



HR Performance Overview - Key Metrics & Workforce Snapshot

Overview

Demographics

Compensation

Attrition

Engagement

Insights

1470

Total Employees

237

Attrition Count

16.12%

Attrition Rate

\$6.5K

Avg Salary by Department

3

Avg Performance Score

Avg Job Satisfaction by Age_group



Education level

- Bachelor
- Below College

Overtime

- No
- Yes

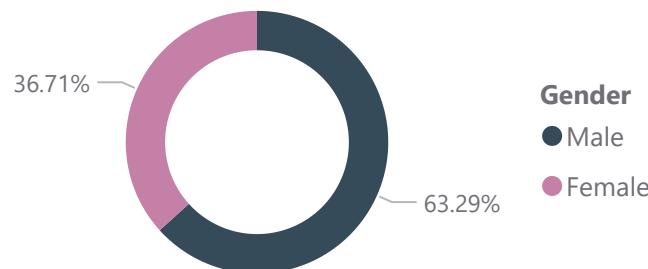
Department

- Human Resources
- Research & Development

Gender

- Female
- Male

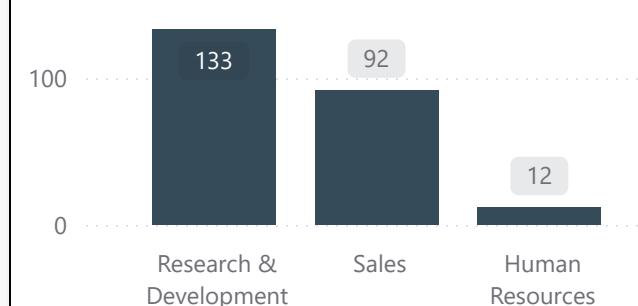
Attrition Count by Gender



Average of MonthlyIncome by Age_group



Attrition Count by Department



Employee Demographics – Composition by Age, Gender & Experience

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Total Employees

60.0%

Male %

36.92

Average of Age

