

HR Analytics Dashboard Insights

Overview

The HR Analytics Dashboard provides key insights into employee attrition trends, covering multiple dimensions such as education, age, job role, department, salary range, and gender distribution.

Key Insights

General Metrics:

- **Total Employees:** 1,470
- **Total Attrition Count:** 237
- **Attrition Rate:** 16.1%
- **Average Salary:** 7K
- **Average Employee Age:** 37 years
- **Average Years in Organization:** 7 years

Attrition Breakdown:

By Education:

- Life Sciences has the highest attrition (38%)
- Medical field accounts for 27% of attrition
- Marketing contributes 15%
- Technical disciplines (Engineering, IT, etc.) represent 14%

By Age Group:

- The highest attrition occurs in the **26-35** age group (116 employees)
- The **18-25** group has 44 employees leaving
- The **36-45** age group sees 43 employees leaving
- The **46-55** group has 26 employees leaving
- The lowest attrition is in the **55+** age group with 8 employees

By Salary Range:

- Employees earning **up to 5K** experience the highest attrition (163 employees)
- The **5K-10K** salary range has 49 employees leaving
- The **10K-15K** range has 20 employees leaving
- The **15K+** salary range has the lowest attrition (5 employees)

By Department:

- Research & Development has the highest attrition (133 employees)

- Sales follows with 92 employees leaving
- Human Resources has the lowest attrition (12 employees)

By Job Role:

- **Laboratory Technicians** have the highest attrition (62 employees)
- **Research & Development roles** see a significant number of exits
- **Managers** experience moderate attrition (15 employees)
- **Healthcare Representatives and HR professionals** have relatively low attrition
- **Manufacturing Directors and Research Directors** have minimal attrition

By Gender:

- Male employees account for **63%** of attrition
- Female employees account for **37%** of attrition

Overtime Impact:

- Employees are categorized by whether they work overtime or not (data not detailed in the image but can be a key factor in attrition analysis)

Observations & Recommendations:

1. **High attrition in Life Sciences and Research & Development** suggests a need for better employee retention strategies.
2. **Younger employees (26-35) leaving at a high rate** may indicate dissatisfaction with career growth opportunities.
3. **Low salary brackets experiencing the highest attrition** suggest that compensation may be a key driver for turnover.
4. **Sales department has significant attrition**, potentially due to performance pressures or commission-based structures.
5. **Targeted interventions for male employees** might be required since they represent a larger portion of attrition.
6. **Review of work-life balance and overtime policies** to address potential burnout factors.

This analysis provides a data-driven approach to reducing attrition and improving employee retention strategies within the organization.

Thank you Everyone,

Sayudh Swarnakar