HR ATTRITION DASHBOARD

DEMOGRAPHICS

A demographic report summarizes employee statistics including age groups, gender, distance from home, and marital status, providing insights into workforce diversity and cummuting patterns for informed decision - making

TURNOVER ANALYSIS 11

A turnover analysis report consolidates employee data, featuring attrition by job level, overtime performance ratings, monthly income, and attrition increase levels, offering critical insights for effective HR strategies and decision making

TURNOVER ANALYSIS 1

The Turnover Analysis 1 report provides insights into employee attrition, including department by department. job roles affected, business travel impact, and total years in the current role, aiding in workforce management and retention strategies.
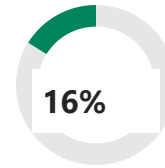
EMPLOYEE WELLNESS

A turnover analysis report consolidates employee data, featuring attrition by job level overtime performance ratings, monthly income, and attrition increase levels, offering critical insights for effective HR strategies and decision making
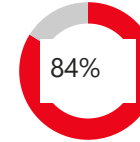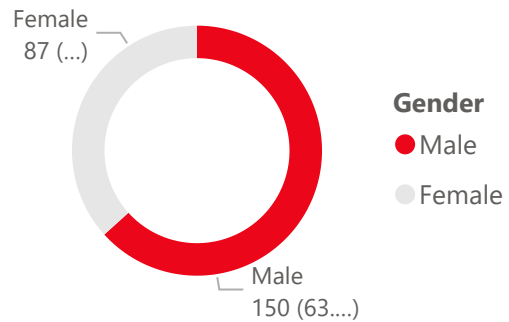
DEMOGRAPHICS

Total Employees
1470

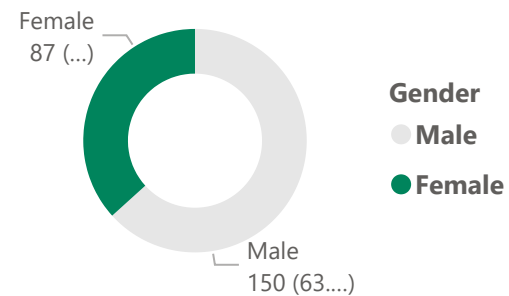16% **237**

84% **1233**

No ● Yes ●

Male Employee Attrition

Female 87 (...)

Male 150 (63....)

Gender
● Male
● Female

Total Female Employee Attrition

Female 87 (...)

Male 150 (63....)

Gender
● Male
● Female

Total Attrition by Education Field

EducationField	Count of Attrition
Life Scie...	Count of Attrition 606
Medical	Count of Attrition 464
Marketing	Count of Attrition 159
Technica...	Count of Attrition 132
Other	Count of Attrition 82
Human ...	Count of Attrition 27

