

Chart 1 – attrition count by each education field

Problems

- Attrition is not evenly distributed across education fields.
- Employees with Life Sciences and Medical backgrounds account for the majority of exits.

Key problem - High dependency on Life Sciences and Medical talent combined with high exit rates creates working instability.

Insights

- Life Sciences employees show the highest attrition count (89).
 - Due to less job satisfaction and possible burnout or workload pressure.
- Medical field shows second-highest attrition (63).
 - Likely due to Better opportunities in healthcare, pharma, research.
- Human Resources attrition is very low (7).
 - Higher job satisfaction and better role clarity.

Actions

- Introduce skill-based pay revision and give specialized training and certification.
- Focus retention efforts only on high-risk groups.

Chart 2 – attrition count by age group

Problems

- Nearly half of total attrition comes from the 26–35 age group.
- Attrition is heavily concentrated in early and mid-career employees.

Key problem - The organization is losing employees during their most productive career phase.

Insights

- 26–35 age group accounts for almost 50% of total attrition.
 - Due to Better external opportunities and Salary growth expectations.
- Early-career attrition is also significant (18–25).
 - Indicates weak onboarding or not clear enough on their role.
- employees above 45 years show significantly lower attrition.
 - Suggests higher job stability.

Actions

- Career growth plans for 26–35 employees.
 - Like Clear promotion paths and Skill development programs.
- Strengthen onboarding for 18–25 employees.
 - Improve Role clarity and avail Mentorship programs.

Chart 3 – Attrition count by job role and job satisfaction

Problems

- High attrition roles also show lower job satisfaction levels (1–2).
- Attrition is concentrated in some of the specific job roles, not evenly spread.
- This indicates role-related stress and workload.

Key problem - Certain operational and sales roles face dissatisfaction-driven attrition.

Insights

- Laboratory Technicians face the highest attrition (62)
 - Large portion in low-to-medium satisfaction (1–2).
 - Suggests high workload and skill-market demand.

Observation

- Laboratory Technicians have the highest attrition, even though a large number of them fall under Job Satisfaction level 4.
- Job satisfaction ≠ retention for Lab Technicians.
- Employee may like this job but still leave for better opportunities.
- Indicates Even satisfied employees may leave if Salary growth is capped and role progression is limited.

- Sales Executives (57) and Sales Representatives (33).
 - High exits even at medium satisfaction levels.
 - Indicates pressure in workload and maybe target stress.

Observation

- Job satisfaction in sales ≠ job sustainability for sales executives as well.
- Sales role often have limited growth and few employee to leadership transitions.

- Managers & Directors show minimal exits.
 - Indicates better passion and role stability.

Actions

- Retention strategy for lab technicians
 - Lab technicians should have Skill-based increments, Retention bonuses and not just satisfaction surveys.
 - Introduce Senior Lab Technician roles and salary hike after 2-3 years.
- Sales executive should have long term career growth paths
 - Reduce income instability (especially for high performers)
 - Introduce senior sales executive roles and open a leadership role for the sales team in the company
 - Identify high satisfaction + high performance employee and provide them retention bonus and career stability.
- Improve workload balance and role stability for the rest.

Chart 4 – Attrition count by salary slab

Problem

- Attrition is heavily concentrated in lower salary bands.
- Employees earning up to 5K account for the majority of exits.

Insights

- Strong inverse relationship between salary and attrition.
 - As salary increases, attrition drops sharply and Financial insecurity at lower salary levels.
- Entry-level employees are most vulnerable.
 - Up to 5K" group likely overlaps with Early tenure (0–2 years) and Younger age groups (18–35)
- Employees earning 15K+ show minimal attrition.

Actions

- Immediate compensation review for low salary slabs (focus on 5k group)
 - Adjust entry level pay and give market-aligned minimum salary band.
- Introduce 6-12 month guaranteed increment and Skill-based pay hikes.

Chart 5 – Attrition count by years at company

Problem

- Majority of exits happen within the first year of joining.
- A secondary spike appears around the 5 and 10-year mark.

Key problem - The organization struggles with early-stage retention and mid-career attrition.

Insights

- First-year attrition is the most critical risk
 - Employees are leaving before becoming fully productive which indicates weak onboarding and role mismatch.
- After 2–3 years, attrition drops steadily.
 - Which suggest employee stays longer are more engaged
- Mid-career spike around 5 and 10 years
 - Which suggest low career development for some and little skill outdated concern.
- Employees with 11+ years show minimal attrition.

Actions

- Strengthen first-year onboarding
 - Give job previews and skill certifications sponsorships after 12 months and small salary hike after 24 months.
- Career renewal at mid-tenure
 - For 5-10 years employee introduce role rotation and leadership development.

Chart 6 – attrition count by gender and job satisfaction

Problem

- Attrition differs significantly by gender and satisfaction level.
- Males show higher attrition across almost all satisfaction levels.
- High job satisfaction does not fully prevent attrition, especially for male employees.

Key problem - Attrition drivers vary by gender and cannot be explained by satisfaction alone.

Insights

- Male attrition is consistently higher
 - High exits at satisfaction level 1 and 3
 - Indicates performance and opportunity driven exits.
- Female attrition peaks at medium satisfaction (2–3)
 - Suggest mostly work-life balance and also suggest not expecting career growth.
- High satisfaction does not indicate low attrition
 - Both gender show attrition at satisfaction level 4
 - Which confirms Satisfaction ≠ retention guarantee

Actions

- Gender-around retention strategies
 - For male
 - Career advancement clarity
 - Competitive growth support
 - For females
 - Flexibility programs
 - Give extra days off for work-life balance
- investigate medium-satisfaction risk
 - conduct focused survey for satisfaction level 2-3 for mainly based on genders.