



HR Analytics Dashboard – Executive Summary.

EducationLevel

All

Department

All

Gender

All

AgeGroup

All

200

Total Employees

90.09K

Avg Monthly Income

35

Attrition Count

0.18

Attrition Rate

7.46

Avg Tenure

- **Current Workforce:** The organization maintains **1,470 employees**, with an overall **attrition rate of 12%**.
- **Attrition Trends:** The **Sales department** shows the **highest attrition (18%)**, well above the company average, requiring focused retention efforts.
- **Tenure & Retention:** Over **40% of exits occur within the first 2 years**, highlighting onboarding and early engagement as critical improvement areas.
- **Satisfaction & Performance:** Employee satisfaction averages **3.1/5**. Lower satisfaction correlates strongly with below-average performance ratings.
- **Recruitment & Hiring:** This year, **210 new hires** have been made. Forecasting indicates the need for **45–50 new hires in the next quarter** to offset turnover.
- **Key Recommendations:**
 - ^a. Prioritize retention strategies in Sales and Operations.
 - ^b. Strengthen onboarding and employee engagement programs.
 - ^c. Align recruitment pipeline with forecasted hiring needs.

DASHBOARD BY:- RAJ BHIRAD WITH POWER BI

200

Total Employees

90.09K

Avg Monthly Income

35

Attrition Count

0.18

Attrition Rate

7.46

Avg Tenure

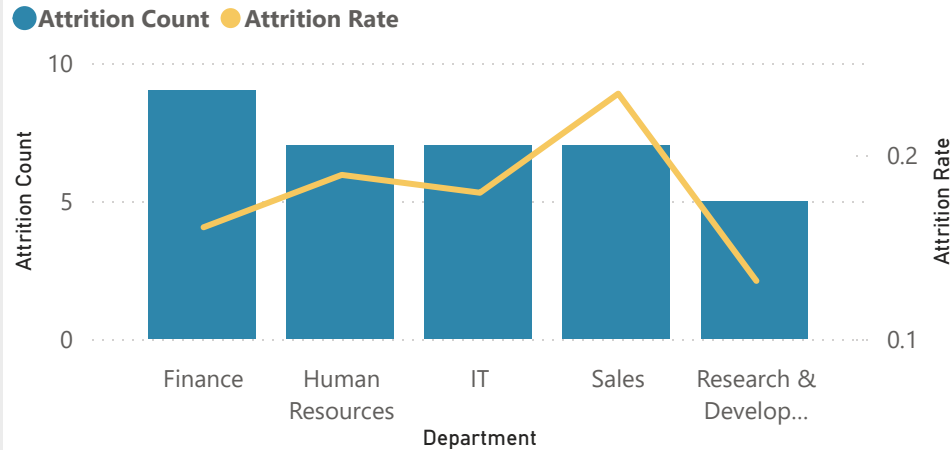
EducationLevel
All

Department
All

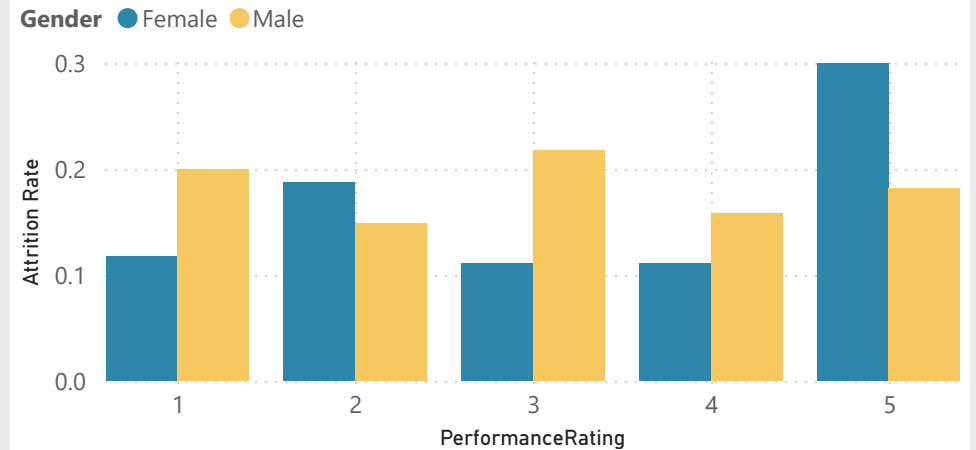
Gender
All

AgeGroup
All

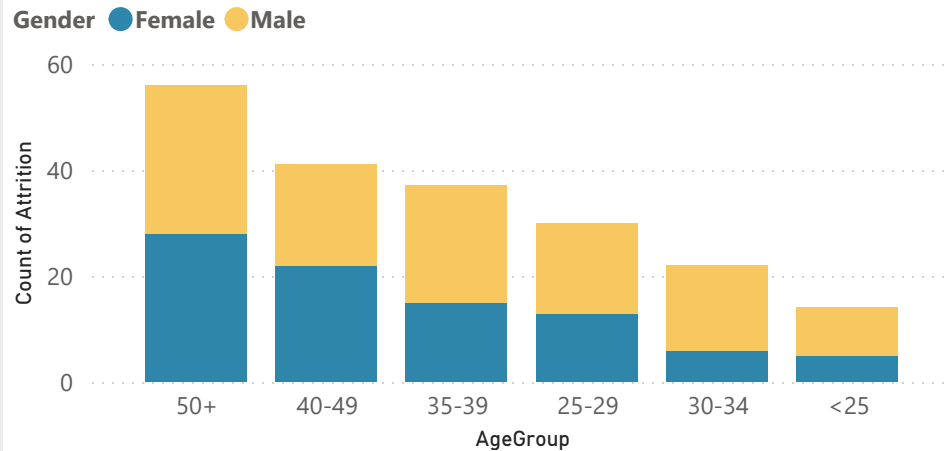
Attrition by Department.



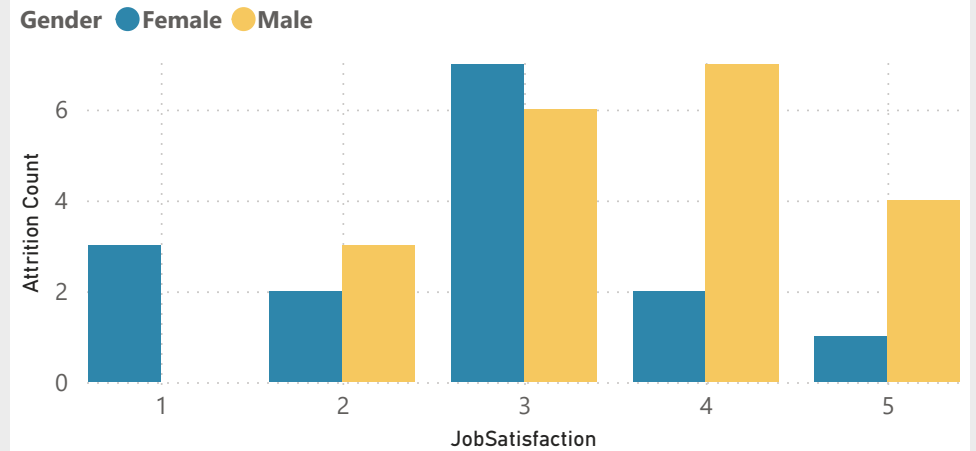
Performance Rating vs Attrition



Attrition by Gender + AgeGroup



Job Satisfaction vs Attrition.