Count of Attrition

Total Attrition by Age

Age (groups)	Sum of Attrition Count
31-45	103
18-30	100
46-60	34

Sum of Attrition Count

Total Attrition by work life Balance

WorkLifeBalance (groups)	Sum of Attrition Count
Good	
Average	
Excellent	
Bad	

Sum of Attrition Count
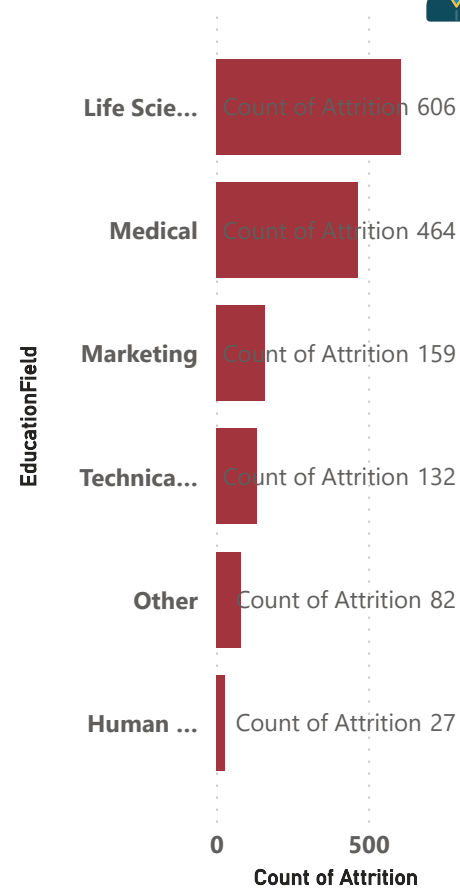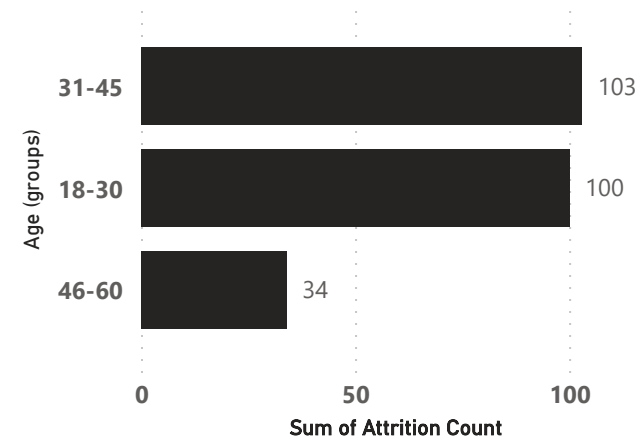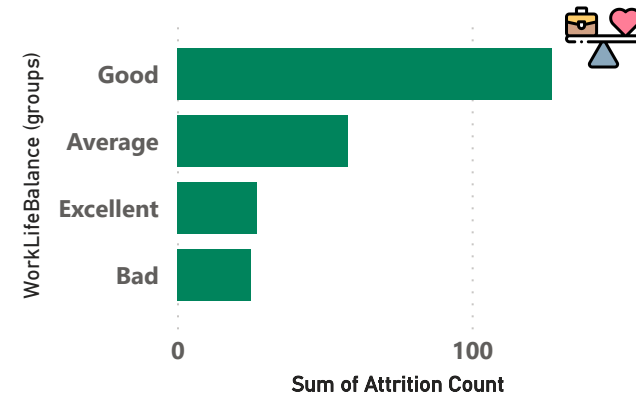
Total Attrition by Distance from Home

DistanceFromHome (groups)	Sum of Attrition Count
Near	144
Far	48
Very Far	45

Sum of Attrition Count
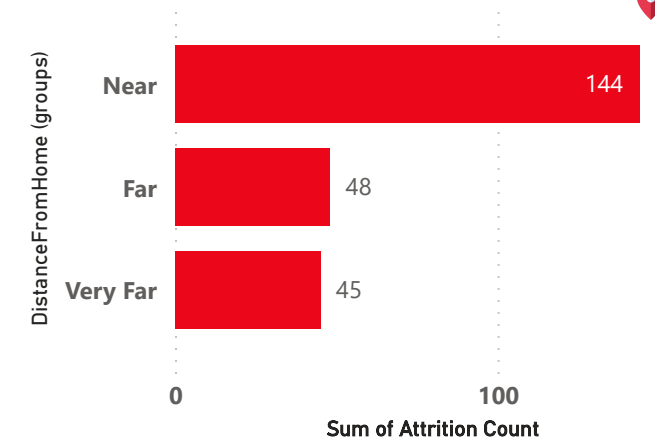
Total Attrition by Marital Status

Gender ● Female ● Male

MaritalStatus	Female	Male
Single	47	73
Married	31	53
Divorced	9	24

Sum of Attrition Count
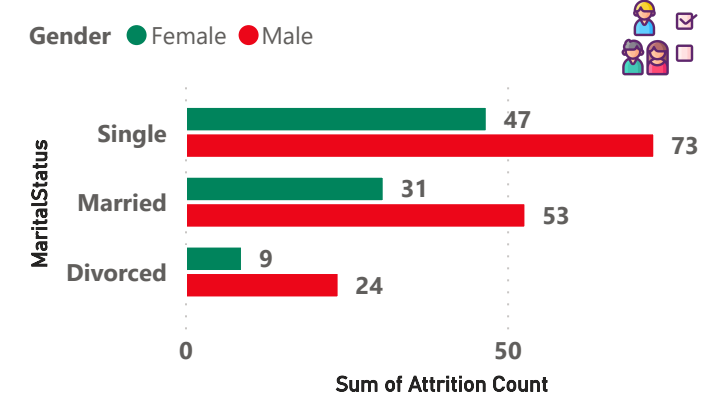
TURNOVER ANLYSIS 1

7.01
Average working years

9
Count of JobRole

Total attrition by job role

Gender ● Female ● Male

JobRole	
Labo...	Male 46 — 62
Sale...	Male 37 — 57
Rese...	Male 30 — 47
Sale...	33
Hum...	12
Man...	10
Heal...	9
Man...	5
Rese...	2

