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DEMOGRAPHICS

TURNOVER ANALYSIS I

TURNOVER ANALYSIS II

EMPLOYEE WELLNESS



HR ATTRITION DASHBOARD

DEMOGRAPHICS:

Total Sum of attrition count was higher for Male (150) than Female (87). Single in Gender Male made up 30.80% of Sum of attrition count. Average Sum of attrition count was higher for Male (50) than Female (29). Sum of Employee Count for No (1233) was higher than Yes (237). No accounted for 83.88% of Sum of Employee Count. At 893, Good had the highest Count of Attrition and was 1,016.25% higher than bad, which had the lowest Count of Attrition at 80. Across all 4 Work Life Balance (groups), Count of Attrition ranged from 80 to 893.

TURNOVER ANALYSIS I:

Total Sum of attrition count was higher for Male (150) than Female (87). Travel Rarely in Gender Male made up 43.04% of Sum of attrition count. Average Sum of attrition count was higher for Male (50) than Female (29). Sum of attrition count for Male and Female diverged the most when the Business Travel was Travel Rarely, when Male were 48 higher than Female. Research & Development had the highest Sum of attrition count at 133, followed by Sales at 92 and Human Resources at 12. Research & Development accounted for 56.12% of Sum of attrition count.

TURNOVER ANALYSIS II:

At 17,181.68, Manager had the highest Average of Monthly Income and was 554.29% higher than Sales Representative, which had the lowest Average of Monthly Income at 2,626.00. Average of Monthly Income and total Sum of attrition count are negatively correlated with each other. Laboratory Technician accounted for 26.16% of Sum of attrition count. Average of Monthly Income and Sum of attrition count diverged the most when the Job Role was Manager, when Average of Monthly Income were 17,176.68 higher than Sum of attrition count. Sum of attrition count for low (200) was higher than high (37). Total Sum of attrition count was higher for Male (150) than Female (87). 31-45 in Gender Male made up 28.27% of Sum of attrition count. Average Sum of attrition count was higher for Male (50) than Female (29). Sum of attrition count for Male and Female diverged the most when the Age (groups) was 31-45, when Male were 31 higher than Female. Yes had 127 Sum of attrition count and No had 110.



EMPLOYEE WELLNESS:

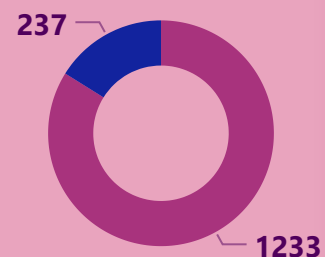
At 71, Dissatisfied had the highest Sum of attrition count and was 57.78% higher than Very dissatisfied, which had the lowest Sum of attrition count at 45. Dissatisfied had the highest Sum of attrition count at 71, followed by satisfied, Very satisfied, and Very dissatisfied. Dissatisfied accounted for 29.96% of Sum of attrition count. Across all 4 Environment Satisfaction (groups), Sum of attrition count ranged from 43 to 72.

