

OBJECTIVE

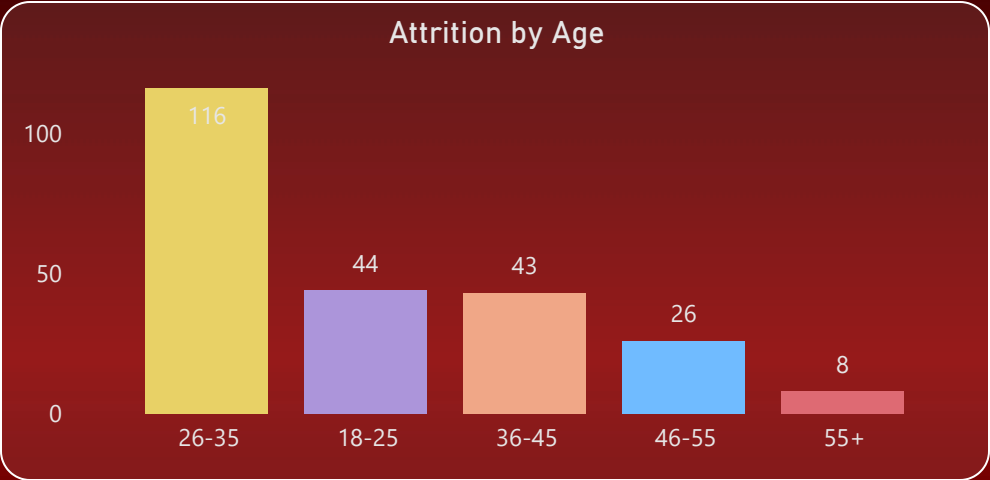
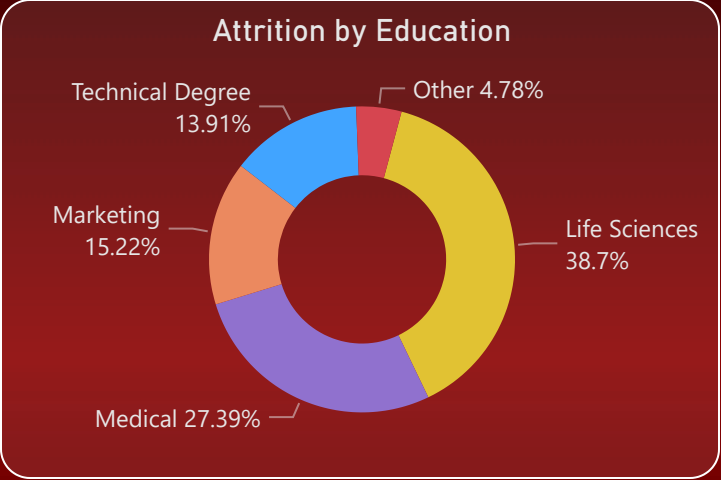
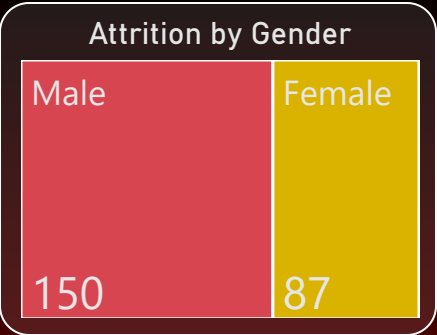
- What are the key factors because of which employees are leaving the company?

