

# HR Analytics Dashboard Insights Report

## Overview:

The organization currently employs 1,470 individuals (Male: 882, Female: 588) with an overall attrition of 237 employees, resulting in an attrition rate of 16.12%. The average employee tenure is 7 years, and the average salary stands at ■6.5K.

## Key Insights:

- **Job Role-wise Attrition:** Highest attrition occurs among Laboratory Technicians (62), Sales Executives (57), and Research Scientists (47), contributing to 70% of attrition. Satisfaction scores are also lower in these roles.
- **Education Field:** Life Sciences (606) and Medical (464) background employees contribute to 73% of attrition, indicating limited career growth opportunities.
- **Age Group:** Employees aged 26–35 show the highest attrition rate, seeking career advancement and work-life balance. The 55+ group shows the least attrition.
- **Salary Slab:** Around 80% of attrition comes from employees earning up to ■10K, highlighting compensation dissatisfaction.
- **Years at Company:** Most employees leave within their first year, suggesting onboarding or job expectation mismatches.

## Recommendations for HR Team:

- Conduct exit interviews and satisfaction surveys for high-attrition roles and implement mentorship programs.
- Review and adjust salary structures, offering performance-based incentives and recognition programs.
- Strengthen onboarding with 30-60-90 day check-ins and career path communication.
- Provide cross-departmental training and innovation projects for Life Science and Medical graduates.
- Offer flexible work options, promotions, and leadership programs for 26–35 age group employees.
- Implement predictive attrition models and track employee engagement KPIs regularly.

## Conclusion:

Attrition is concentrated among mid-level professionals in technical and sales roles, driven by low satisfaction, compensation issues, and limited growth opportunities. Data-driven HR strategies focusing on engagement, salary optimization, and career development can significantly reduce attrition and enhance workforce stability.