Total Employees

1470

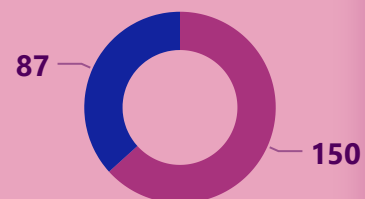
EmployeeCount by Attrition

● No ● Yes



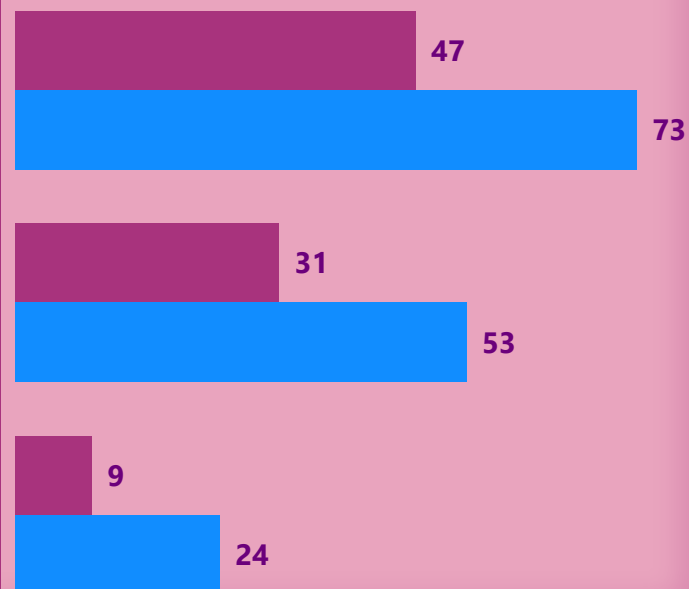
Attrition by Gender

● Male ● Female



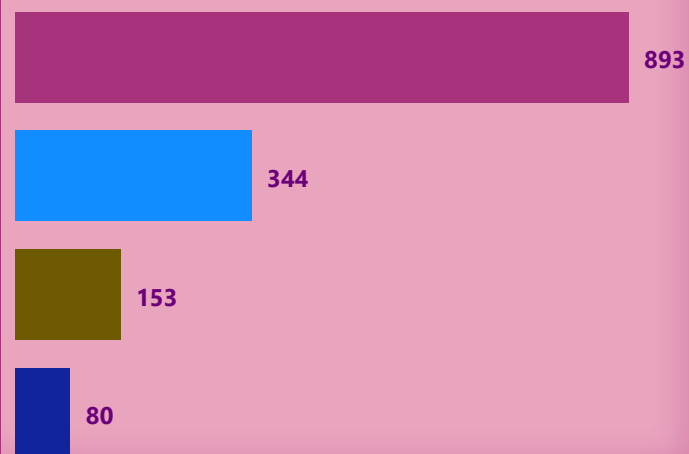
Total attrition by Marital Status

● Female ● Male



Total Attrition by Worklife Balance

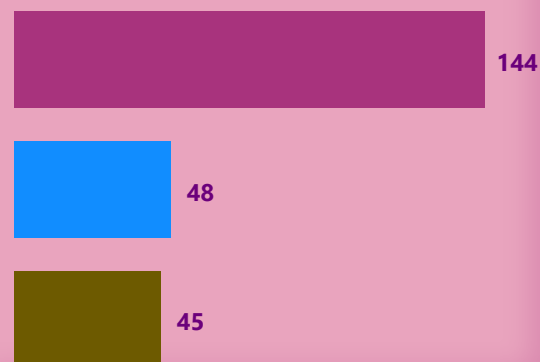
