Pages

- Executive Overview
- Demographics
- Survey Scores
- Income & Outliers
- Workforce
- Predicted Attrition Risk
- Explorer
- Recommendations

Filter

Department

All

JobRole

All

Gender

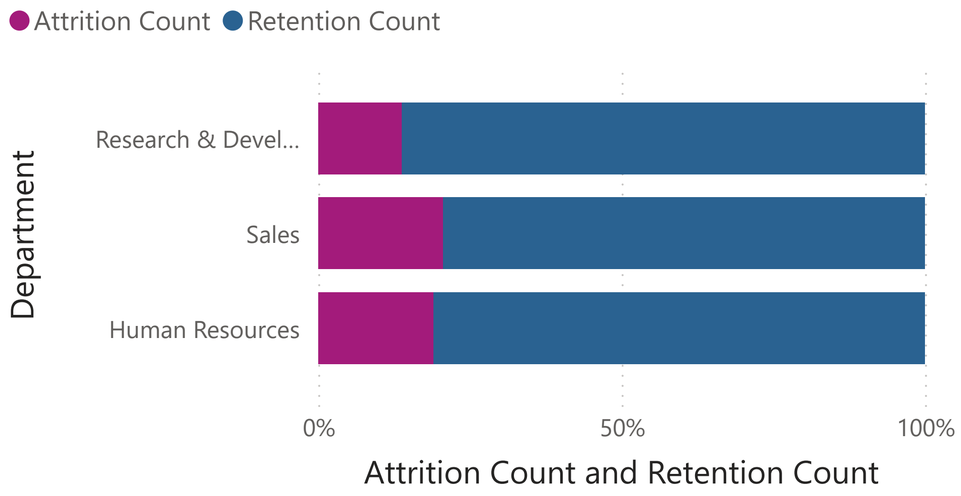
Female | Male

EducationLevel

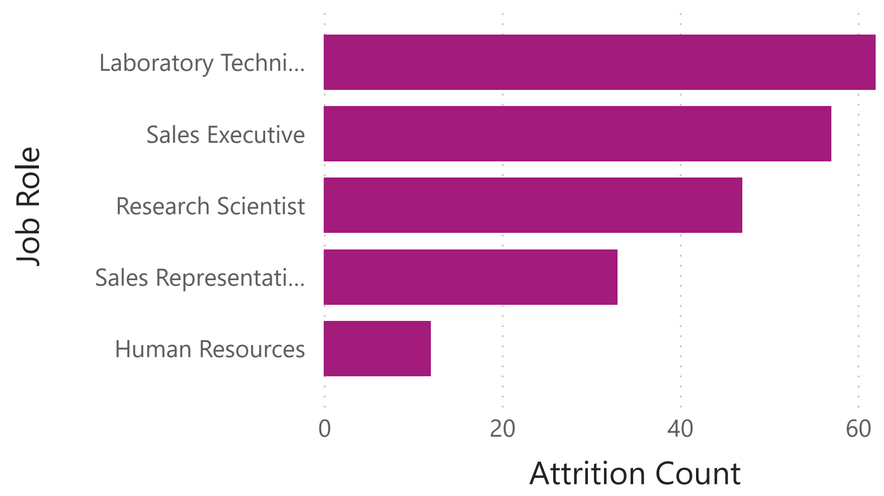
All

1470	237	16.1%	6.50K...	7.01
Headcount	Attrition Count	Attrition Rate %	Avg Monthly Income	Avg Years at Company

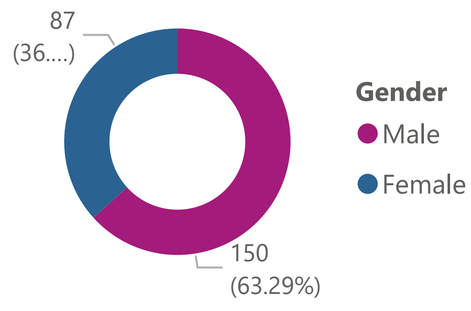
Attrition Count and Retention Count by Department



