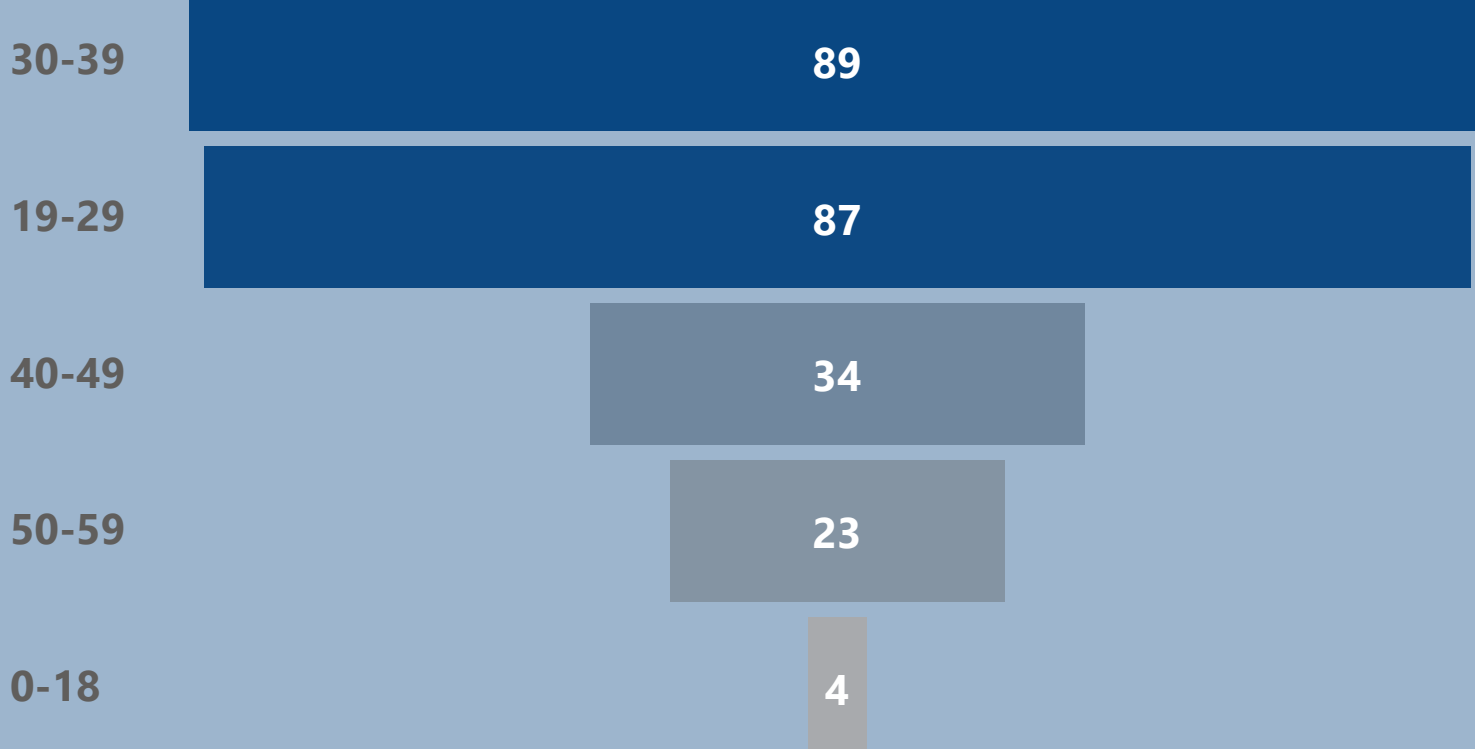
Attrition by Gender



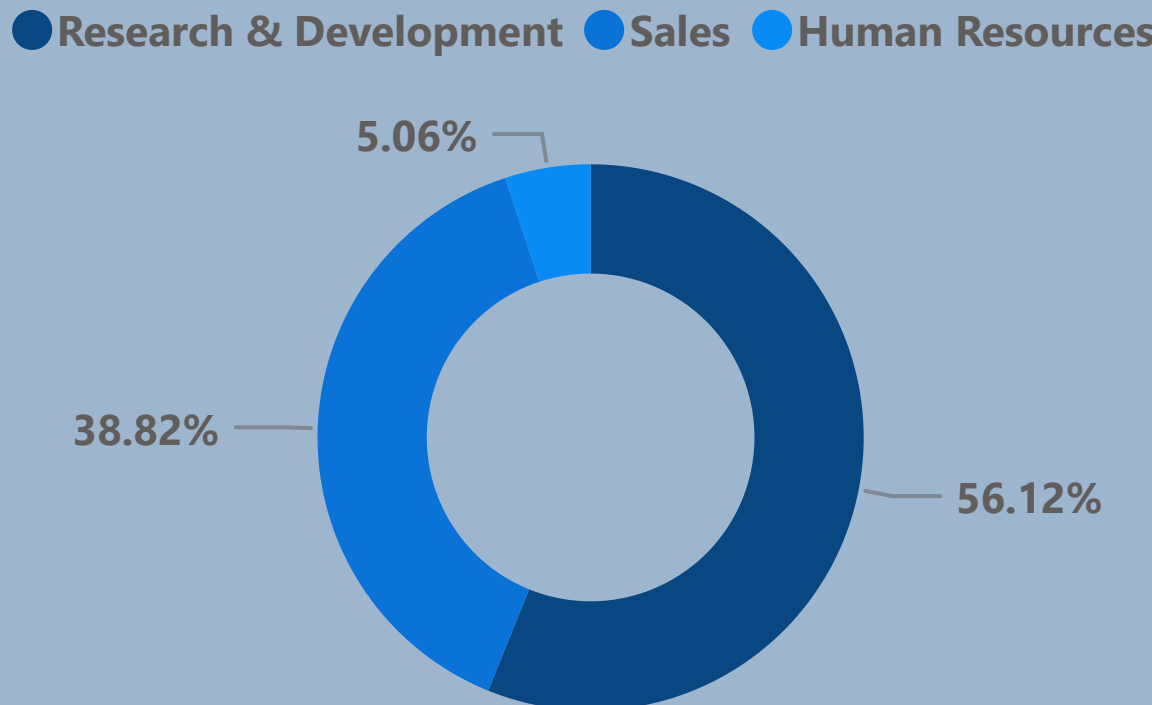
Attrition by Education



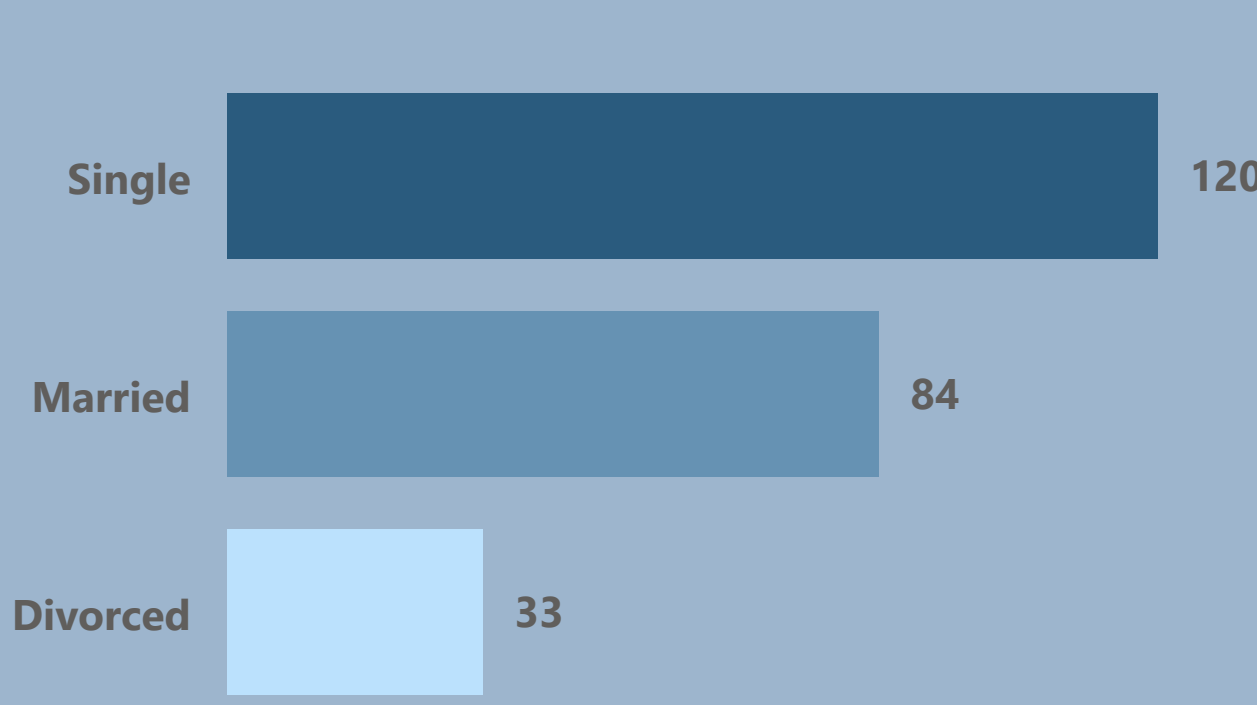
Attrition by Age Group



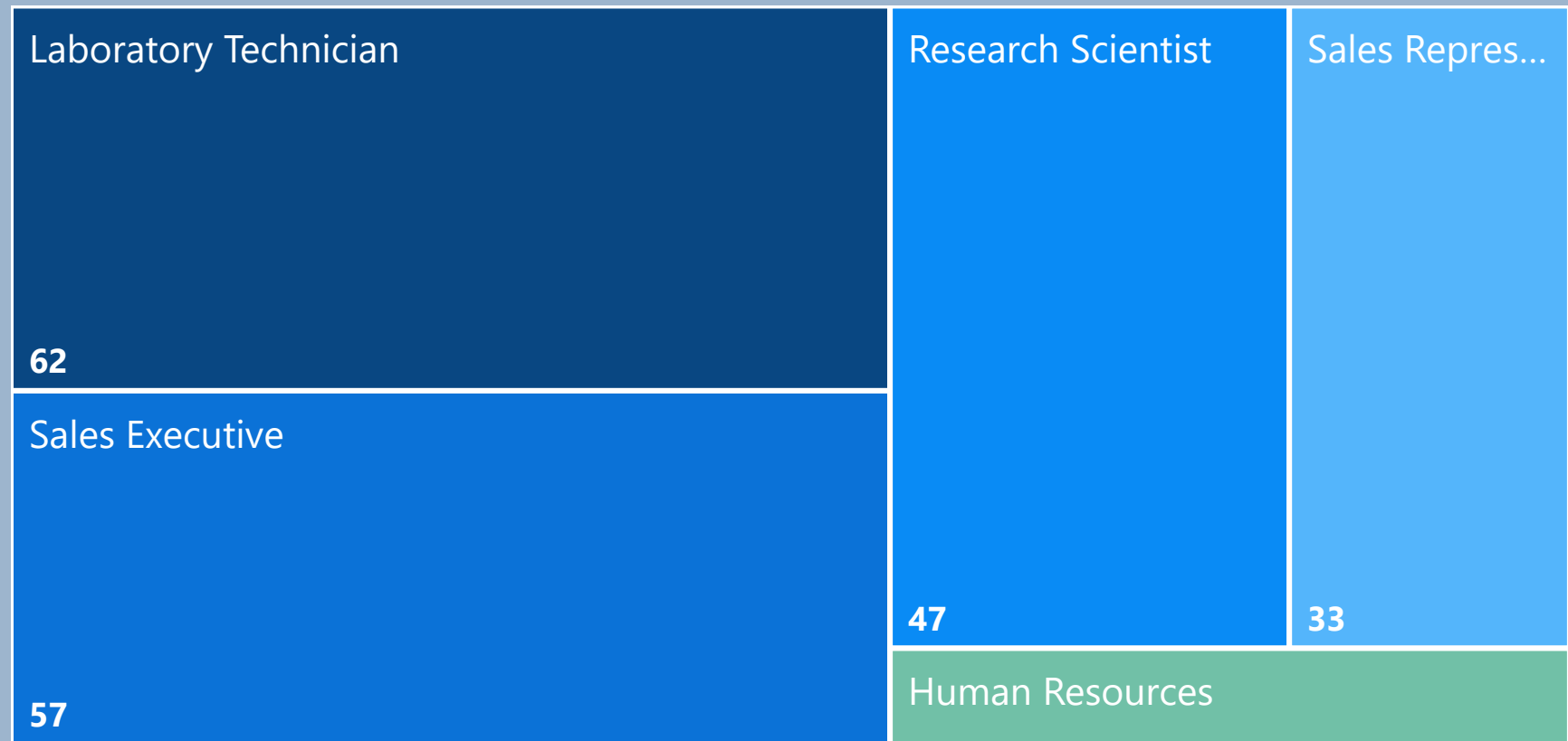
Attrition by Department



Attrition by Marital Status