● Good ● average ● excellent ● bad



DEMOGRAPHICS

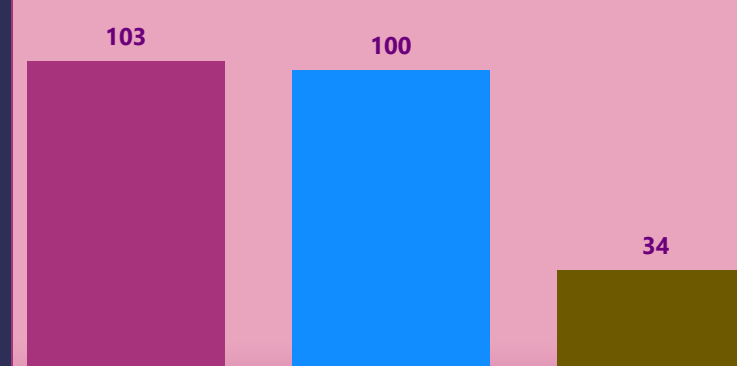
Total Attrition by work from home

● 1-10 ● 11-20 ● 21-30



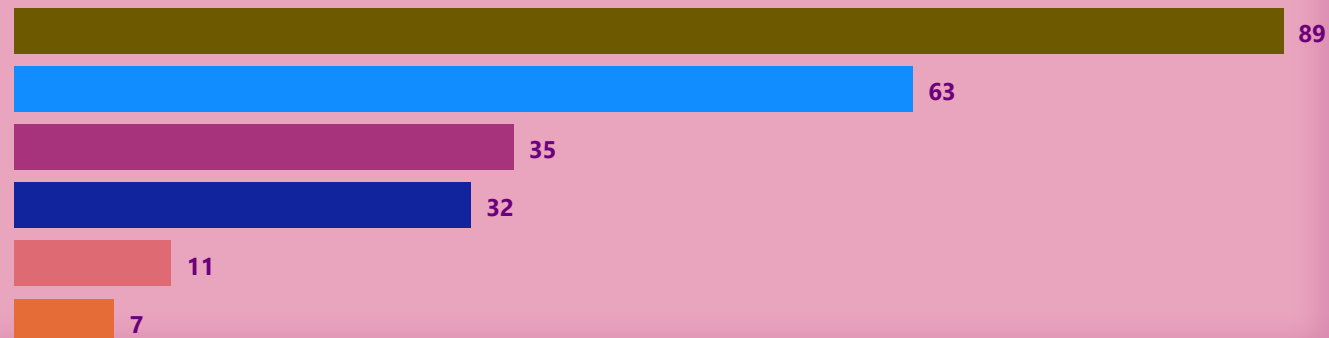
Total attrition by Age

● 31-45 ● 18-30 ● 46-60



Sum of attrition count by EducationField and EducationField

● Life Sciences ● Medical ● Marketing ● Technical Degree ● Other ● Human Resources