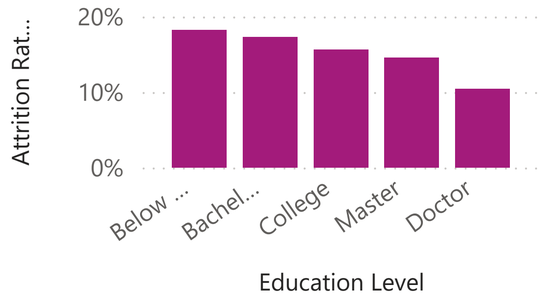
Top 5 Job Roles by Attrition Count



Attrition Count by Gender



Attrition Rate % by Education Level



3.20K	5.20K	38.47%
Median Income - Leavers	Median Income - Stayers	Income Gap %

Pages

- Executive Overview
- Demographics
- Survey Scores
- Income & Outliers
- Workforce
- Predicted Attrition Risk
- Explorer
- Recommendations

Filter

Department

All

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All

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EducationLevel

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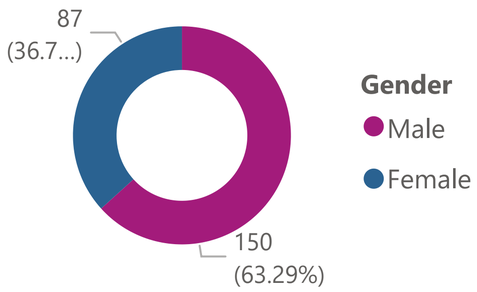
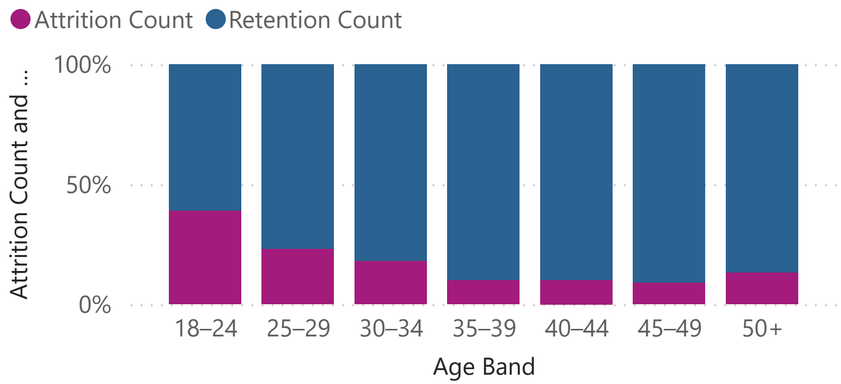
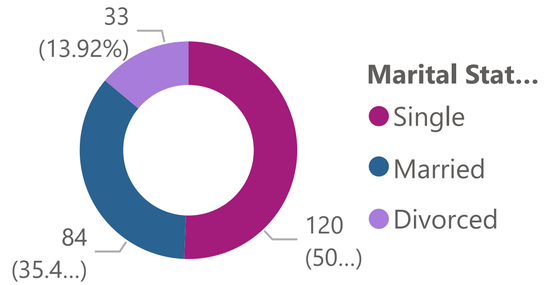
Attrition Count by Gender



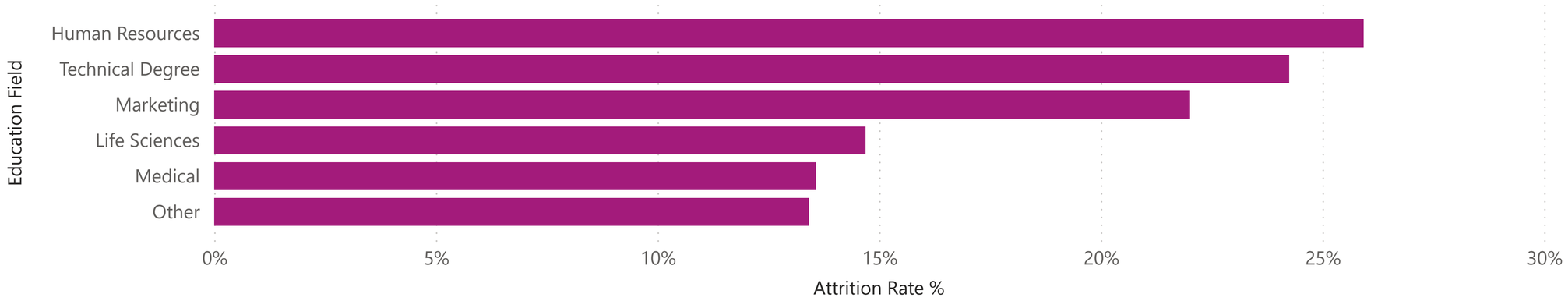
Attrition Count and Retention Count by Age Band