Attrition by Top 5 Job Role





EMPLOYEE SATISFACTION

Department

All

Education Level

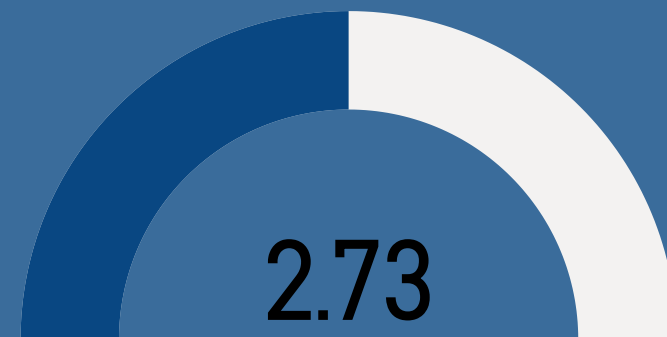
All

Age Group

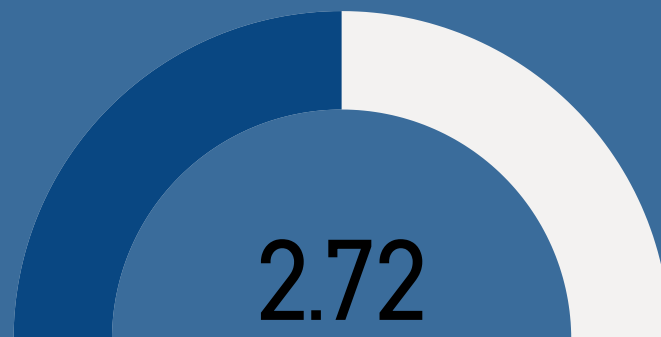
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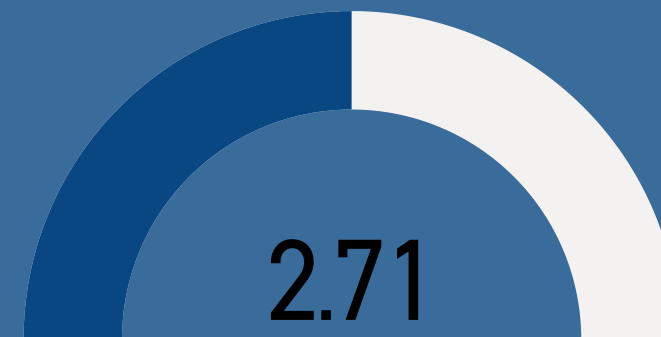
Avg Job Satisfaction



