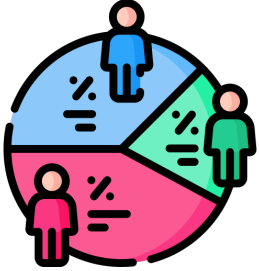


HR ATTRITION DASHBOARD



DEMOGRAPHICS

Demographic change affects human resource management by creating challenges and the need for strategic actions. Organizations need to find ways to maintain the motivation, commitment, and productivity of older workers in the face of a shrinking labor supply and an aging workforce



TURNOVER ANALYSIS-I

Conducting a turnover analysis will help the HR department know who is leaving. For example, they can quickly know which department has the most employees leaving. Furthermore, they will know when most employees leave the company.



TURNOVER ANALYSIS-II

Turnover intention refers to the intention of an employee to leave the current organization. The relationship between HRM and turnover intention can be explained by AMO theory and social exchange theory

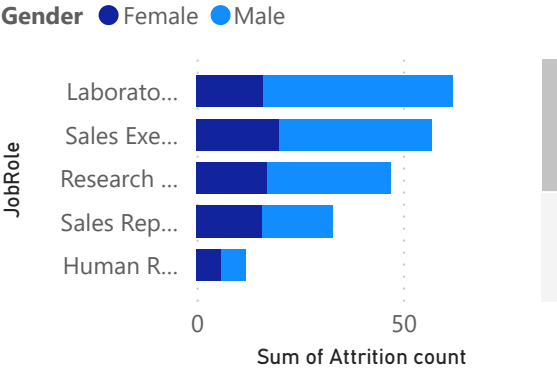


EMPLOYEE WELLNESS

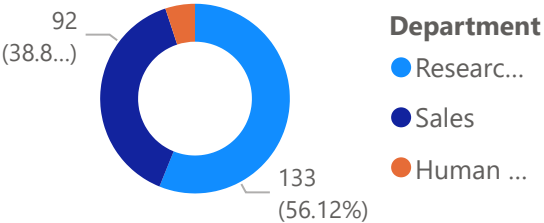
Employee wellness is the overall well-being of an individual employee or group of employees. It encompasses both physical and mental health and well-being. This can help solve multiple challenges for businesses like yours: Happier employees will naturally want to stay where they're happy which reduces turnover

