Employee Attrition Report

Executive Summary

This report provides a detailed analysis of employee attrition within the organization. It includes metrics such as attrition count, employee count, attrition rate, age demographics, satisfaction levels, and breakdowns by gender and department.

1. Key Metrics / KPI’s

* **Attrition Definition**:
  + **Yes** → Employee still with the company
  + **No** → Employee has left the company
* **Total Employee Count**: Total number of employees; assumed from data.
* **Attrition Count (Active Employees)**: Number of employees marked as "Yes".
* **Attrition Rate**: SUM (attrition count) / SUM(employee count)​
* **Active Employees**: SUM([Employee Count])- SUM([Attrition])
* **Average Age of Employees**: Calculated from dataset.

2. Attrition by Gender

|  |  |  |  |
| --- | --- | --- | --- |
| Gender | Employees left | Employees Remaining | Attrition Rate (%) |
| Male | X | Y | |  | | --- | | [(X / (X+Y))\*100] | |
| Female | A | B | |  | | --- | | [(A / (A+B))\*100] | |

*(Note: Actual numbers to be populated from dataset)*.

3. Attrition by Department

Pie Chart Visualization

* **R&D Department**
  + 56.12% (Count: 133) employees left
* **Sales Department**
  + 38.82% (Count: 92) employees left
* **HR Department**
  + 5.06% (Count: 12) employees left

Most of the attrition is seen in the **R&D Department**, while **HR** shows the lowest attrition.

4. Job Satisfaction Rating (by Role)

**Satisfaction Ratings:**

* Scale of **1 to 4**, where **4 is the highest satisfaction**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Job Role | Rating 1 | Rating 2 | Rating 3 | Rating 4 |
| Role A | [ ] | [ ] | [ ] | [ ] |
| Role B | [ ] | [ ] | [ ] | [ ] |
| ... | ... | ... | ... | ... |

5. Attrition Rate by Gender for Different Age Groups

Donut Chart Visualization (Custom Pie Chart)

This section breaks down attrition **by gender across various age groups** using a donut chart format for better comparative visualization.

|  |  |  |
| --- | --- | --- |
| Age Group | Male Attrition (%) | Female Attrition (%) |
| < 25 | [ ] | [ ] |
| 25–34 | [ ] | [ ] |
| 35–44 | [ ] | [ ] |
| 45+ | [ ] | [ ] |

Age and gender analysis helps us understand demographic factors influencing attrition patterns.

Conclusion and Recommendations

* The **R&D department** requires immediate attention due to the high attrition rate (56.12%).
* **Gender-based and age-group trends** may indicate underlying issues such as lack of engagement, work-life balance challenges, or culture fit.
* High **job satisfaction ratings** should be leveraged to improve retention strategies across other roles.
* Consider conducting **exit interviews** or pulse surveys to better understand reasons for attrition in key segments.

Appendices

* Data Sources: KAGGLE
* Visualization Tools: Power Point / Tableau
* Charts Included: Pie Chart (Dept), Donut Chart (Gender & Age), Bar Chart (Satisfaction by Role)