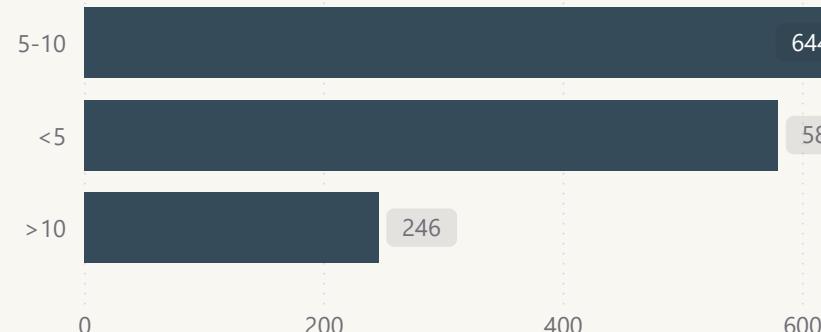
7.01

Average of YearsAtCompany

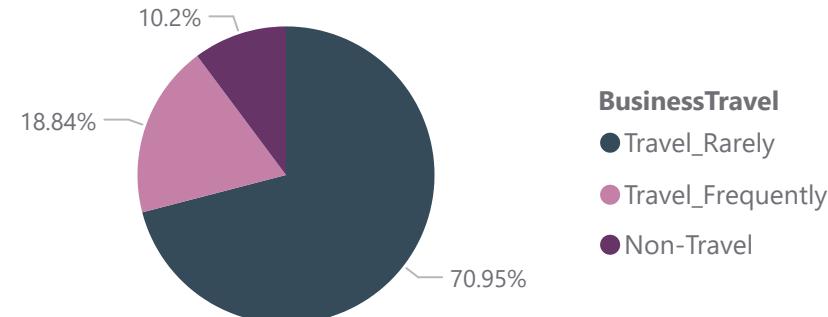
40.0%

Female %

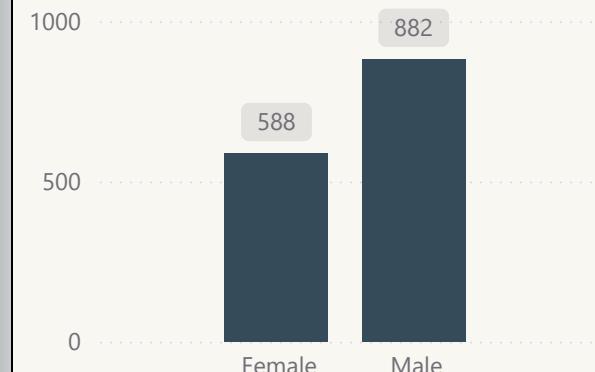
Total Employees by YearsAtCompany_Group



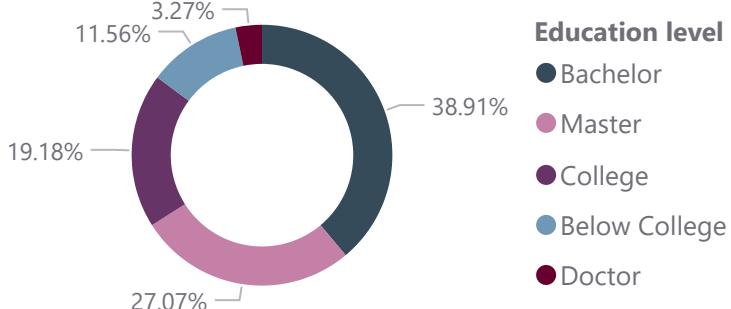
Total Employees by BusinessTravel



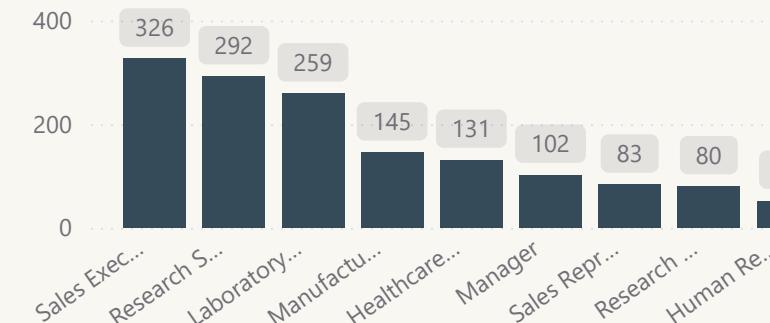
Total Employees by Gender



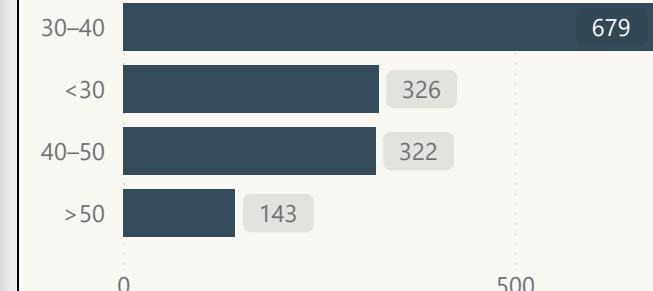
Total Employees by Education level



Total Employees by JobRole



Total Employees by Age_group



Compensation vs Performance — Pay Equity, Outcomes & Risk Signals

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\$6.50K

Average of MonthlyIncome

3.15

Average of PerformanceRating

2.06

Average of JobLevel

\$18.99K

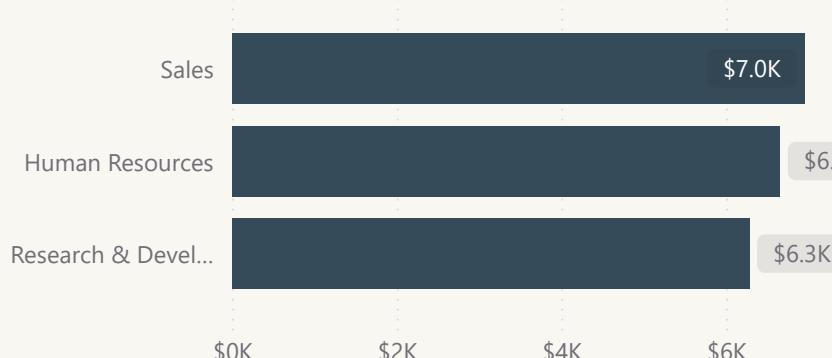
Pay Gap (by Job Role)