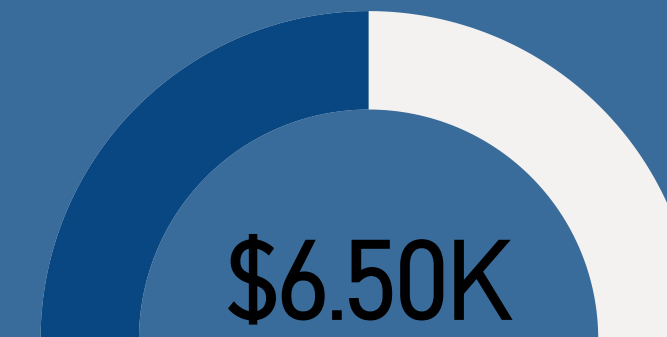
Avg Environment Satisfaction



Avg Relationship Satisfaction



Avg Monthly Income



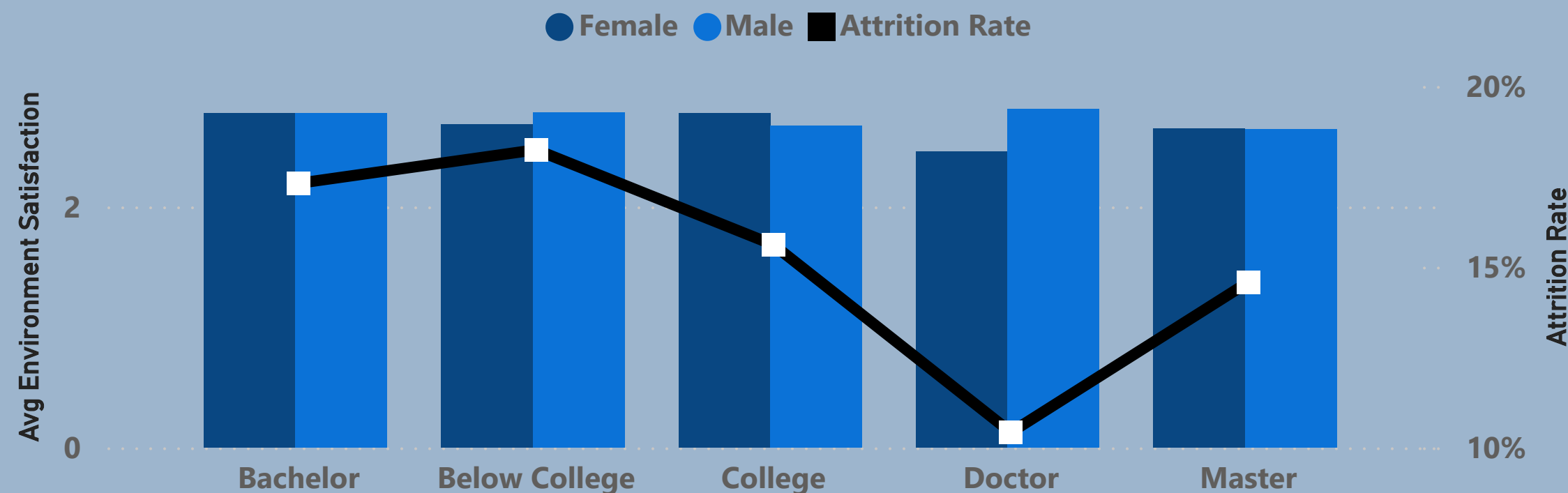
Avg Environment Satisfaction

Avg Job Satisfaction

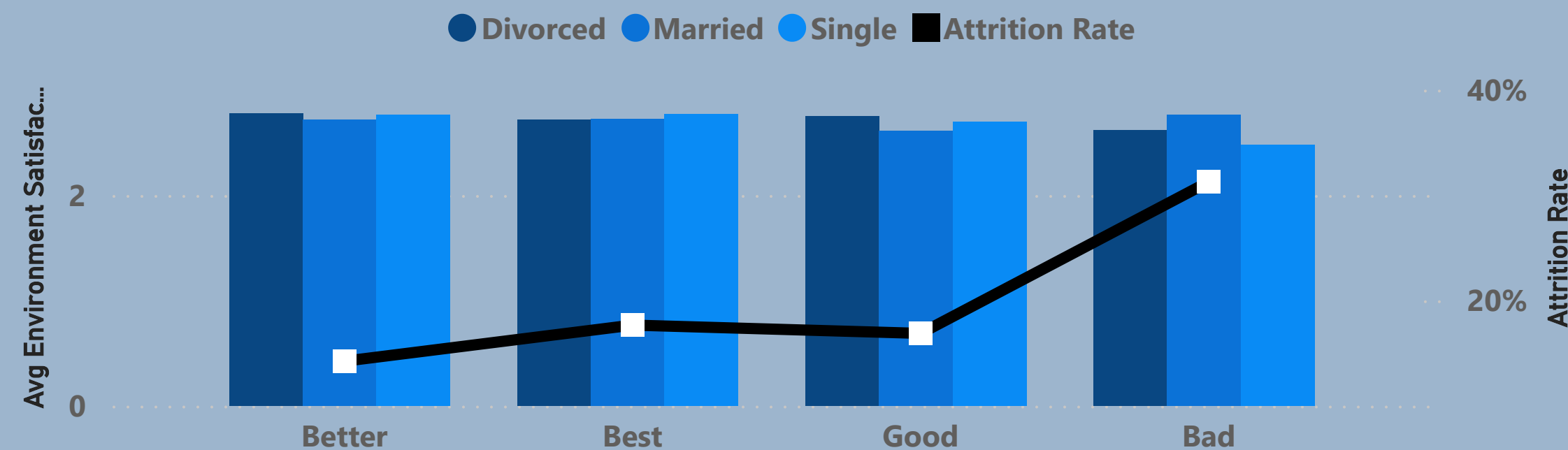
Avg Monthly Income

Avg Relationship Satisfaction

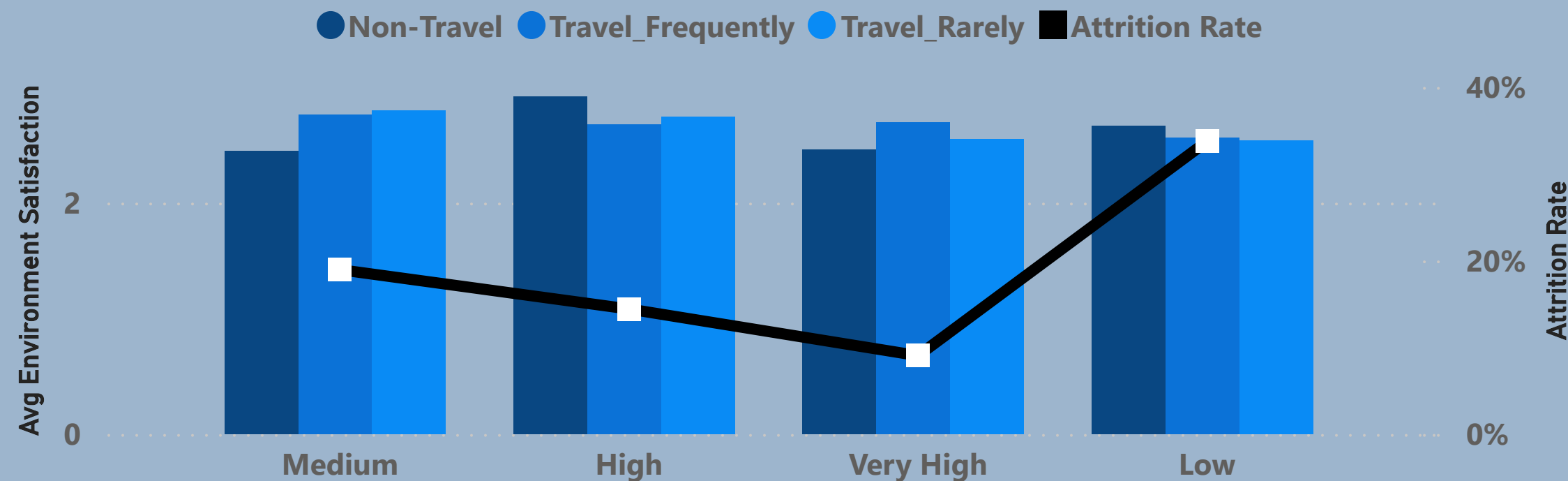