Total attrition by job ...
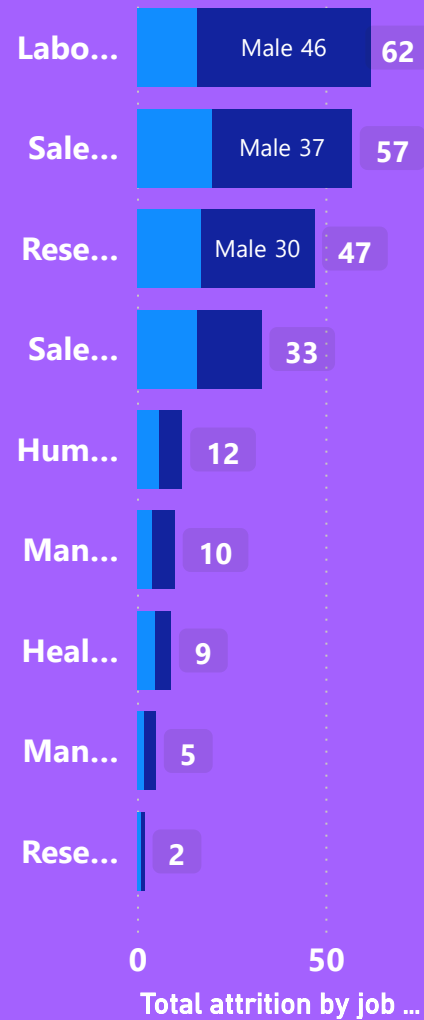
Total Attrition by Department

● **Research & Development** ● **Sales** ● **Human Resources**

12 (5.06%)
92 (38.82%)
133 (56.12%)

Total attrition by years in current role

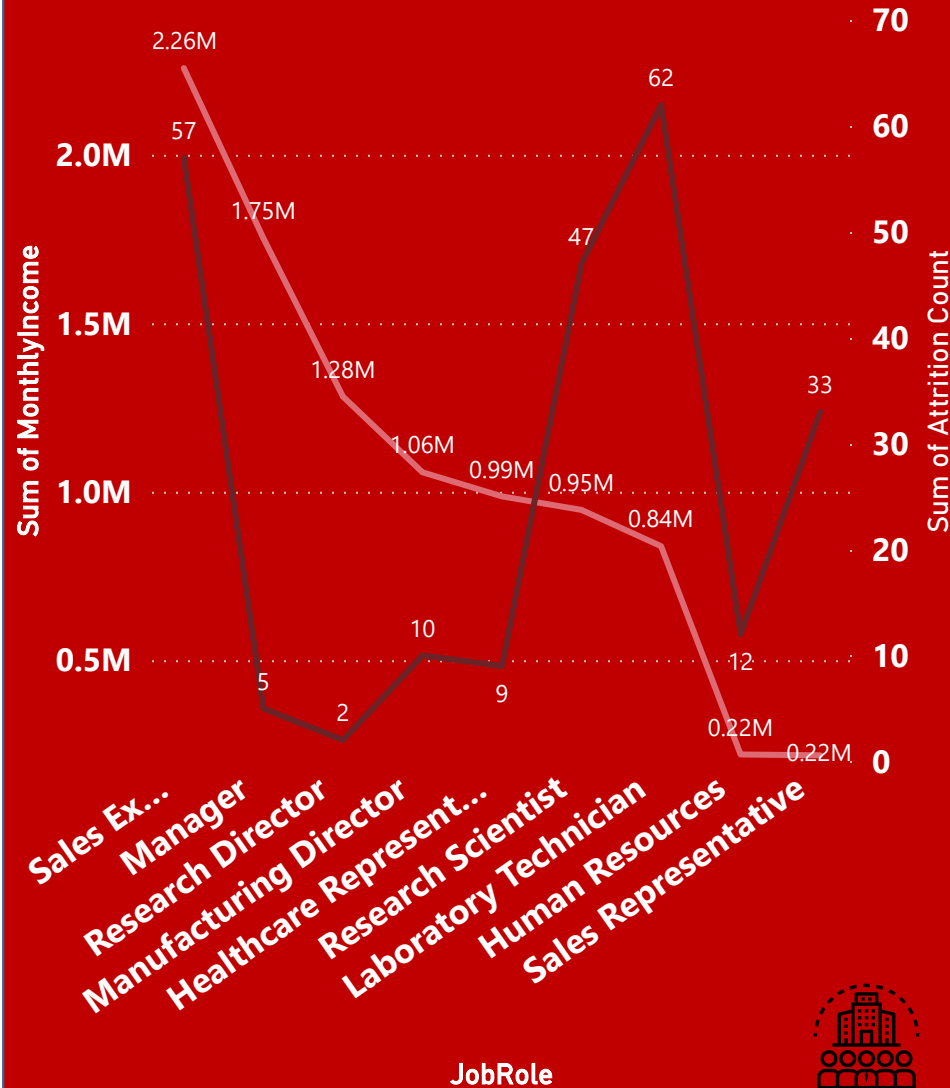Department ● Human Resources ● Research & Development ● Sales