Gender

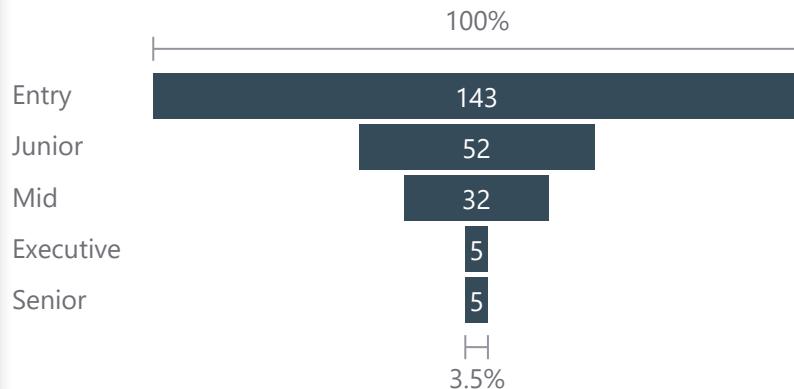
Female

Male

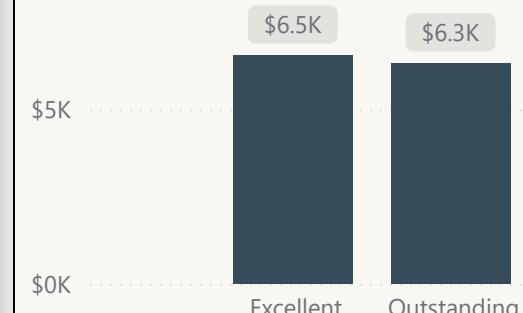
Average of MonthlyIncome by Department



Attrition Count by Employee level



Average of MonthlyIncome by Overall performance score

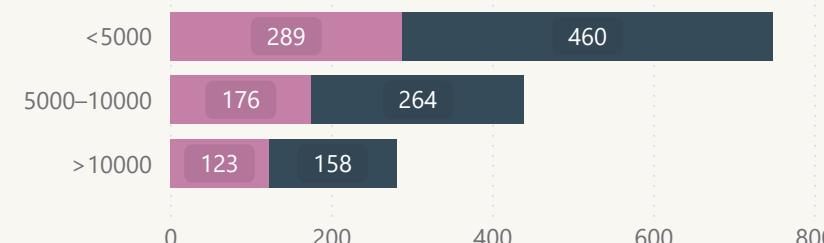


Average of MonthlyIncome by Attrition



Total Employees by Income Range and Gender

Gender ● Female ● Male



Average of MonthlyIncome by Employee level





Attrition Insights – Who's Leaving, Why & Where the Risk Is

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Total Employees

237

Attrition Count

16.12%

Attrition Rate

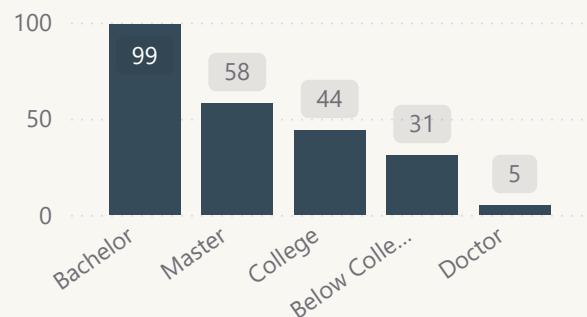
\$4.79K

Attrition Avg Income

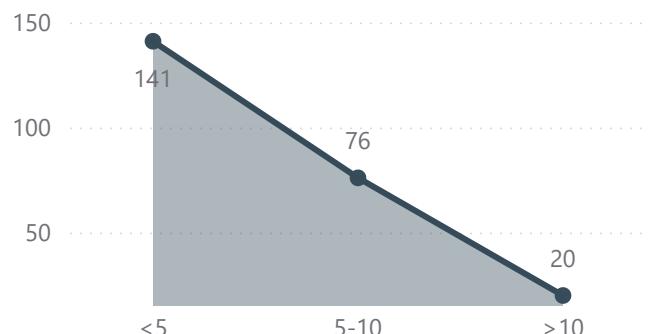
2.47

Attrition Avg Satisfaction

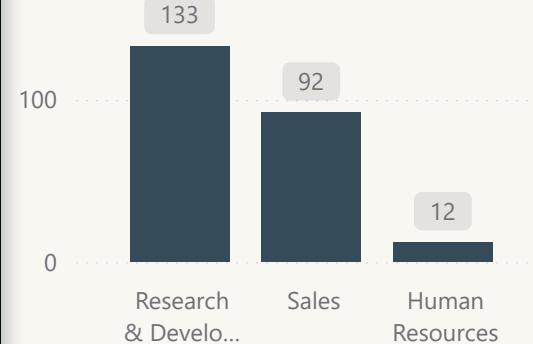
Attrition Count by Education level