Avg Environment Satisfaction and Attrition Rate by Education and Gender



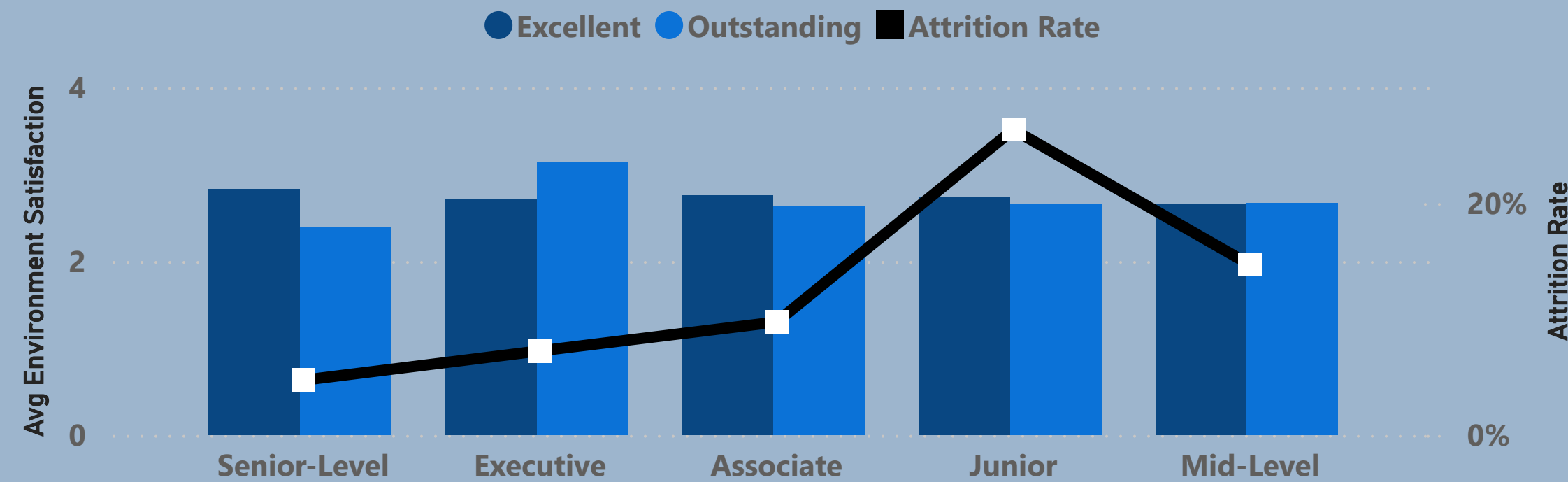
Avg Environment Satisfaction and Attrition Rate by Work Life Balance and Marital Status



Avg Environment Satisfaction and Attrition Rate by Job Involvement and Business Travel



Avg Environment Satisfaction and Attrition Rate by Job Level and Performance Rating