Job Role Count

9

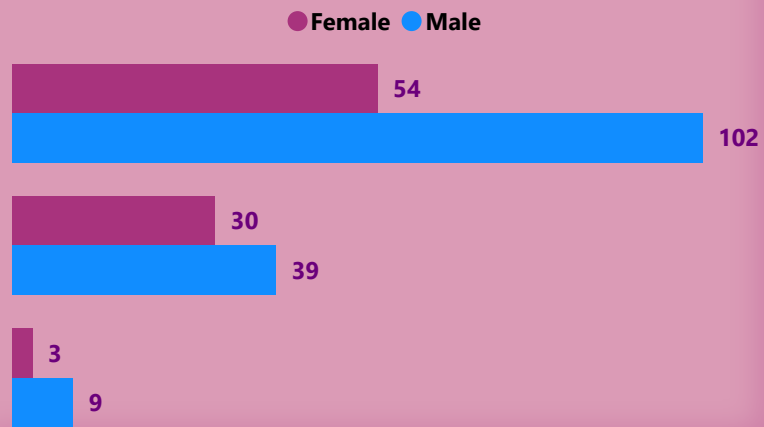
Average working Years

11.28

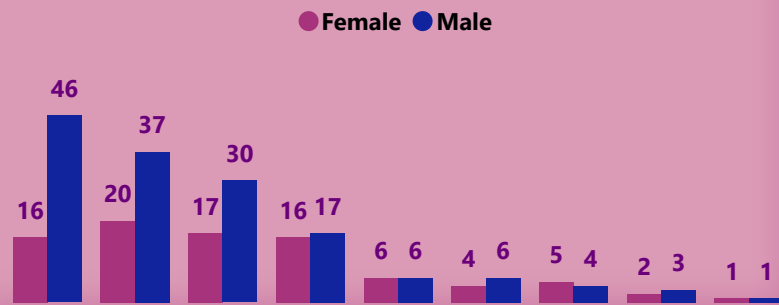


TURNOVER ANALYSIS I

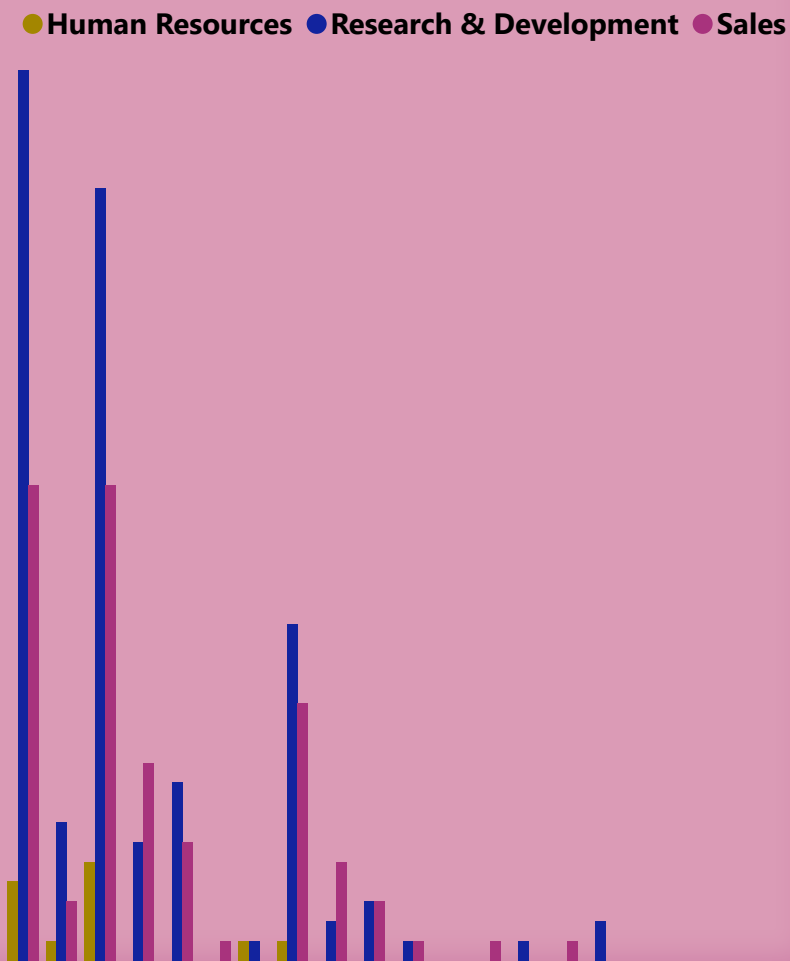
Attrition by Business Travel



Attrition by Job role

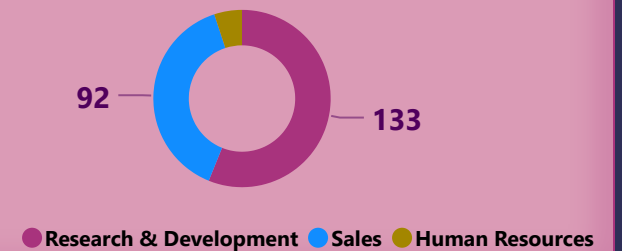


Total attrition by Years in Current role



JobRole	Sum of attrition count
Laboratory Technician	62
Sales Executive	57
Research Scientist	47
Sales Representative	33
Human Resources	12
Manufacturing Director	10
Healthcare Representative	9
Manager	5
Research Director	2
Total	237