DEMOGRAPHICS

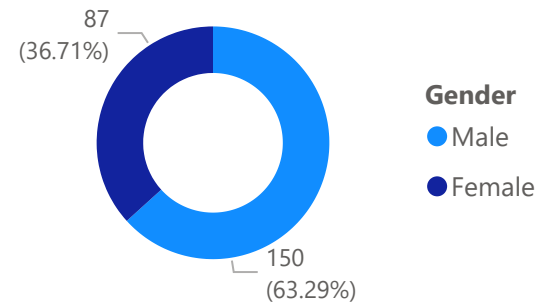
Total Attrition by JobRole and Gender



Sum of Attrition count by Department

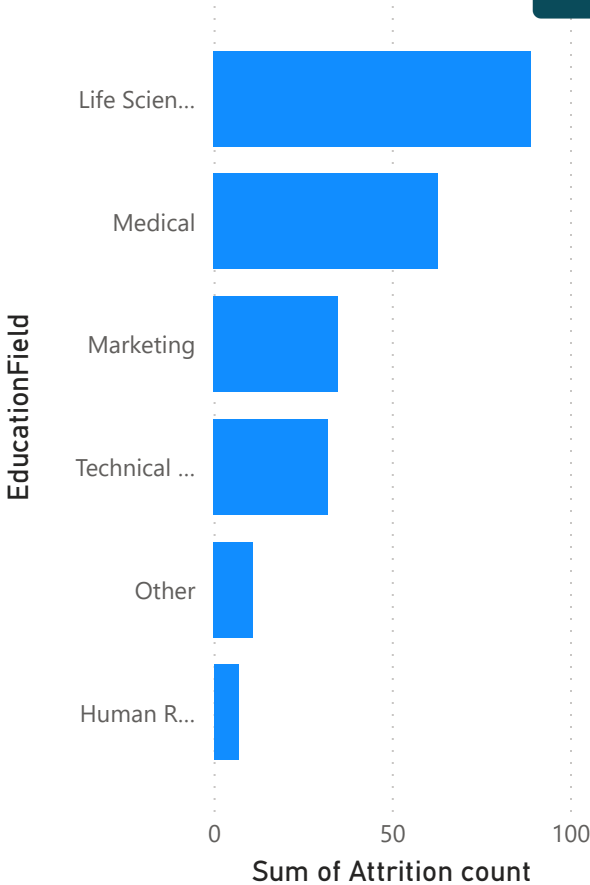


Sum of Attrition count by Gender

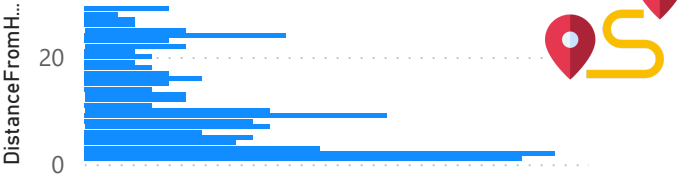


Sum of JobLevel 3034
Sum of Attrition count 237

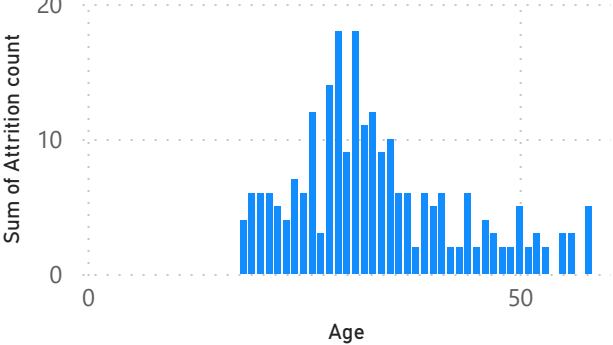
Attrition by Education Field



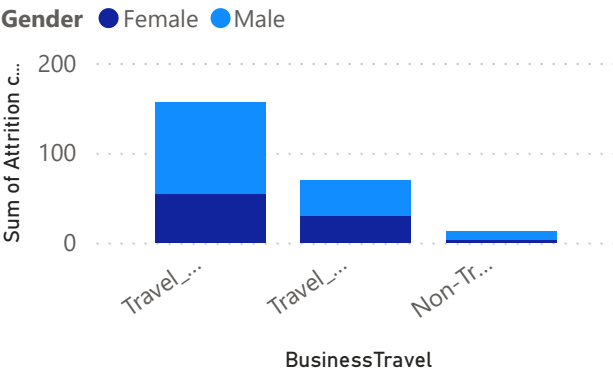
Total Attrition by Distance From Home



Total of Attrition by Age



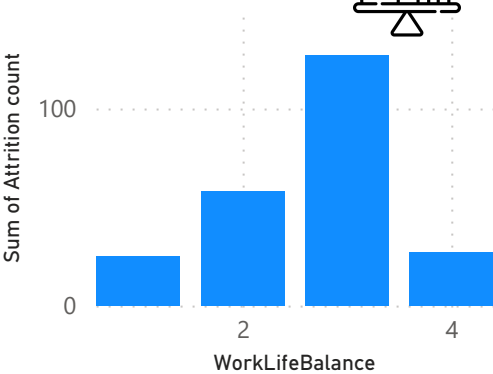
Sum of Attrition count by BusinessTravel and Gender