PERFORMANCE AND ATTRITION

Department

All

Education Level

All

Age Group

All



16.37%
Attrition Rate of High Performers

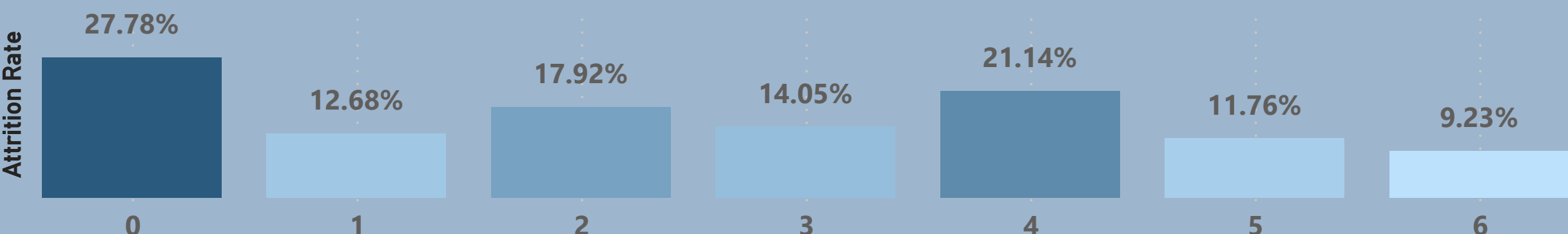
15.96%
Female High Performers Attrition

16.67%
Male High Performers Attrition

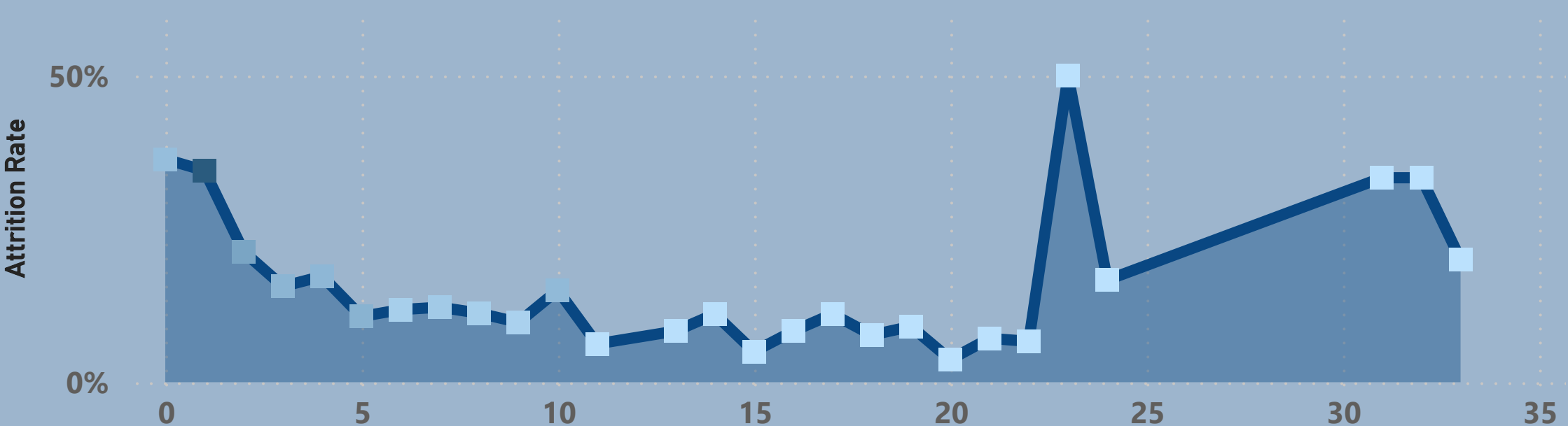
Attrition Rate by Performance Rating



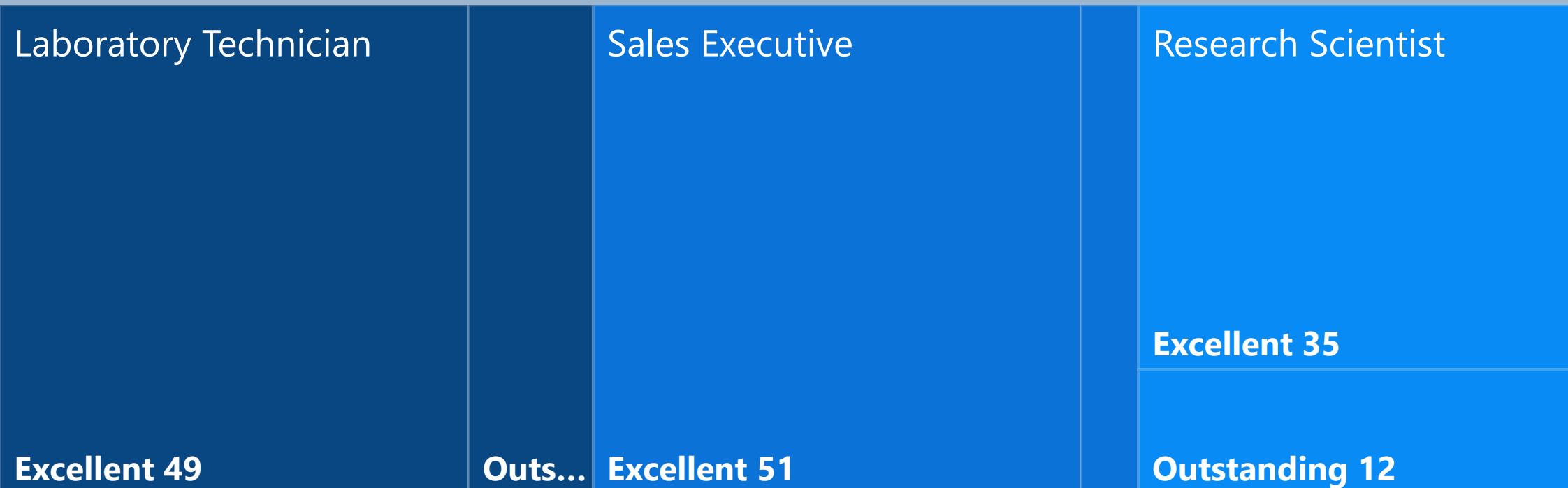
Attrition Rate by Training Times Last Year