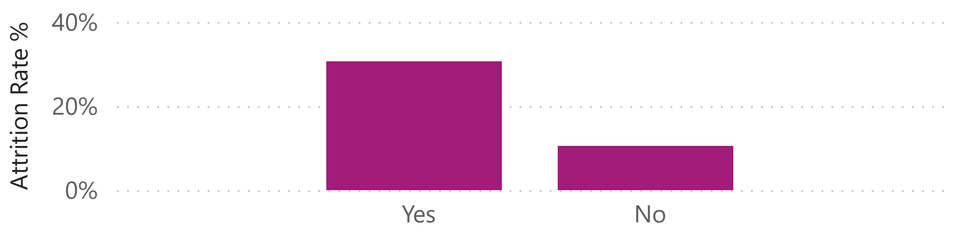
Attrition Count by Marital Status



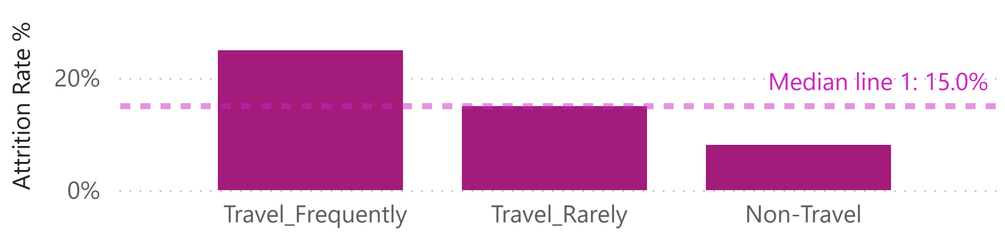
Attrition Rate % by Education Field



Attrition Rate % by OverTime



Attrition Rate % by Business Travel



Pages

- Executive Overview
- Demographics
- Survey Scores
- Income & Outliers
- Workforce
- Predicted Attrition Risk
- Explorer
- Recommendations

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Department

All

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Gender

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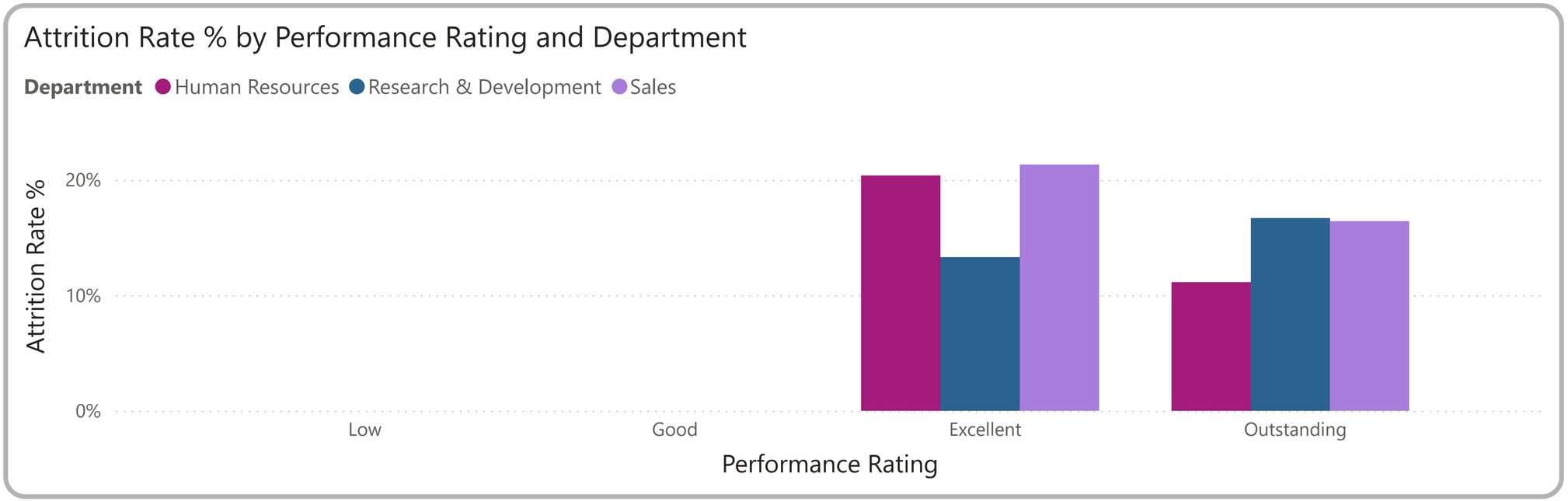
EducationLevel