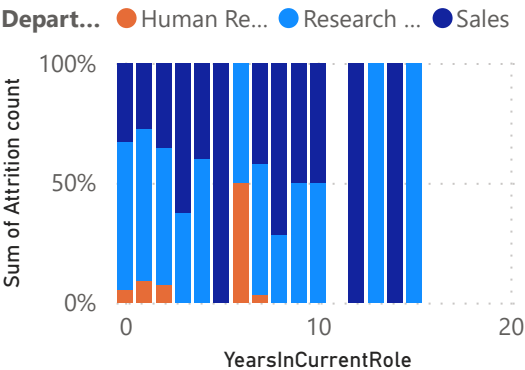
Total number of Employees

1470

Sum of Attrition count by WorkLifeBalance



CurrentRole



11.28

Average of TotalWorkingYears

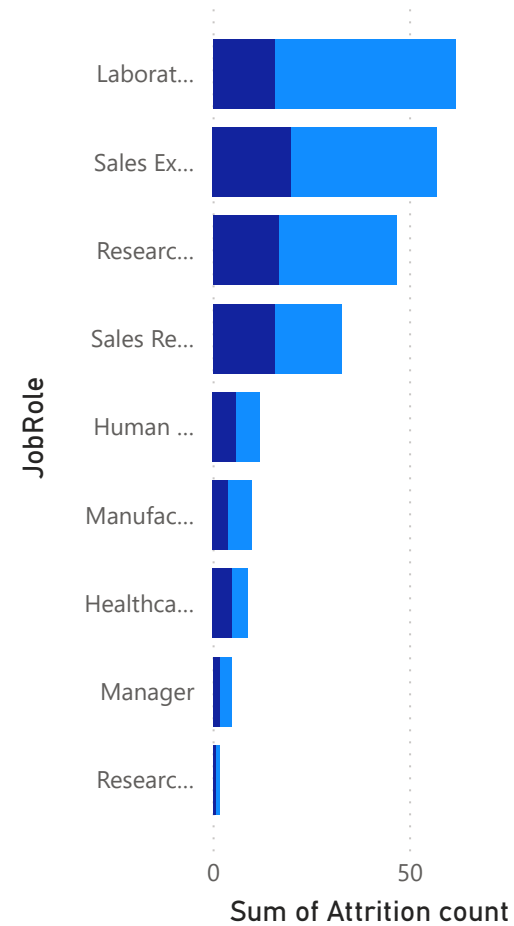
TURNOVER ANALYSIS-I

1470

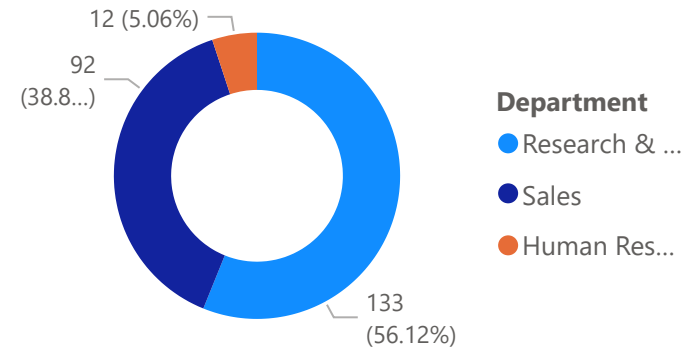
Count of JobRole

Total Attritio by JobRole

Gender ● Female ● Male



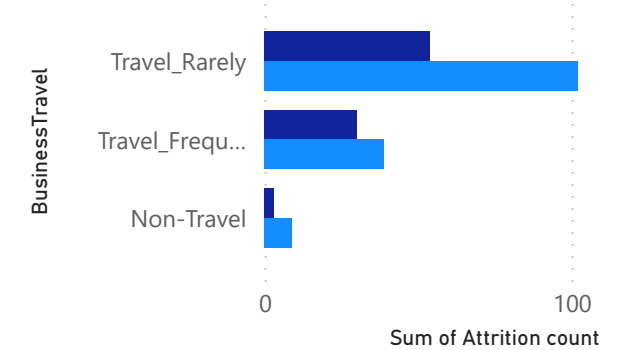