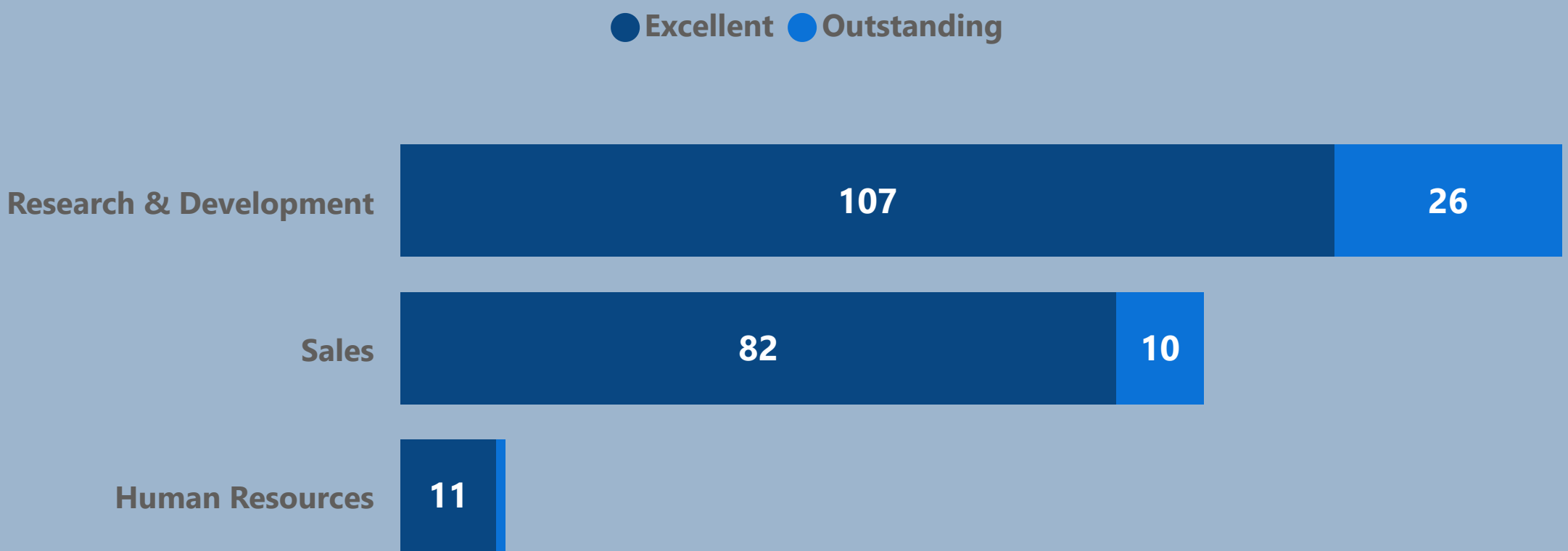
Attrition Rate by Years At Company



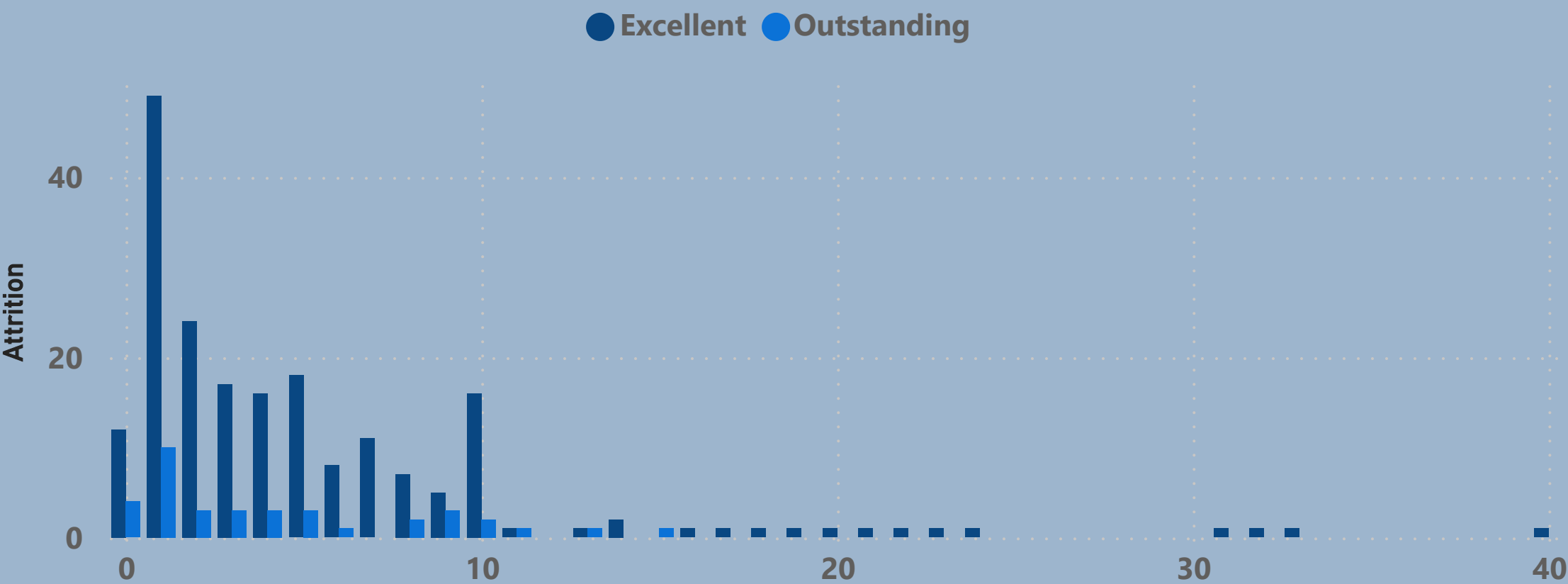
Attrition by Top 3 Job Role and Performance Rating



