HR-ANALYTICS DASHBOARD

DEMOGRAPHICS

A demographic report summarizes employee statistics, including age groups, gender, distance from home, and martial status, providing insight into workforce diversity and commuting patterns for informed decision-making.

TURNOVER ANALYSIS II

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 I

The turnover Analysis I report provides insights into employee attrition, including departures 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.
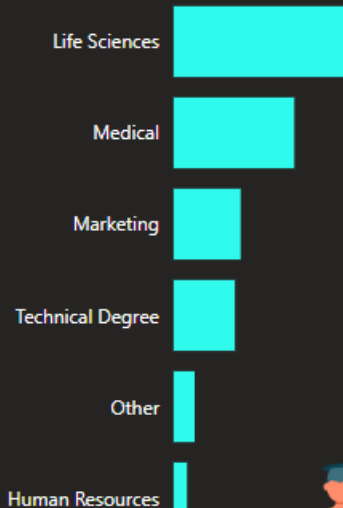
DEMOGRAPHICS

Total Employees
1470

237

1233

Male Employee by Attrition

Female Employee by Attrition

Total Attrition by EducationField

- Life Sciences
- Medical
- Marketing
- Technical Degree
- Other
- Human Resources

0 50 100

Total Attrition by Age

100

0

31-45   18-30   46-60

Total Attrition by Work Life Balance

- Excellent
- Bad
- Average
- Good

0 100

Total Attrition by Distance From Home

- Near
- Far
- Very-Far

0 100

Total Attrition By Marital

Gender ● Female ● Male

	Female	Male
Single	47	73
Married	31	53
Divorced	9	24

0 100

TURNOVER ANALYSIS I
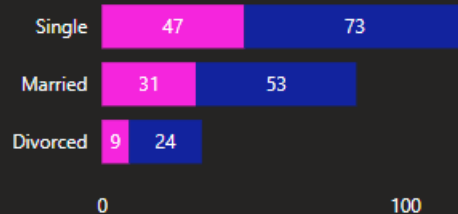
Average Working Years
11.28

Job Role Count
9

Total Attrition by JobRole
● Female ● Male

- Laboratory Technician
- Sales Executive
- Research Scientist
- Sales Representative
- Human Resources
- Manufacturing Director
- Healthcare Representative
- Manager
- Research Director

0 — 50
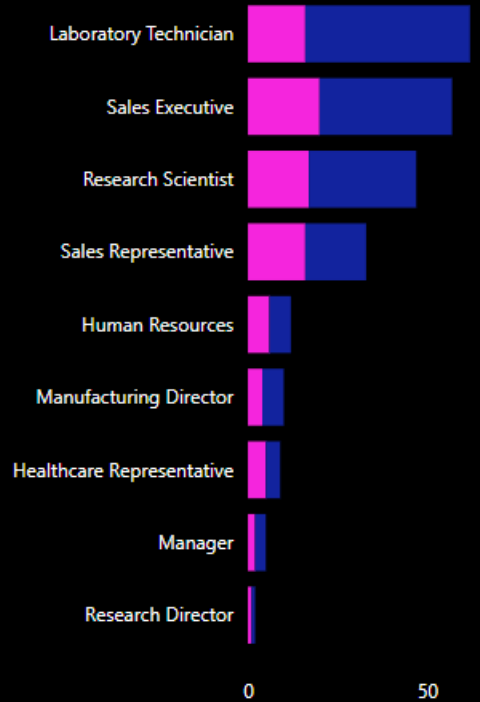
Total Attrition by Department

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

● Research & Development ● Sales ○ Human Resources

JobRole	Attrition Count
Laboratory Technician	62
Sales Executive	57
Research Scientist	47
Sales Representative	33
Human Resources	12
Manufacturing Director	10
Healthcare Representative	9
Manager	5
Research Director	2
Total	**237**

Total Attrition by Business Travel
● Female ● Male

Travel_Rarely	54	102
Travel_Frequently	30	39
Non-Travel		9

0 — 100 — 200

Total Attrition by Years In Current Role
● Human Resources ● Research & Development ● Sales

