



# EMPLOYEE ATTRITION INSIGHTS

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Based on the "Employee Attrition Insights Dashboard," here are some key insights and a brief report of the visualizations:

### 1. Performance Rating by Gender:

- **Male employees** have a higher average performance rating (2.8K) compared to **female employees** (1.9K).
- Insight: This might indicate differences in evaluation or performance levels, which could warrant further investigation to understand gender disparities in performance.

### 2. Total Working Years by Education Field:

- Employees in the **Life Sciences** field have the most working experience on average (6.8K total years), followed by those in **Medical** (5.4K), **Marketing** (1.9K), and **Technical Degree** fields (1.4K).
- Insight: The workforce with more years of experience is concentrated in Life Sciences and Medical fields, which might suggest more job security or retention in these sectors.

### 3. Marital Status Distribution:

- The majority of employees are **Married (45.78%)**, followed by **Single (31.97%)** and **Divorced (22.24%)**.
- Insight: Understanding the marital status distribution can help in creating tailored benefits and support systems, as family commitments might influence employee attrition.

### 4. Job Satisfaction by Years in Current Role:

- Job satisfaction peaks at around **3-4 years** in the current role, with a significant drop after this period.
- Insight: This may indicate that employees experience the highest satisfaction within the first few years of their role, and after 5 years, dissatisfaction tends to increase, possibly due to stagnation or lack of progression.

### 5. Monthly Income by Job Role:

- **Sales Executives** earn the highest monthly income on average (2.3M), followed by **Managers** (1.8M), and **Research Directors** (1.3M).

- **Roles like Healthcare Representative, Research Scientist, and Technician** have significantly lower income, averaging around 0.9M or lower.
- **Insight:** Income distribution suggests that high-level managerial and executive roles dominate earnings, while technical and specialist roles are comparatively lower.

## 6. Salary Hike:

- The sum of the percent salary hike appears to be **22K**.
- **Insight:** Monitoring salary hikes in relation to roles, performance, and experience is crucial for understanding whether employees are being adequately compensated, which can directly impact attrition.

## 7. Business Travel:

- The majority of the employees are categorized under **Non-Travel**, indicating that business travel is not common or relevant for most of the workforce.
- **Insight:** This could reduce stress related to frequent travel, which is often associated with higher turnover rates.

## Key Takeaways:

- **Gender Disparity:** Male employees seem to outperform females in terms of performance ratings. Further investigation is needed to see if this is due to bias or actual performance differences.
- **Retention:** Job satisfaction seems to decrease significantly after 5 years in a role, suggesting that retention strategies should focus on career progression and development opportunities after this period.
- **Income Inequality:** There is a clear disparity between executive/managerial positions and other roles like technicians or specialists. This may affect job satisfaction and contribute to attrition, especially in lower-paid roles.
- **Marital Status Impact:** A significant proportion of the workforce is married, which may influence work-life balance needs, and companies should tailor policies that support employees with family commitments.