HR ANALYTICS DASHBOARD

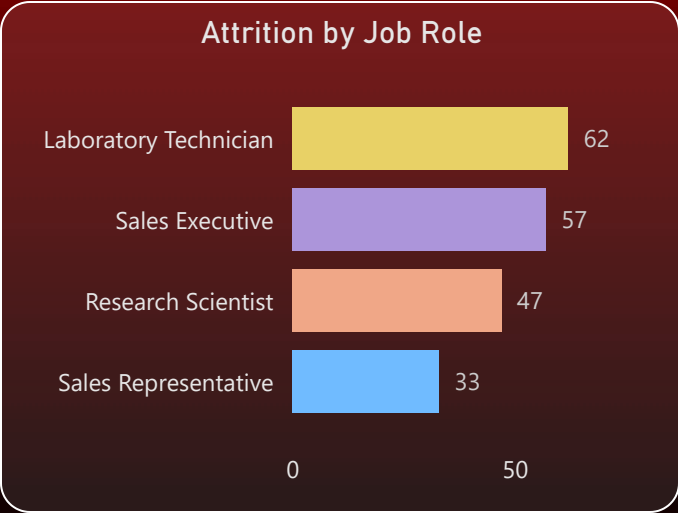
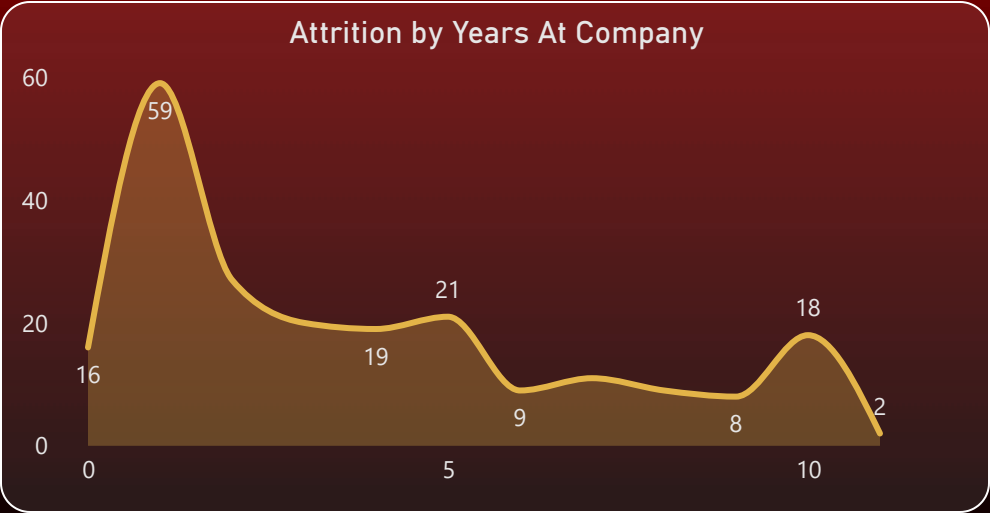
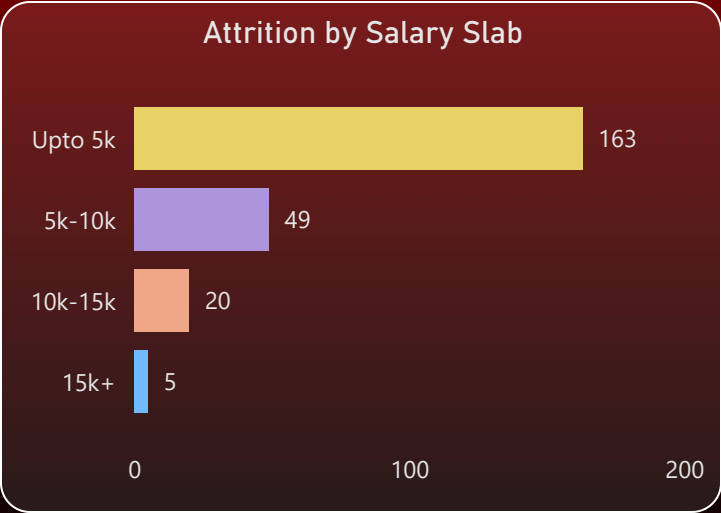
Human Resources

Research & Dev...

Sales



JobRole	1	2	3	4	Total
Sales Representative	7	10	9	7	33
Sales Executive	16	9	18	14	57
Research Scientist	13	10	15	9	47
Research Director	0	1	1	0	2
Manufacturing Director	2	2	4	2	10
Manager	1	2	1	1	5
Laboratory Technician	20	8	21	13	62
Human Resources	5	2	3	2	12
Healthcare Representative	2	2	1	4	9
Total	66	46	73	52	237



INSIGHTS

- Employees that are from Life Science background have the highest rate of attrition followed by Medical and Marketing.
- Employees with the package of upto 5k have the highest rate of attrition. Also, employees who have left the company in the first year, most of them had the same package.
- Employees between the age of 26-35 have the highest count of attrition.
- Laboratory Technicians have the the highest rate of attrition followed by Sales Executive and Research Scientist.
- Attrition rate of male employees is more than female employees.

PROJECT LEARNINGS

- Identified key factors to reduce attrition.
- Improved the hiring process.
- Improved employee experience.
- Made workforce more productive.
- Gained employee trust.