Total Attrition by Department



JobRole	Sum of 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

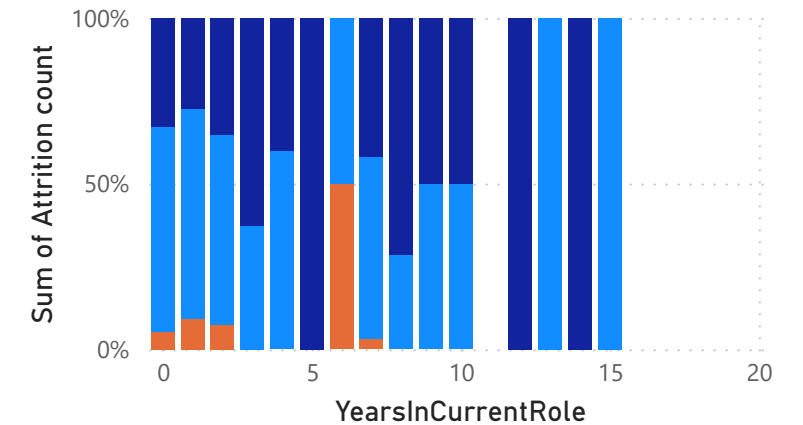
Total Attributes by bussiness travel

Gender ● Female ● Male



Total Attrition by Years In CurrentRole

Department ● Human Resources ● Research & Dev... ● Sales

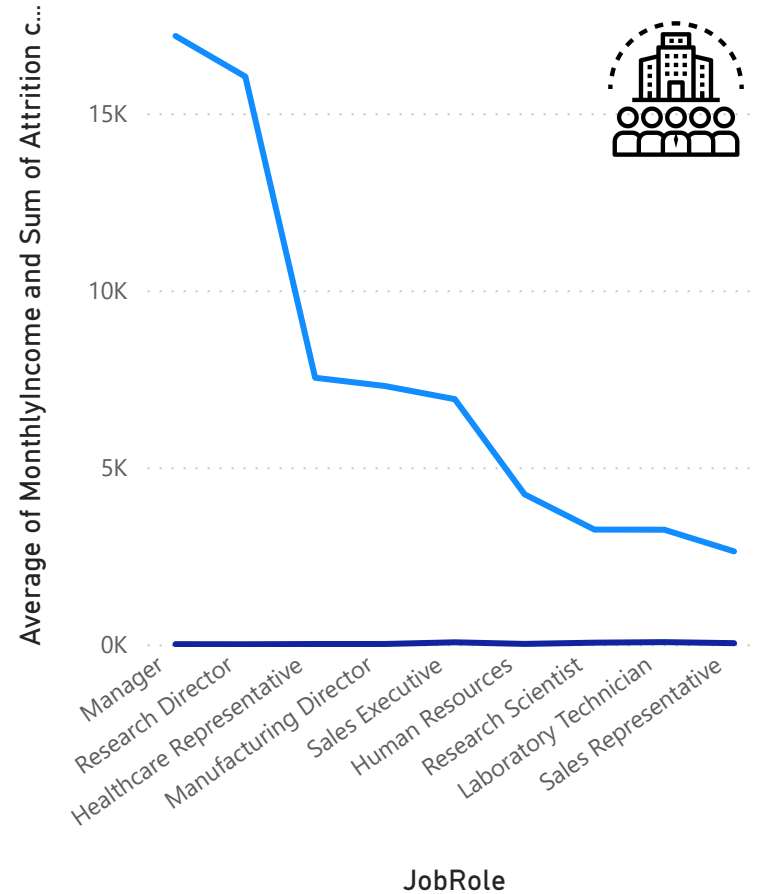