Sum of Attrition Count vs YearsInCurrentRole

Total attrition by Business travel

Gender ● Female ● Male

BusinessTravel	
Travel_Rarely	54 / 102
Travel_Freq...	30 / 39
Non-Travel	3 / 9

Sum of Attrition Count
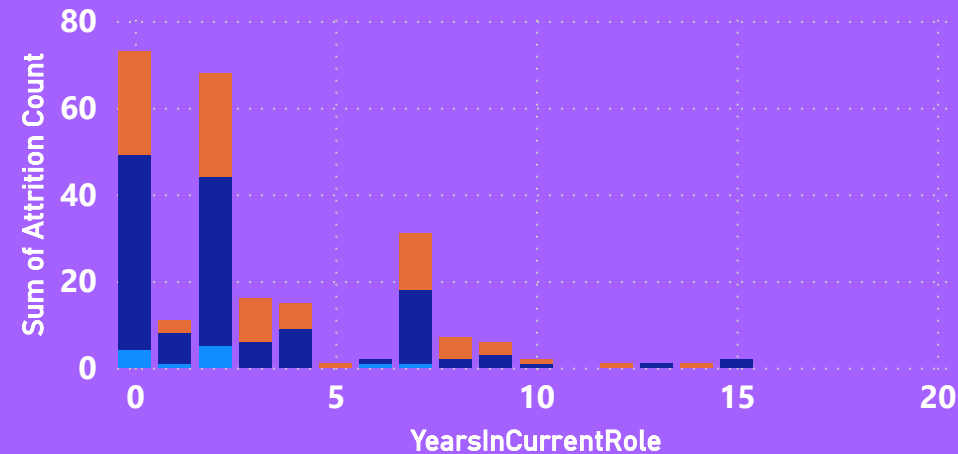
Total Attrition by job role

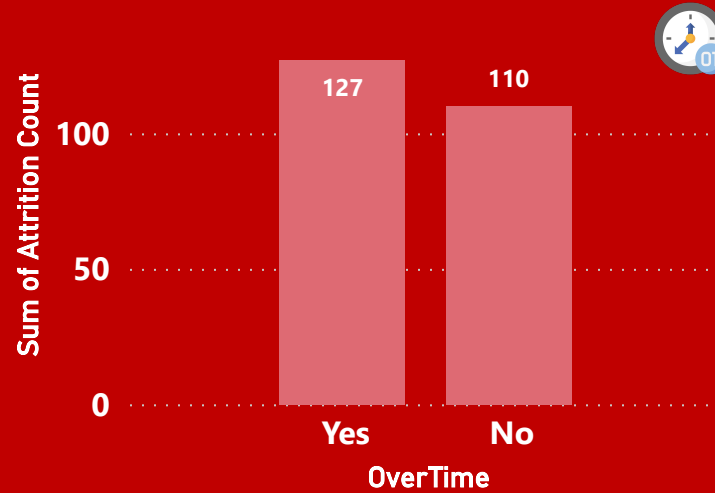| JobRole ▲	Sum of Attrition Count
Healthcare Representative	9
Human Resources	12
Laboratory Technician	62
Manager	5
Manufacturing Director	10
Research Director	2
Research Scientist	47
Total	**237**

TURNOVER ANALYSIS 11

Total Monthly Income attrition by Job role

● Sum of MonthlyIncome ● Sum of Attrition Count

- 2.26M — 57
- 1.75M
- 1.28M
- 1.06M — 10
- 0.99M — 9
- 0.95M — 47
- 0.84M — 62
- 0.22M — 12
- 0.22M — 33
- 5
- 2

JobRole: Sales Ex..., Manager, Research Director, Manufacturing Director, Healthcare Represent..., Research Scientist, Laboratory Technician, Human Resources, Sales Representative

