**HR Analytics Report**

**Overview**

* **Total Employees:** 282
* **Active Employees:** 238
* **Attrition Count:** 44
* **Attrition Rate:** 15.6%
* **Average Employee Age:** 37 years

**1. Department-wise Attrition**

* **R&D:** 23 employees (52.27%)
* **Sales:** 18 employees (40.91%)
* **HR:** 3 employees (6.82%)

📌 *Highest attrition is in the R&D department, followed by Sales.*

**2. Age Group Distribution**

* **Under 25:** 5 employees (1 Female, 4 Male)
* **25–34:** 97 employees (55 Male, 42 Female)
* **35–44:** 101 employees (64 Male, 37 Female)
* **45–54:** 65 employees (28 Male, 37 Female)
* **Over 55:** 14 employees (majority Male)

📌 *Majority of employees are between* ***25–44 years****.*

**3. Attrition Rate by Gender & Age Group**

* **Under 25:** 20%
* **25–34:** 55.56% (Male), 44.44% (Female)
* **34–44:** 63.64% (Male), 36.36% (Female)
* **45–54:** 62.5% (Male), 37.5% (Female)
* **Over 55:** 100% attrition (all Male)

📌 *Attrition is most severe in the* ***Over 55*** *and* ***25–44*** *age groups.*

**4. Education Field-wise Attrition**

* **Life Sciences:** 18 employees
* **Medical:** 15 employees
* **Marketing:** 6 employees
* **Technical:** 4 employees
* **Other:** 1 employee
* **Human Resources:** 0 attrition

📌 *Life Sciences & Medical fields experience the highest attrition.*

**5. Job Satisfaction Analysis**

* **Lowest satisfaction scores:** Laboratory Technician & Sales roles.
* **Highest satisfaction scores:** Managers and Directors show relatively better satisfaction levels.

📌 *Improving job satisfaction in technical roles may reduce attrition.*

**Key Insights & Recommendations**

1. **Focus on R&D and Sales Departments** – They contribute over 90% of attrition.
2. **Target Retention in Mid-career Employees (25–44 yrs)** – They represent the largest workforce and highest attrition.
3. **Employee Engagement for Over 55 Group** – Attrition is 100%, signaling disengagement near retirement.
4. **Enhance Job Satisfaction Programs** – Especially for Laboratory Technicians & Sales teams.
5. **Customized Retention Strategies** – Different age and education groups require tailored HR policies.