All

Level	High	Low	Medium	Very High
Environment Satisfaction	453	284	287	446
Job Involvement	868	83	375	144
Job Satisfaction	442	289	280	459
Relationship Satisfaction	459	276	303	432
Work-Life Balance	893	80	344	153



Pages

- Executive Overview
- Demographics
- Survey Scores
- Income & Outliers
- Workforce
- Predicted Attrition Risk
- Explorer
- Recommendations

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JobRole

All

Gender

Female | Male

EducationLevel

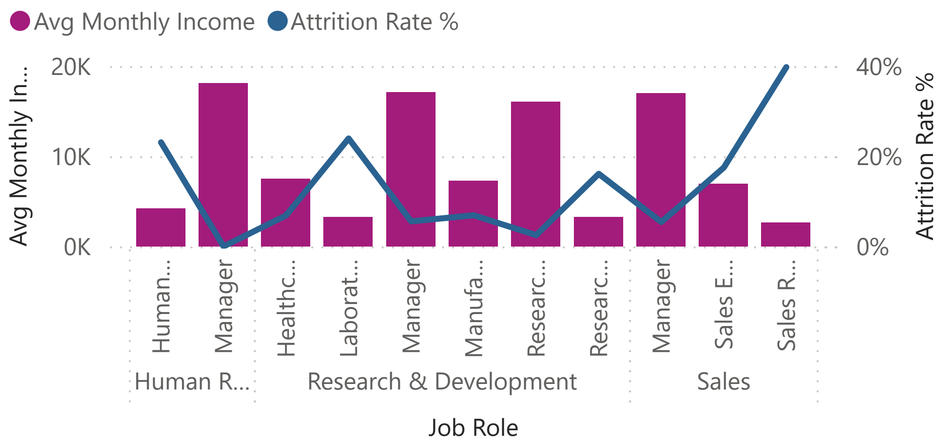
All

3.20K
Median Income - Leavers

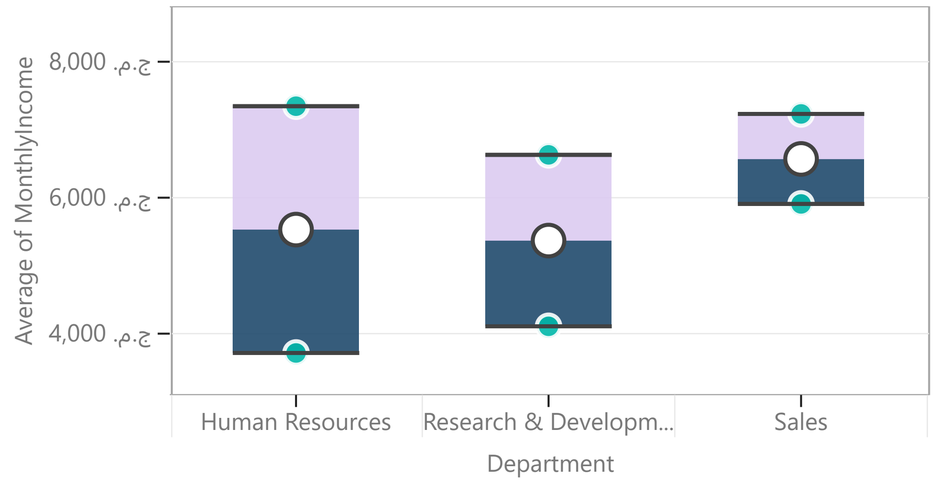
5.20K
Median Income - Stayers

38.47%
Income Gap %

Avg Monthly Income and Attrition Rate % by Department and Job Role