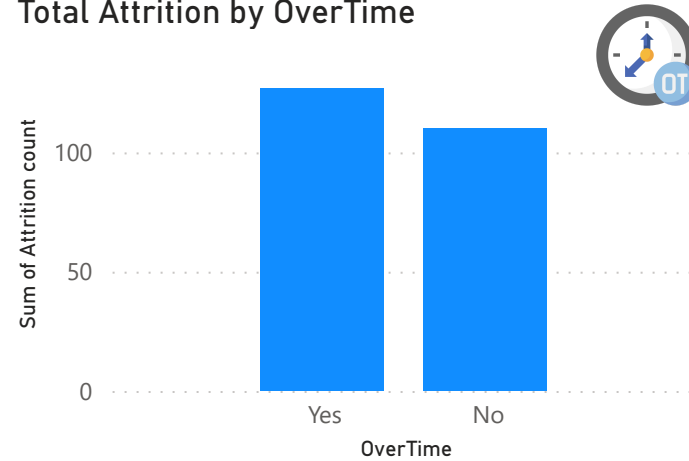
TURNOVER ANALYSIS-II

Monthly income Attrition by job role

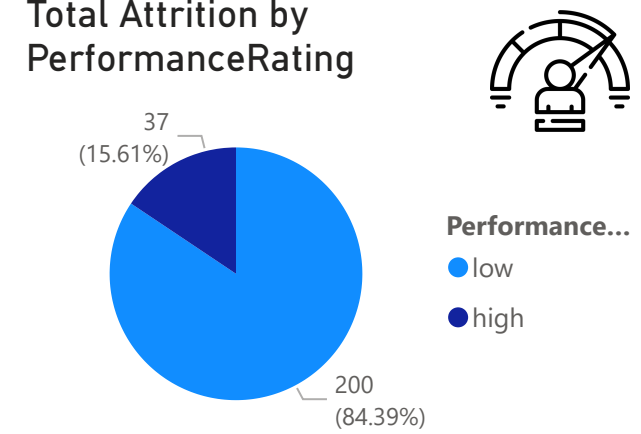
● Average of MonthlyIncome ● Sum of Attrition count



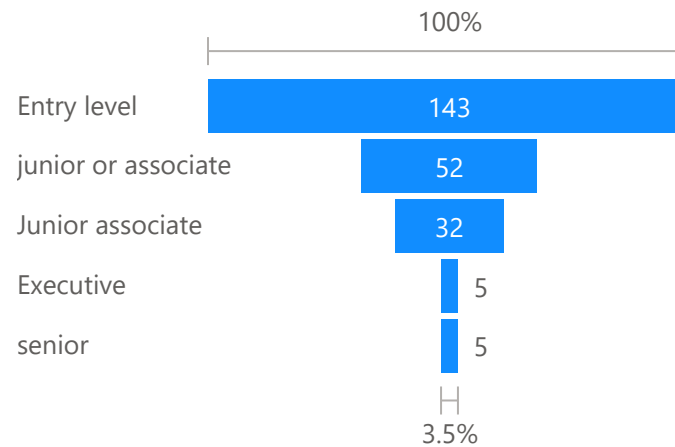
Total Attrition by OverTime



Total Attrition by PerformanceRating

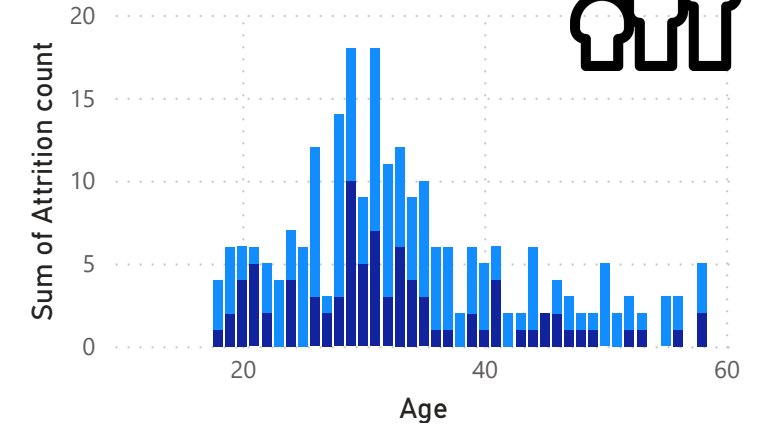


Total Attrition by JobLevel (groups)