Attrition Count by YearsAtCompany_Group



Attrition Count by Department



Department

All

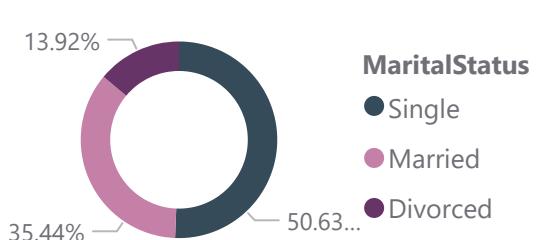
Gender

All

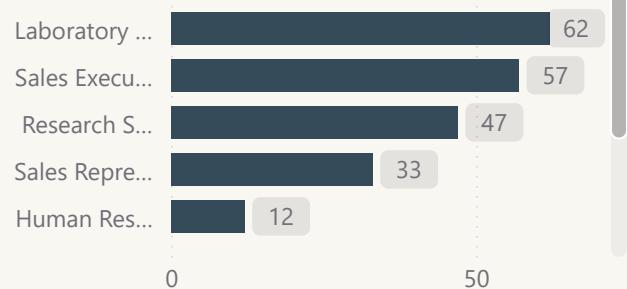
OverTime

All

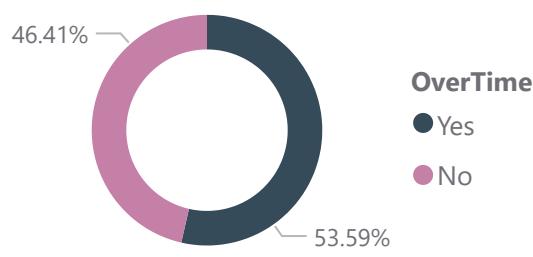
Attrition Count by MaritalStatus



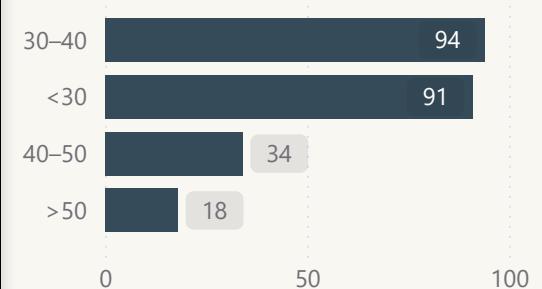
Attrition Count by JobRole



Attrition Count by OverTime



Attrition Count by Age_group



Engagement & Well-Being – Satisfaction, Involvement & Retention Links

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2.73

Average of JobSatisfaction

2.76

Average of WorkLifeBalance

2.72

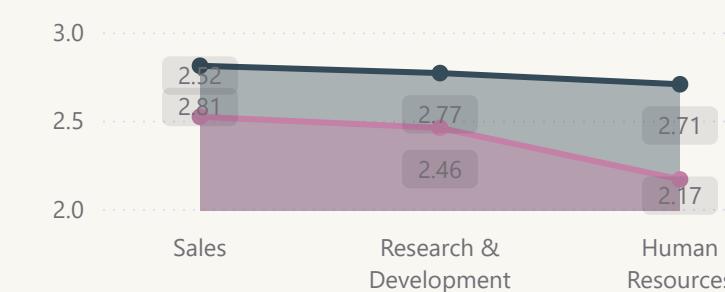
Average of EnvironmentSatis...

2.71

Average of RelationshipSatisf...

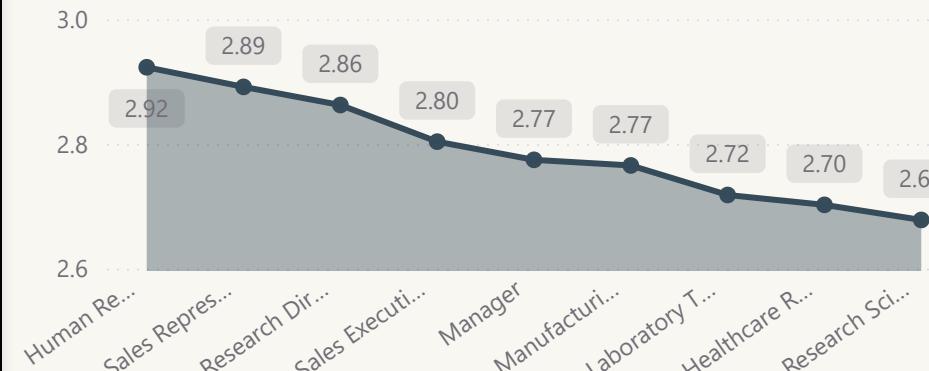
Average of JobSatisfaction by Department and Attrition