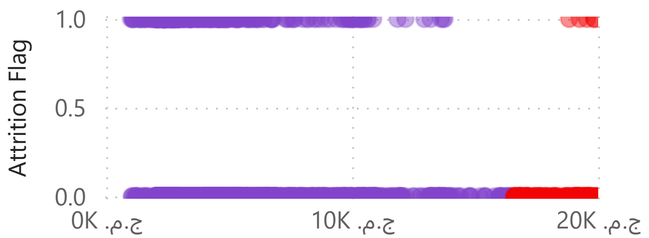
Monthly Income by Attrition Flag and Department



114
Monthly Income Outlier Count

7.8%
Monthly Income Outlier Rate %

Attrition vs Monthly Income (Red= Outliers)



Pages

- Executive Overview
- Demographics
- Survey Scores
- Income & Outliers
- Workforce
- Predicted Attrition Risk
- Explorer
- Recommendations

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EducationLevel

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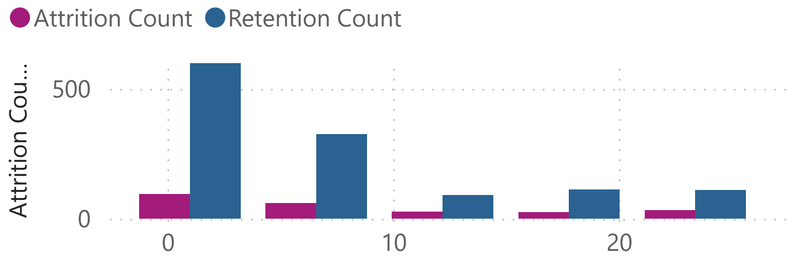
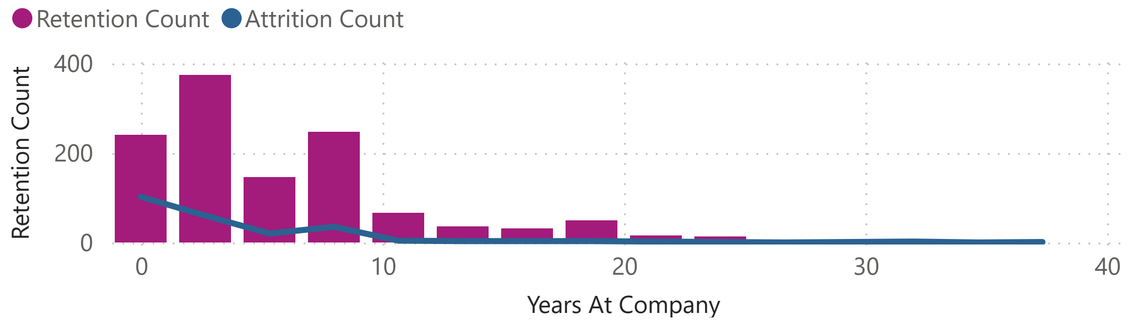
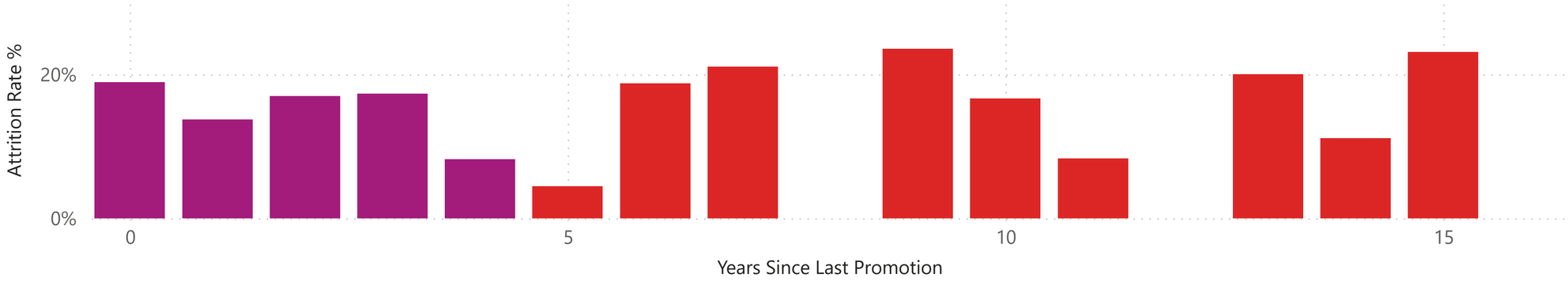
Attrition Count and Retention Count by Distance From Home