80

60 — 24
45
7
24
39
5
6
10
9
6
13
17
5

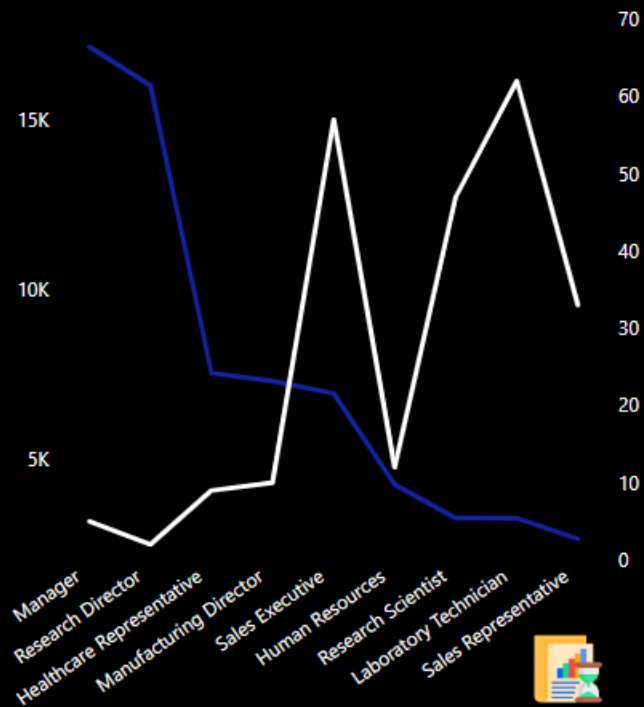40

20

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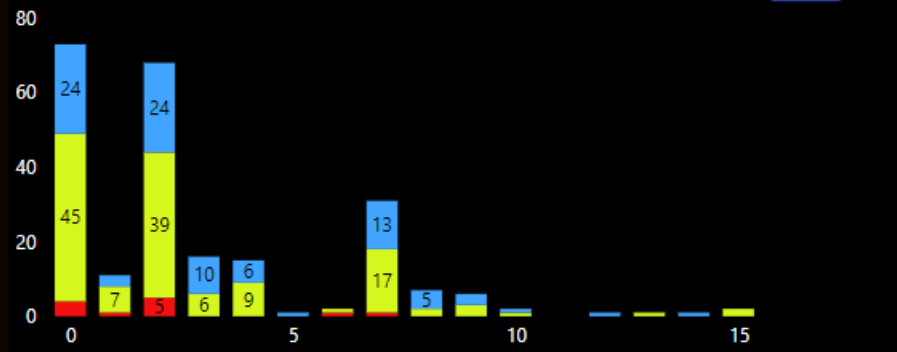
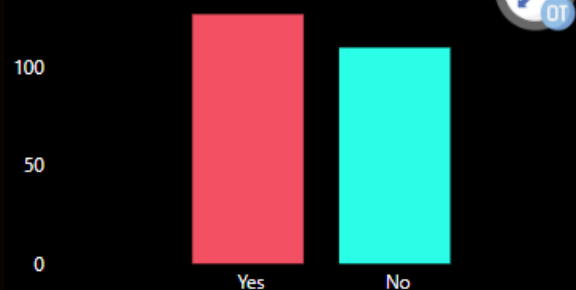# TURNOVER ANALYSIS II

Monthly Income and Attrition by Job Role

- Average of MonthlyIncome
- Sum of Attribution Count

15K
10K
5K

Manager
Research Director
Healthcare Representative
Manufacturing Director
Sales Executive
Human Resources
Research Scientist
Laboratory Technician
Sales Representative

Total Attrition by Over Time

OT

100
50
0

Yes   No

Total Attrition by Performance Rating

37 (15.61%)
200 (84.39%)

Performanc... ● 3 ● 4

Total Attrition by Job Level

100%

Entry-level   143
Junior or Associate   52
Mid-level Specialist   32
Executive   5
Senior   5

3.5%
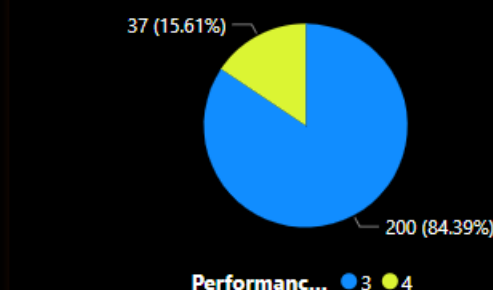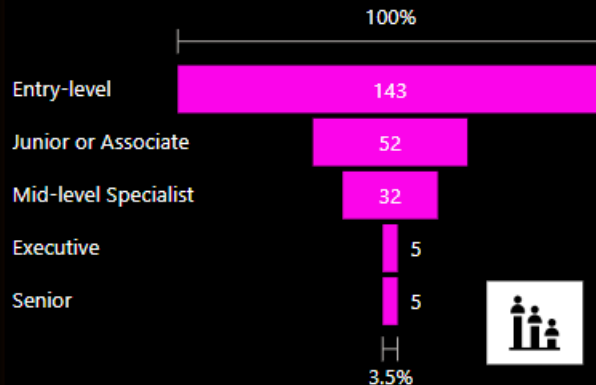
Total Attrition by Age and Gender