Attrition by Department and Performance Rating



Attrition by Years At Company and Performance Rating





BENEFITS AND ATTRITION

Department

All

Education Level

All

Age Group

All



1,470

Total Employees



16.12%

Attrition Rate



\$6.50K

Avg Monthly Income

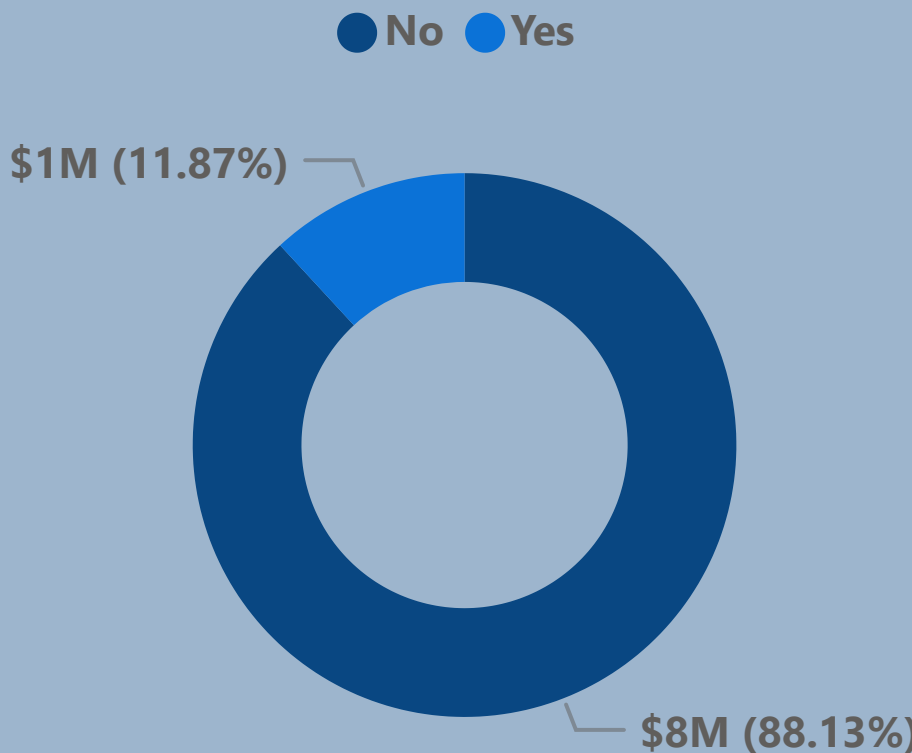


\$65.89

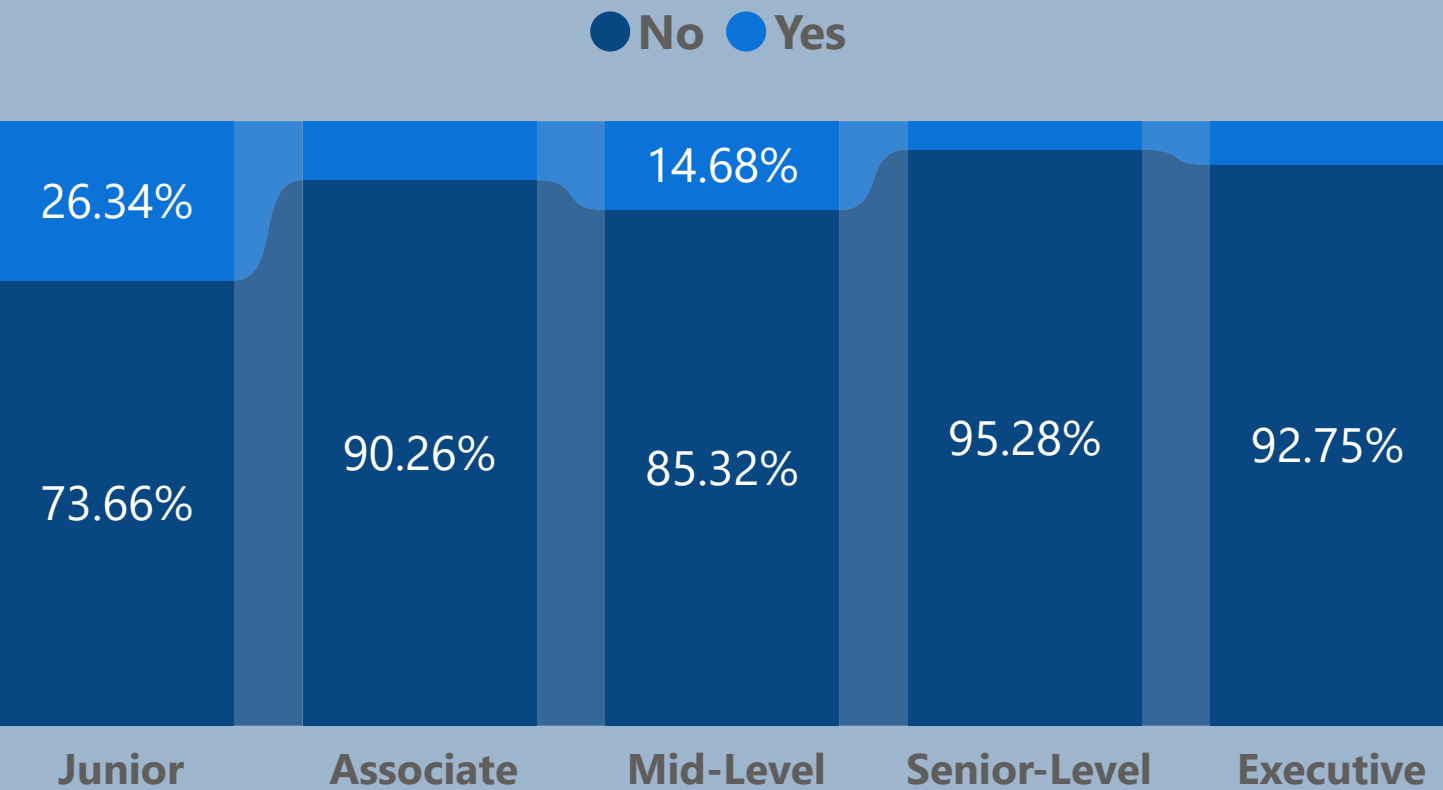
Avg Hourly Rate



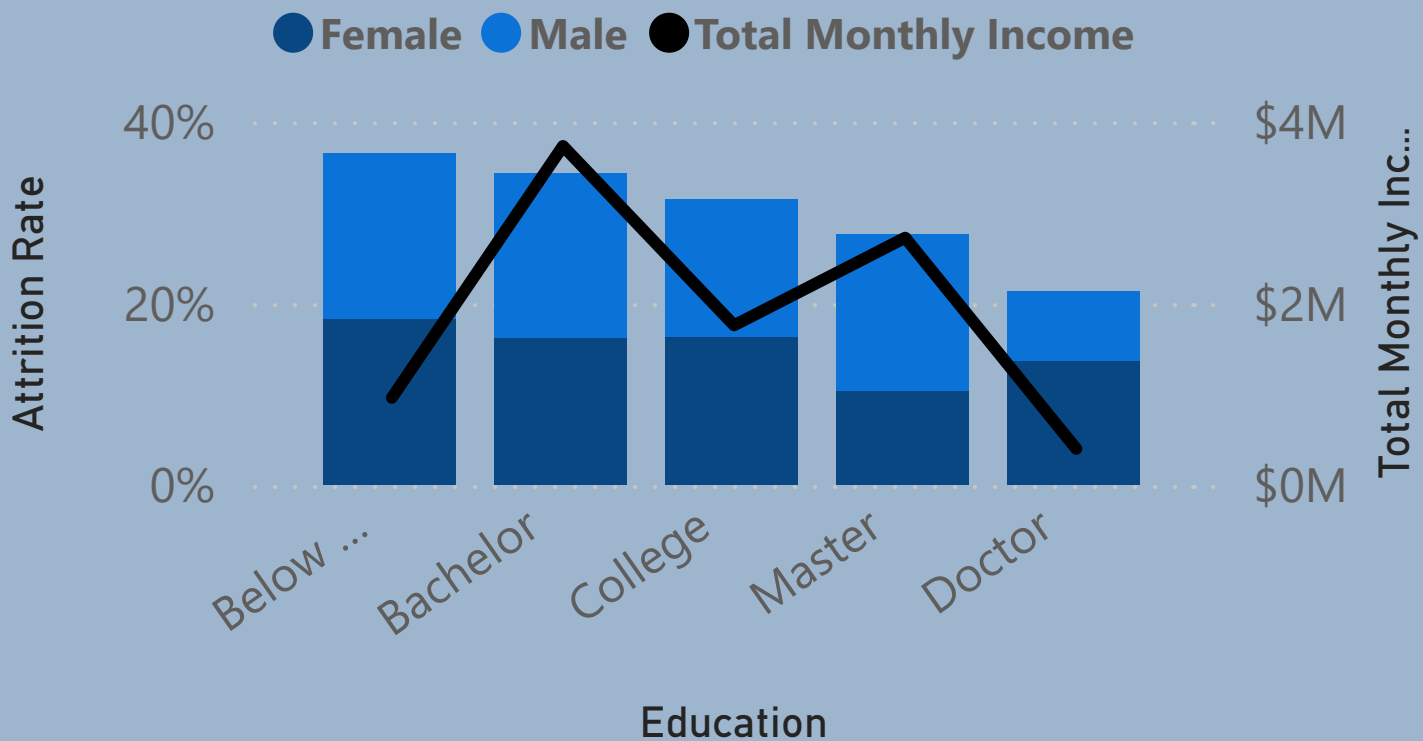
Monthly Income by Attrition



Sum of Standard Hours by Job Level and Attrition



Attrition Rate and Total Monthly Income by Education and Gender



Attrition and Comprehension by Experience in Years

Experience	Attrition Rate	Total Monthly Income	Avg Monthly Rate	Avg Hourly Rate
0	36.36%	\$180,994	\$14,328.36	\$68.89
1	34.50%	\$800,503	\$15,010.38	\$67.35
2	21.26%	\$629,096	\$14,643.25	\$64.06
3	15.63%	\$650,112	\$13,950.30	\$65.69
4	17.27%	\$562,086	\$14,107.69	\$66.31
5	10.71%	\$1,116,165	\$14,404.57	\$67.16
6	11.84%	\$419,828	\$14,607.30	\$68.21
7	12.22%	\$607,079	\$13,693.89	\$65.86
8	11.25%	\$513,210	\$14,248.76	\$64.13