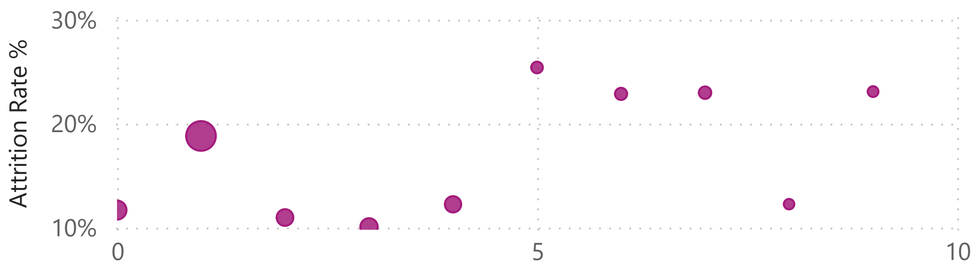
Retention Count and Attrition Count by Years At Company



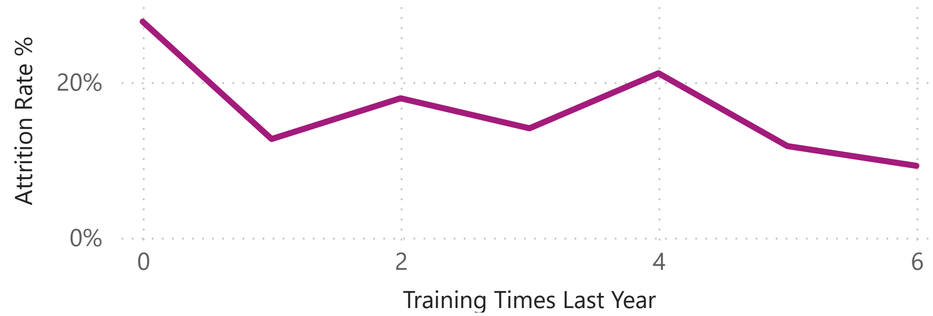
Attrition Rate % by Years Since Last Promotion



Attrition Rate %, Headcount and Average of Monthly Income by Num Companies Worked Previously



Attrition Rate % by Training Times Last Year



Pages

- Executive Overview
- Demographics
- Survey Scores
- Income & Outliers
- Workforce
- Predicted Attrition Risk
- Explorer
- Recommendations