Attrition ● No ● Yes



JobRole	1	2	3	4	Total
Healthcare Representative	2	2	1	4	9
Human Resources	5	2	3	2	12
Laboratory Technician	20	8	21	13	62
Manager	1	2	1	1	5
Manufacturing Director	2	2	4	2	10
Research Director		1	1		2
Research Scientist	13	10	15	9	47
Sales Executive	16	9	18	14	57
Sales Representative	7	10	9	7	33
Total	66	46	73	52	237

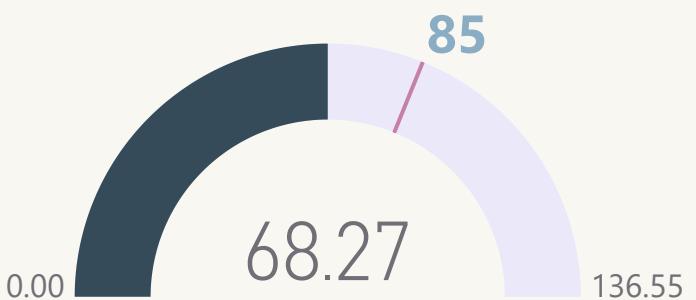
Average of WorkLifeBalance by JobRole



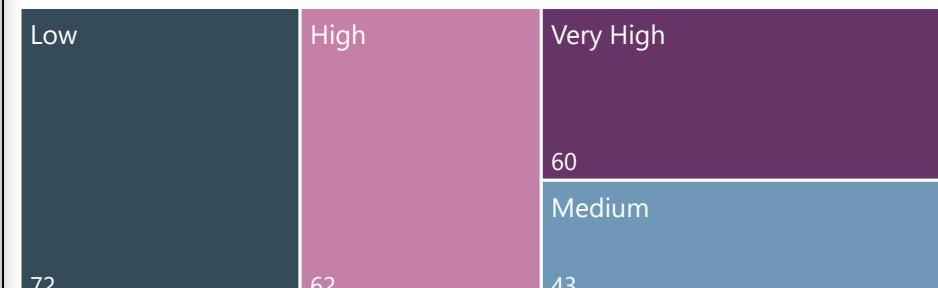
Average of PerformanceRating by Level of engagement with job



Overall Satisfaction Index



Attrition Count by Satisfaction with work environment



Strategic Insights & HR Recommendations – Turning Data into Action

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Key Insights

-  Younger employees (<30) have the highest attrition (28%).
-  Sales Department faces the highest turnover (21%).
-  Entry-level employees leave the most (26%).
-  Employees earning < \$5,000 form the largest attrition group.
-  Overtime workers are 3x more likely to leave.

Expected Outcome (Before → After) – Key Targets



Actionable Recommendations

-  **Retention Focus** - Target Sales & Entry-level staff
Reduce high attrition zones
-  **Work-Life Balance** - Limit overtime & promote hybrid work
Increase satisfaction
-  **Compensation Review** - Adjust low-income tiers
Improve retention of juniors
-  **Career Growth** - Offer training & mentorship
Boost engagement
-  **Culture Programs** - Recognition, feedback, flexibility
Strengthen belonging

- ◆ **Attrition Rate:** 16.1% → 11.5% after implementing targeted retention programs and engagement initiatives.
- ◆ **Sales Department Turnover:** 21% → 14% post compensation review and workload balance.
- ◆ **Entry-Level Attrition:** 26% → 18% through mentorship, career growth tracks, and recognition programs.
- ◆ **Overtime Workers' Attrition:** 3x higher → 1.5x baseline after enforcing work-life balance and flexible scheduling.
- ◆ **Low-Income Employee Retention:** Improve retention of < \$5,000 earners by +20% via compensation restructuring.
- ◆ **Overall Employee Satisfaction:** +15-20% uplift expected through culture initiatives, training, and fair workload distribution.