200
Total Employees

90.09K
Avg Monthly Income

35
Attrition Count

0.18
Attrition Rate

7.46
Avg Tenure

EducationLevel

All

Department

All

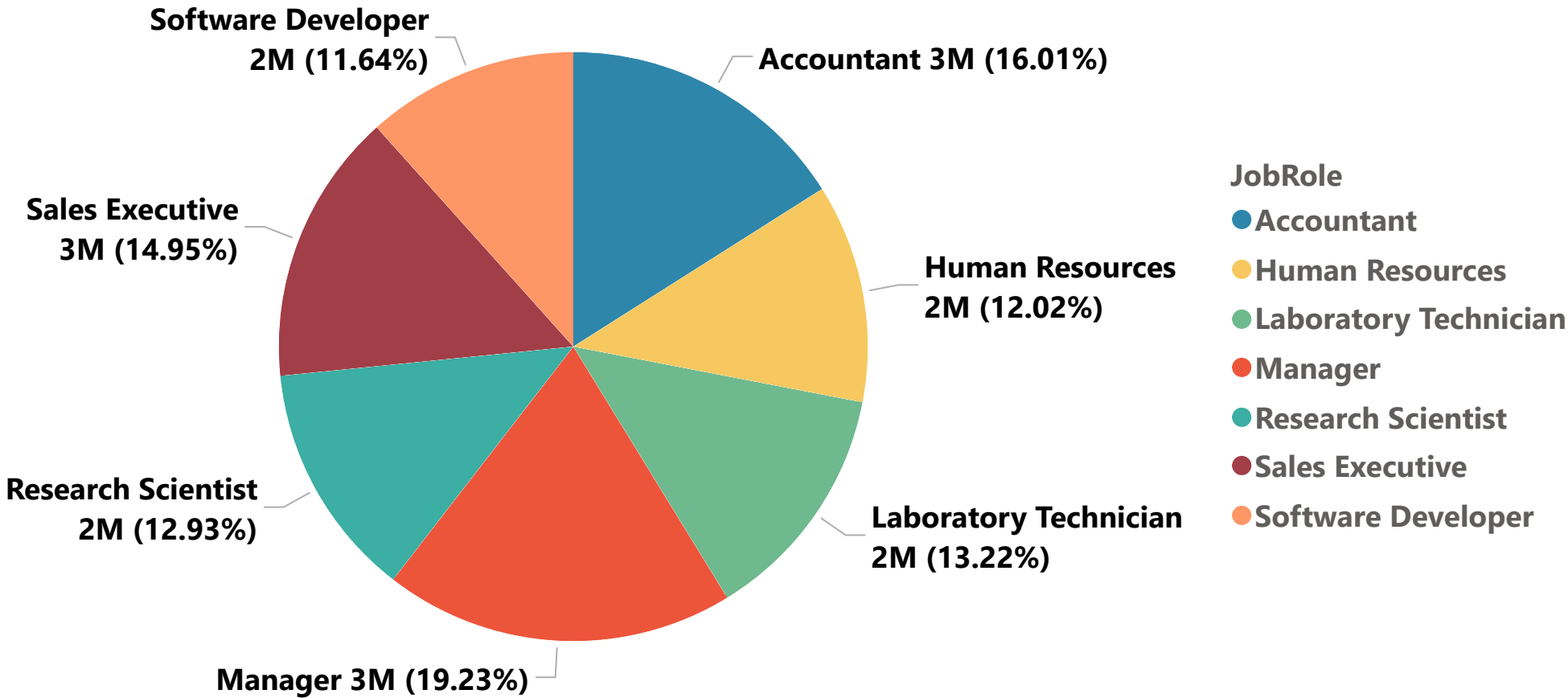
Gender

All

AgeGroup

All

MonthlyIncome by JobRole



200

Total Employees

90.09K

Avg Monthly Income

35

Attrition Count

0.18

Attrition Rate

7.46

Avg Tenure

EducationLevel

All

Department

All

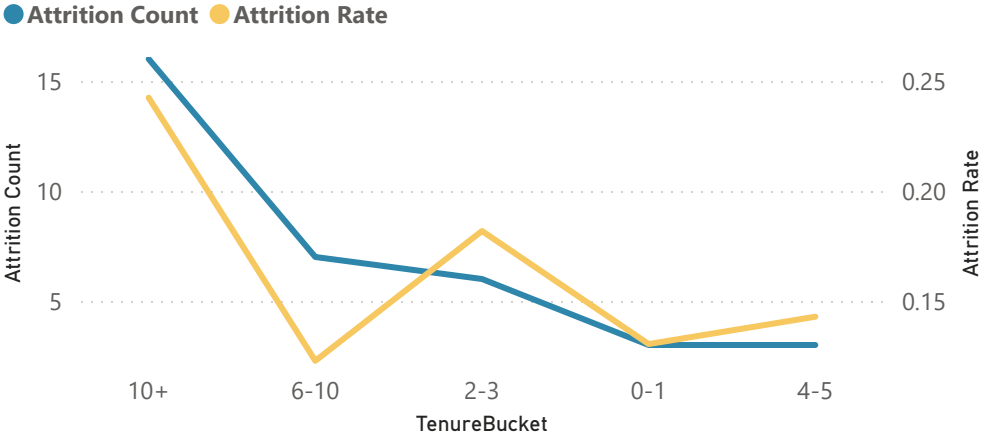
Gender

All

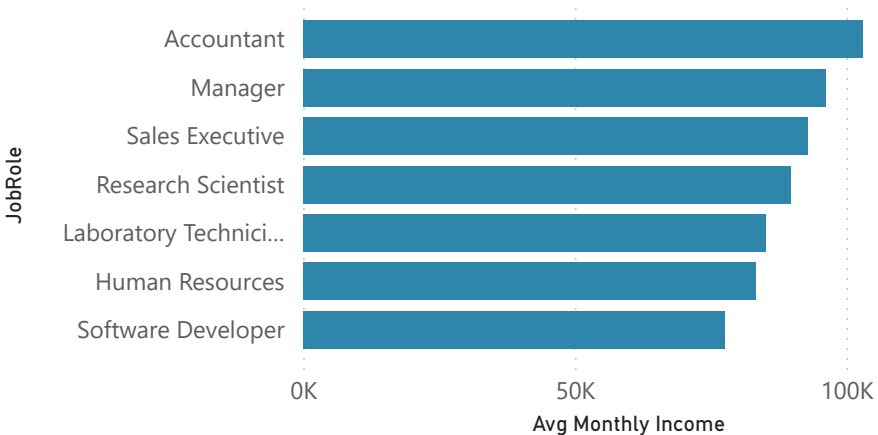
AgeGroup

All

Attrition vs TenureBucket.



Income Distribution by Job Role



Work-Life Balance Impact

WorkLifeBalance	Finance	Human Resources	IT	Research & Development	Sales	Total
1	0.13	0.09	0.14			0.08
2	0.13	0.38	0.20	0.17	0.20	0.20
3	0.40	0.29	0.25	0.25	0.31	0.30
4	0.07	0.09	0.10		0.33	0.09
Total	0.16	0.19	0.18	0.13	0.23	0.18