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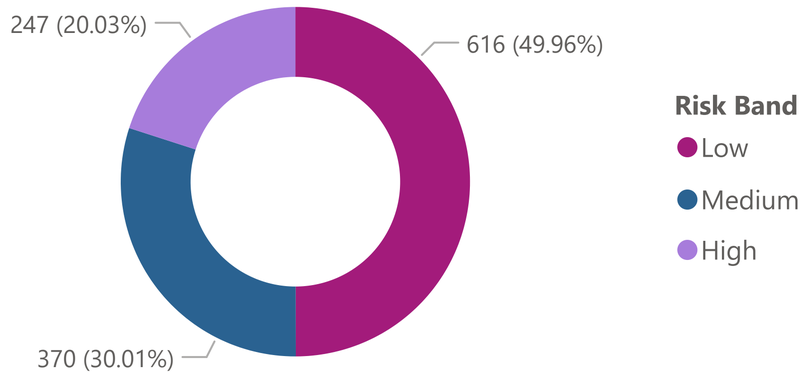
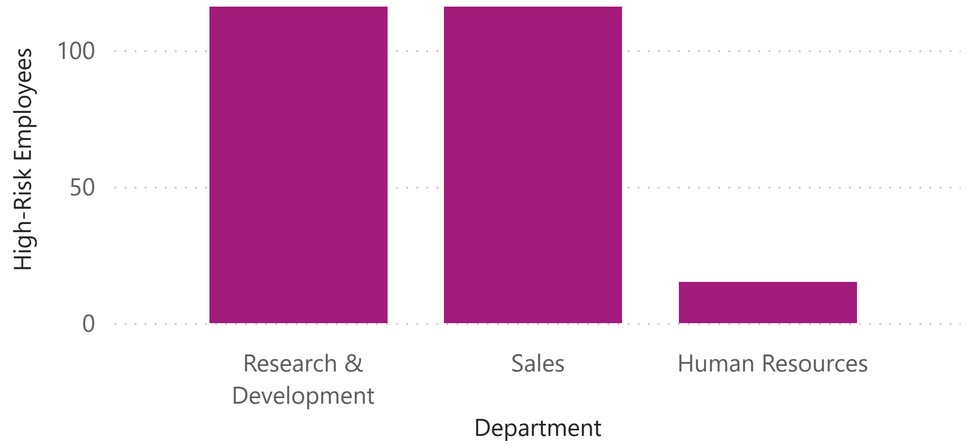
30.81%	247	370	616
Average Predicted Risk %	High-Risk Employees	Medium-Risk Employees	Low-Risk Employees

Count of Employees by Risk



High-Risk Employees by Department



Employee ID	Department	Job Role	Monthly Income	Predicted Attrition Probability	Risk Band
2	Research & Development	Research Scientist	5,130.00 ج.م	0.09	Low
5	Research & Development	Research Scientist	2,909.00 ج.م	0.43	Medium
7	Research & Development	Laboratory Technician	3,468.00 ج.م	0.81	High
8	Research & Development	Laboratory Technician	3,068.00 ج.م	0.17	Low
10	Research & Development	Laboratory Technician	2,670.00 ج.م	0.64	High
11	Research & Development	Laboratory Technician	2,693.00 ج.م	0.53	Medium
12	Research & Development	Manufacturing Director	9,526.00 ج.م	0.15	Low

Pages

- Executive Overview
- Demographics
- Survey Scores
- Income & Outliers
- Workforce
- Predicted Attrition Risk
- Explorer
- Recommendations

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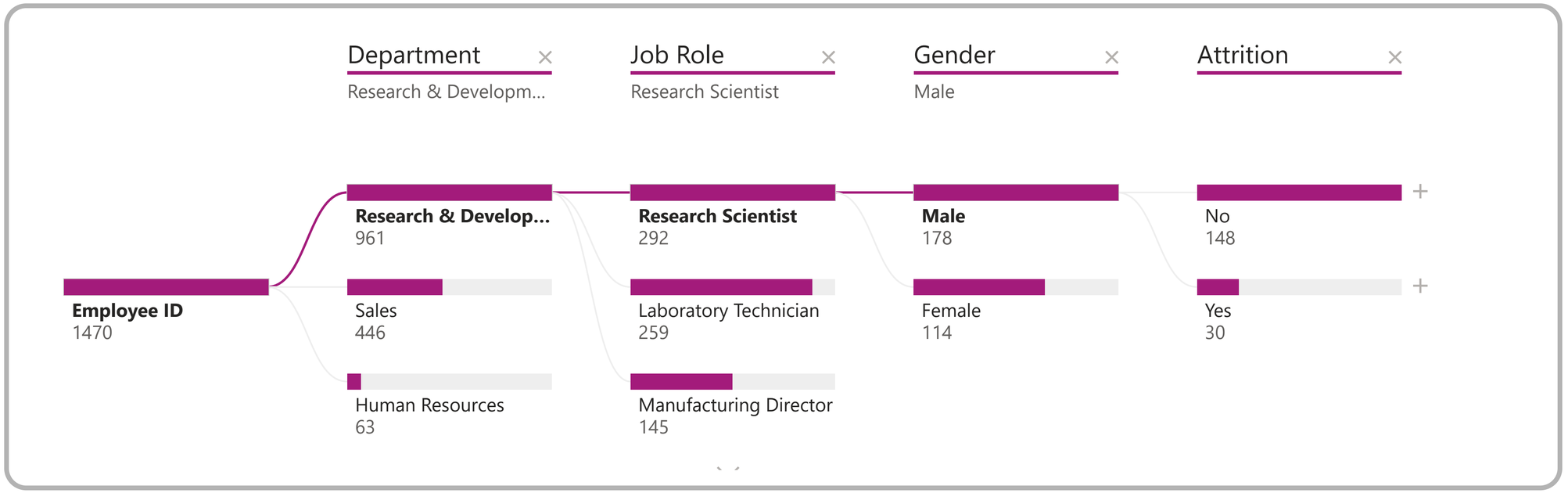