Attrition by Compensation and Job Role

Job Role	< 3000	3000 - 5999	6000 - 8999	9000+
Healthcare Representative		2.27%	10.00%	8.11%
Human Resources	38.46%			50.00%
Laboratory Technician	29.63%	17.80%	16.67%	
Manager				4.90%
Manufacturing Director		6.67%	4.44%	10.00%
Research Director				2.50%
Research Scientist	21.08%	10.08%		
Sales Executive		15.33%	14.95%	26.09%



TRAVEL AND ATTRITION

Department

All



Education Level

All



Age Group

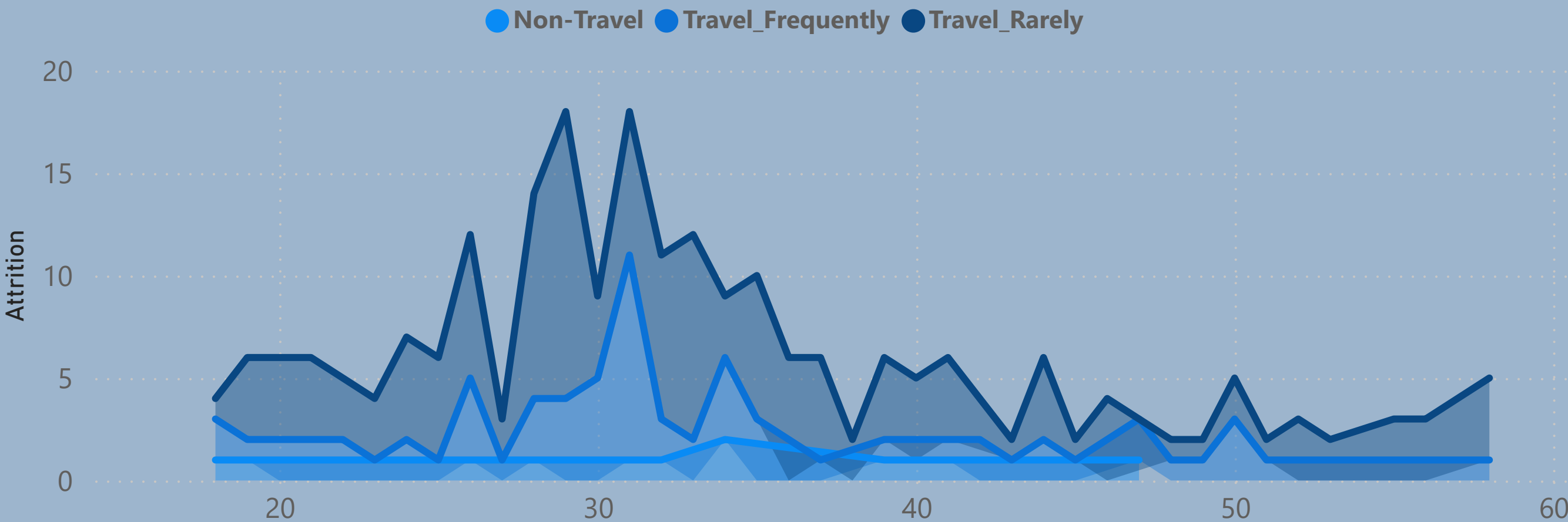
All



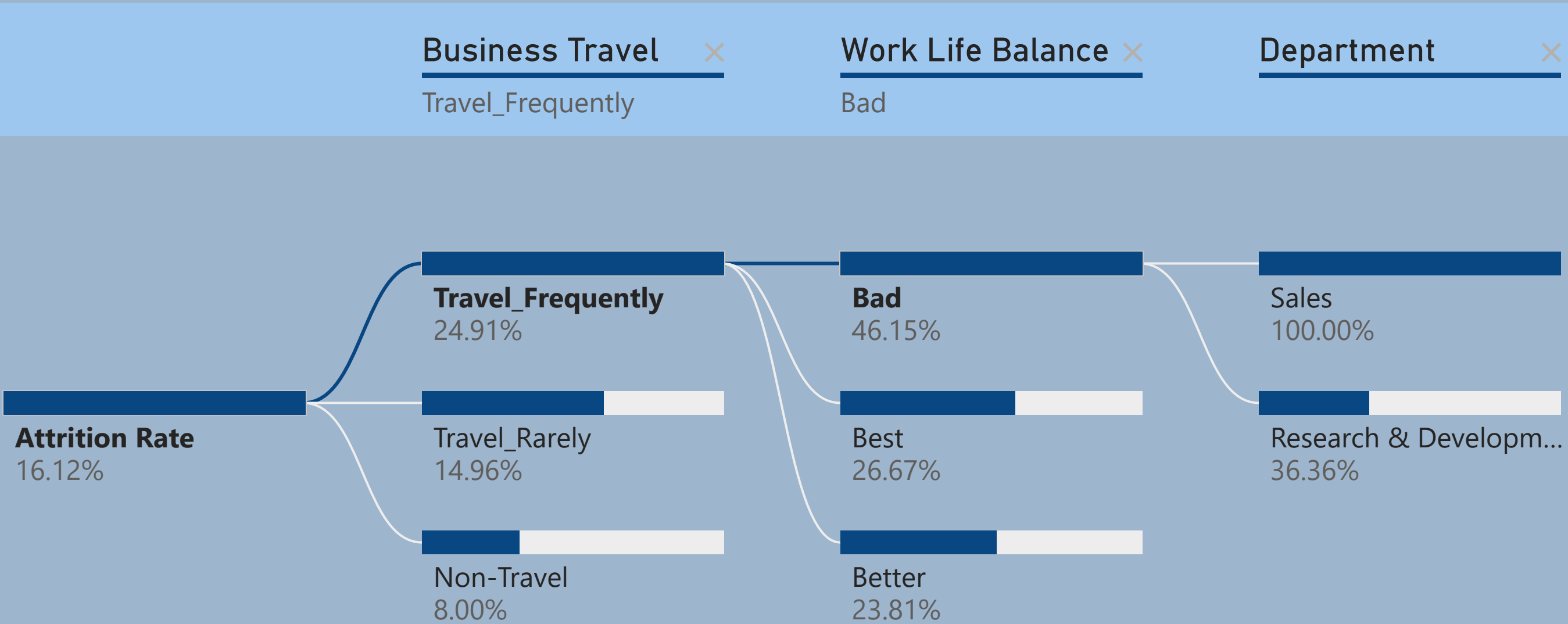
Attrition by Travel, Department and Employee Satisfaction

Business Travel		High	Low	Medium	Very High
Non-Travel	Research & Development	5.26%	21.05%	7.14%	3.85%
	Sales		10.00%	22.22%	6.67%
	Human Resources	33.33%	25.00%	66.67%	
Travel_Frequently	Research & Development	24.07%	31.71%	13.79%	12.07%
	Sales	26.92%	42.86%	36.84%	32.00%
	Human Resources	5.00%	50.00%	11.11%	27.27%
Travel_Rarely	Research & Development	11.50%	20.47%	9.70%	11.76%

Attrition by Age and Business Travel



Attrition Breakdown by Travel Frequency, Work-Life Balance, and Department



Attrition by Business Travel