Total Attrition by Over time

OverTime	Sum of Attrition Count
Yes	127
No	110

Total attrition by performance rating

- 37 (15.61%) — High
- 200 (84.39%) — Low

High / Low / High

Total attrition by Job level

100%

Level	Count
1	143
2	52
3	32
4	5
5	5

3.5%
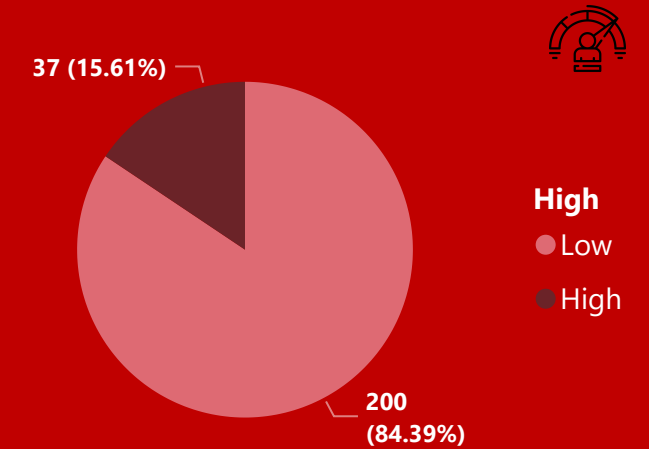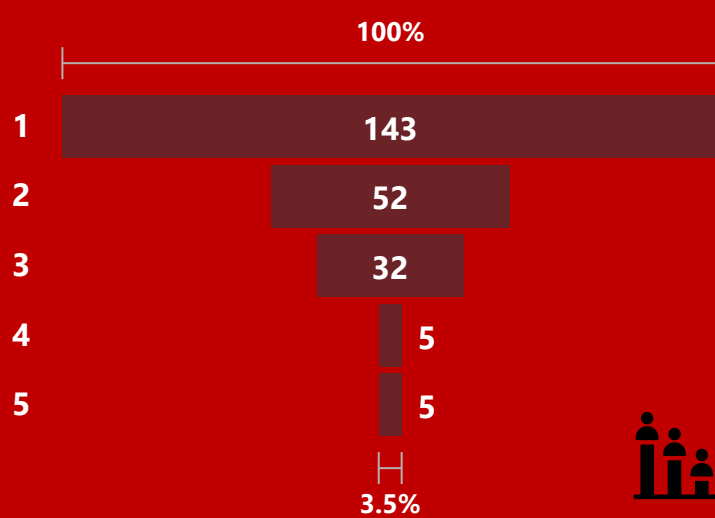
Total Attrition by Age (groups) and Gender

Gender ● Female ● Male

Age (groups)	Female	Male
31-45	36	67
18-30	41	59
46-60	10	24
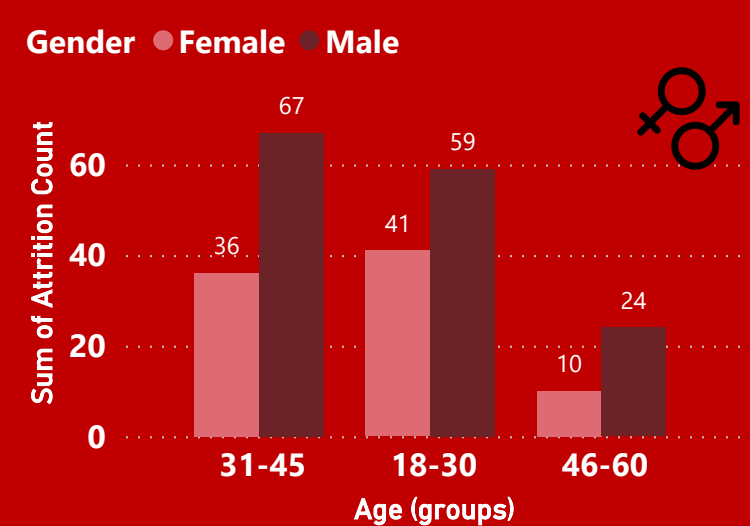
EMPLOYEE WELLNESS

6.50K
Average of MonthlyInco...
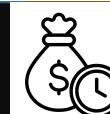
65.89
Average of HourlyRate