Employee ID	Department	Job Role	Gender	Tenure(Yrs)	Monthly Income	Monthly Income Outlier	Attrition
1	Sales	Sales Executive	Female	6	5,993.00 ج.م.	0	Yes
2	Research & Development	Research Scientist	Male	10	5,130.00 ج.م.	0	No
4	Research & Development	Laboratory Technician	Male	0	2,090.00 ج.م.	0	Yes
5	Research & Development	Research Scientist	Female	8	2,909.00 ج.م.	0	No
7	Research & Development	Laboratory Technician	Male	2	3,468.00 ج.م.	0	No
8	Research & Development	Laboratory Technician	Male	7	3,068.00 ج.م.	0	No
10	Research & Development	Laboratory Technician	Female	1	2,670.00 ج.م.	0	No

Pages

- Executive Overview
- Demographics
- Survey Scores
- Income & Outliers
- Workforce
- Predicted Attrition Risk
- Explorer
- Recommendations

Executive Overview

The company currently employs 1,470 people, with 237 departures and an attrition rate of 16.1%. That is higher than what's typically seen in the customer experience industry and points to underlying issues worth addressing.

1. Compensation is a critical factor.
There is a significant gap in pay between those who leave and those who stay. The median monthly income for leavers is about 3,200, compared to 5,200 for those who remain, creating a 38% difference. This strongly suggests that many employees feel underpaid or see better opportunities elsewhere.

Demographics

Gender
As argued earlier, women continue to represent a larger share of attrition at 63%, compared to 37% for men. This confirms a consistent pattern seen on the overview page and suggests that retention challenges among female employees are not isolated incidents. It points to a deeper structural issue that might be tied to flexibility, work-life balance, promotion opportunities, or the support they receive from the organization.

Age

Survey Scores

Looking at the employee satisfaction data, the overall picture is positive. Most people rate their experience as High or Very High across all five areas: environment, job involvement, job satisfaction, relationship satisfaction, and work-life balance. That means a strong majority feel engaged and supported in their roles.

However, there's still a noticeable group of employees reporting Low satisfaction in three key areas: Environment Satisfaction, Job Satisfaction, and Relationship Satisfaction. These numbers are not small, which means there are

Income & Outliers

Pay gap
Leavers sit at a median of 3.20K while stayers are at 5.20K, a 38.47% gap. That is large enough to pull people to the market, especially in roles that are easy to hire away.

Role and department patterns
In the "Avg Monthly Income and Attrition Rate by Department and Job Role" chart, attrition spikes in several roles even when pay is not the lowest. Sales roles show the steepest attrition line on the right side of the chart. R&D has

Workforce

Looking at the workforce patterns, several important trends stand out that help explain why people are leaving and where we should focus our efforts.

Distance from Home
Employees who live closer to the workplace show the highest attrition numbers. At first, this might seem counterintuitive, but it often happens when people feel they have many nearby job options. It could also reflect a lack of strong attachment to the company if they view employment as convenient rather than strategic. On the other hand, employees who live farther away seem more likely to stay, possibly because switching jobs would require a bigger lifestyle change. However, simply, there might not be a relationship between these two variables/factors.

Tenure and Years at Company