● Female ● Male

100%
50%
0%

31-45   18-30   46-60
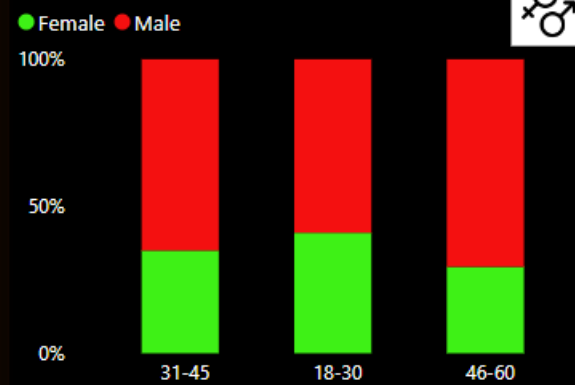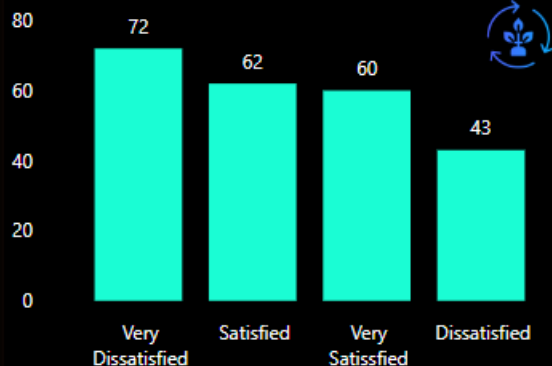
Average Monthly Income 6.50K

EMPLOYEE WELNESS

Average Hourly Rate 65.89

Total Attrition by Environment Satisfaction

Category	Value
Very Dissatisfied	72
Satisfied	62
Very Satissfied	60
Dissatisfied	43

Total Attrition by Relationship Satisfaction

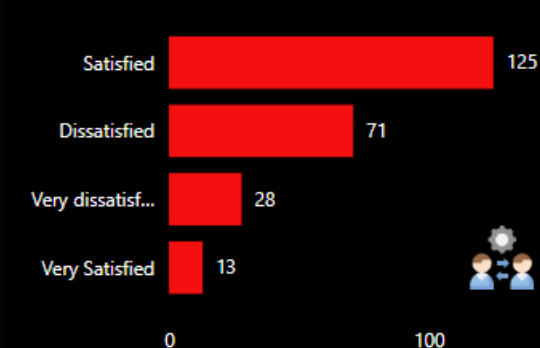| Category	Value
Satisfied	71
Veriy satisfied	64
Very dissatisfied	57
Dissatisfied	45
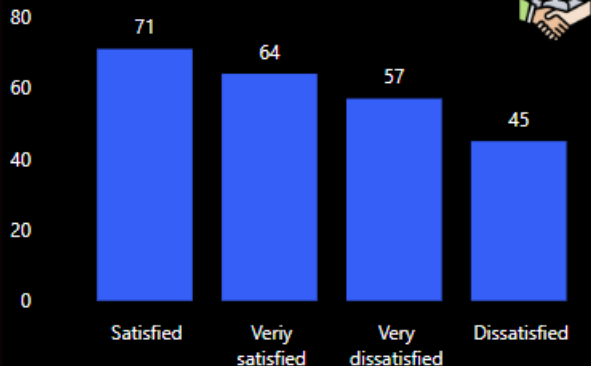
Total Attrition by Job Satisfaction

Category	Value
Satisfied	73
Very Dissatisfied	66
Very satisfied	52
Dissatisfied	46
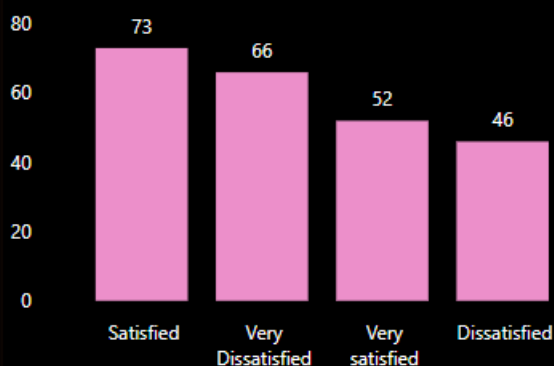
Total Attrition by Job Involvement

Category	Value
Satisfied	125
Dissatisfied	71
Very dissatisf...	28
Very Satisfied	13

Total Attrition by Performance Rating

Category	Value
Low	200
High	(approx 38)
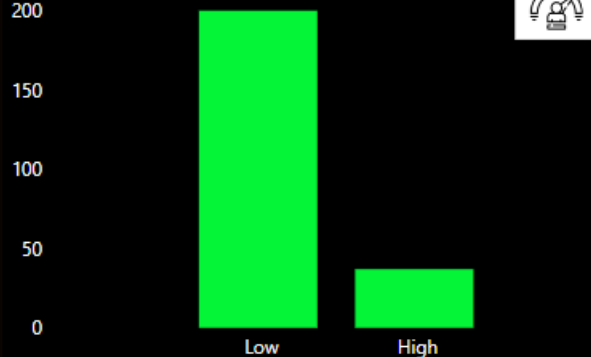
Total Attribution by Work Life

Work Life Balance
- Excellent
- Bad
- Average
- Good

25 (10.55%)
27 (11.3...)
58 (24.47%)
127 (53.59%)