Total Attrition by Environment Satisfaction

Category	Value
Very Dissatisfied	72
Satisfied	62
Very Satisfied	60
Dissatisfied	43
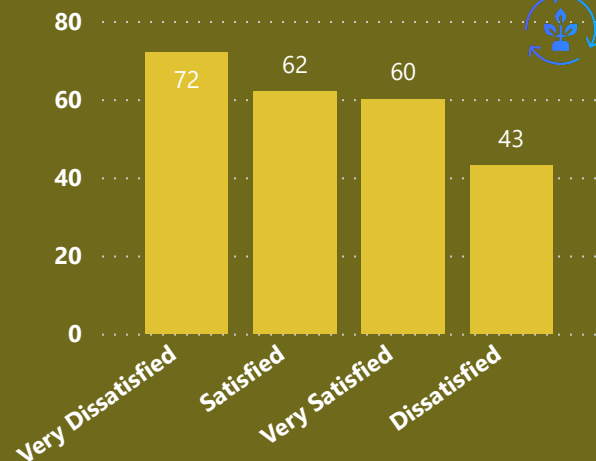
Total Attrition Relationship Satisfaction

Category	Value
Satisfied	71
Very Satisf...	64
Dissatisfied	57
Very Dissa...	45
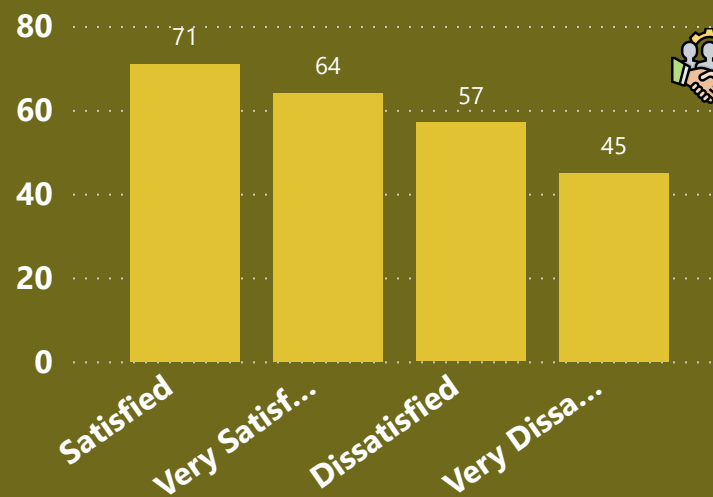
Total Attrition by Job Satisfaction

Category	Value
Satisfied	73
Very Diss...	66
Very Satis...	52
Dissatisfied	46
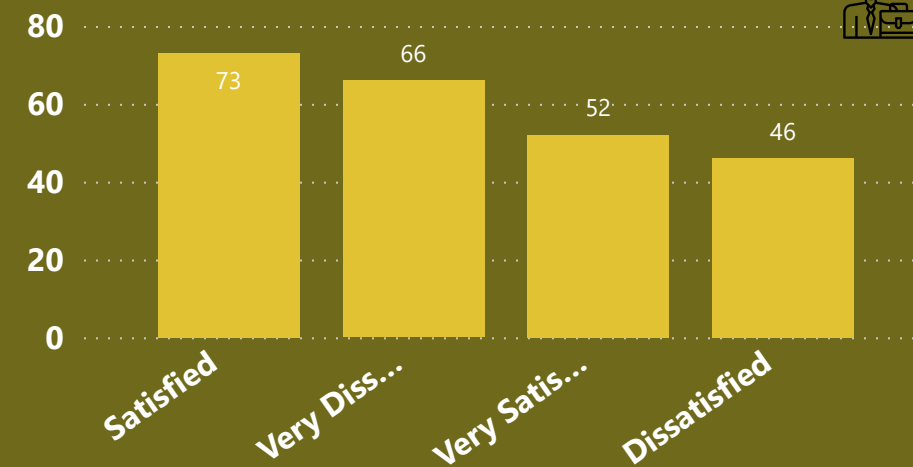
Total Attrition by Job Involvement

Category	Value
Moderate	125
Low	71
Very Low	28
High	13

Total Attrition by Performance Rating

Category	Value
Low	200
High	37

Total Attrition by Work Life Balance

- Good
- Average
- Excellent
- Bad

Category	Value
Good	127 (53.59%)
Average	58 (24.47%)
Excellent	27 (11.39%)
Bad	25 (10.55%)