

Case Study Questions for HR Analytics Dashboard

1. Employee Overview & Attrition

- What is the total number of employees, and how many have left the organization?
- What is the overall attrition rate in the organization?
- How many active employees are currently in the company?
- What is the average age of employees?

2. Attrition Analysis

- How is attrition distributed across different departments?
- Which department has the highest and lowest attrition rate?
- What is the gender-wise breakdown of attrition?
- What are the top education fields contributing to attrition?
- How does attrition differ by age group and gender?

3. Demographics & Age Insights

- What is the distribution of employees by age groups?
- Are there any age groups with particularly high or low attrition?
- What is the age group with the highest employee count?
- How does employee distribution impact attrition trends?

4. Job Satisfaction & Roles

- What is the overall job satisfaction rating distribution?
- Which job roles show higher satisfaction levels, and which do not?
- Is there any correlation between job satisfaction and attrition?
- Which roles contribute most to attrition despite high satisfaction?

5. Education & Background

- How does education field affect attrition?
- Is there a particular educational background with lower attrition?
- Which educational field has the highest attrition?

6. Gender Insights

- How does attrition rate vary between male and female employees?
- Are specific age groups of one gender more likely to leave?

7. Actionable Intelligence

- What actionable steps can HR take based on high attrition departments or roles?
- How can the company improve retention for certain age groups or educational backgrounds?
- Are there any patterns that suggest targeted employee engagement initiatives?