Total Attrition by Age and Gender

Gender ● Female ● Male



6.50K

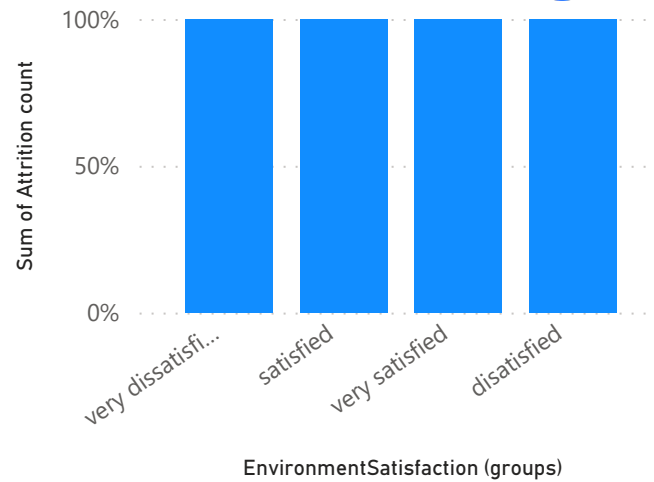
Average of MonthlyIncome

EMPLOYEE WELLNESS

65.89

Average of HourlyRate

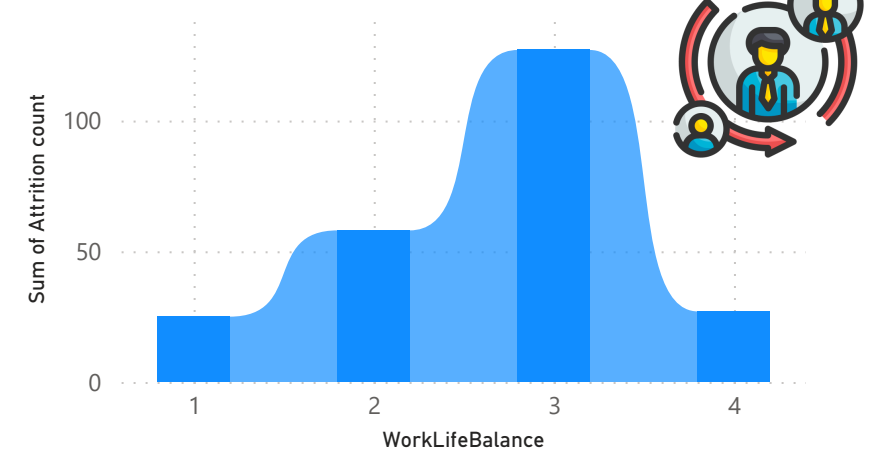
Total Attributes by Environment Satisfaction



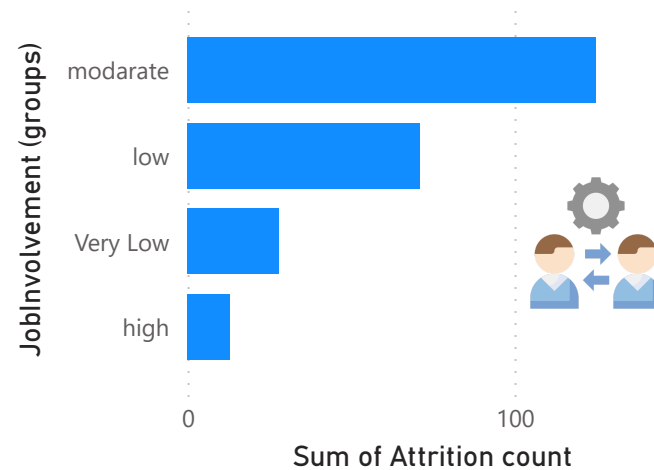
Relationship Satisfaction



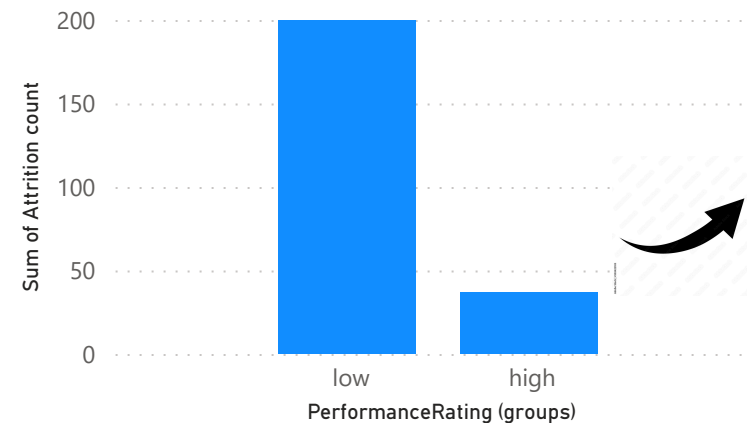
Total Attributes by job satisfaction



Total attributes by JobInvolvement



total attributes by performance rating



Total attributes by worklife