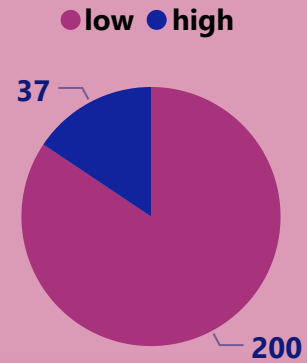
Attrition by Department



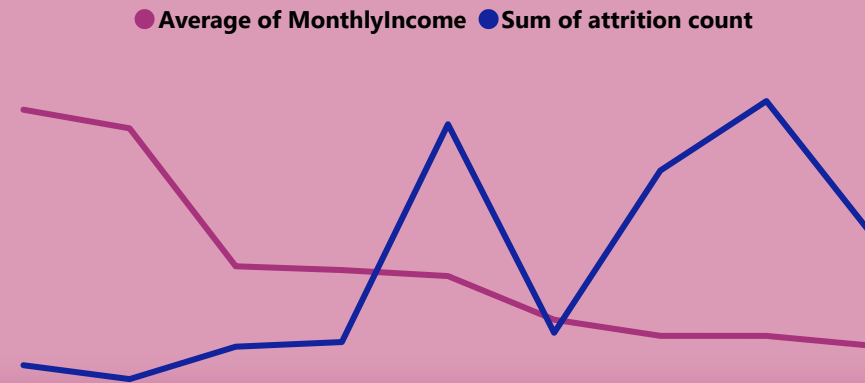


TURNOVER ANALYSIS II

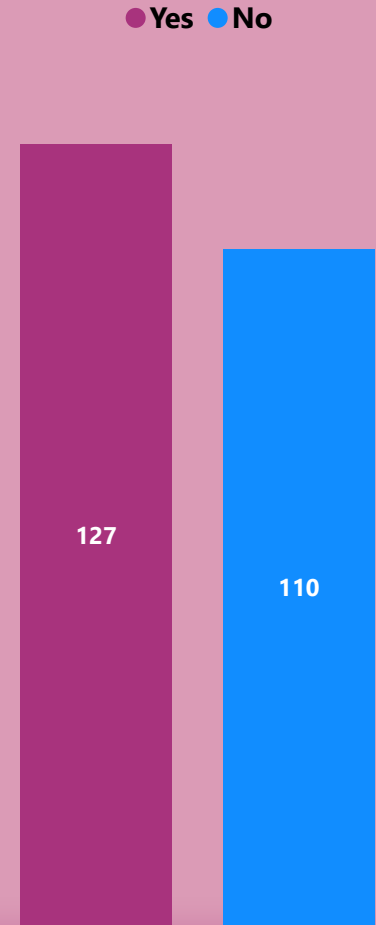
Total attrition by Performance rating



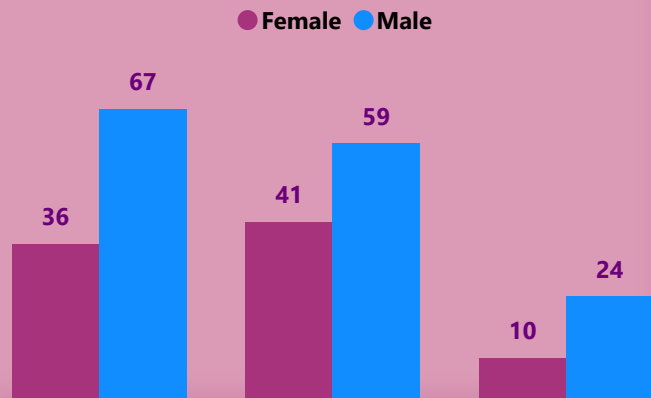
Monthly Income and attrition by Job Role



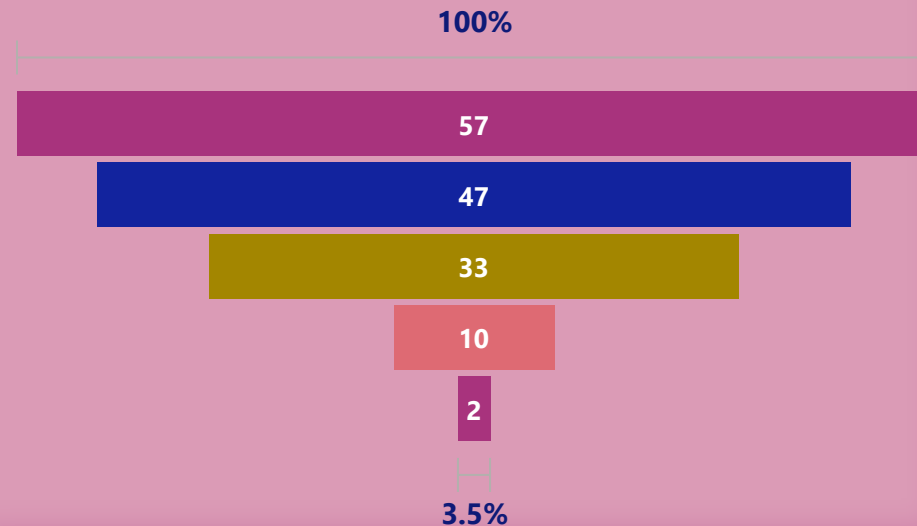
Total attrition by Over Time



Total attrition by age and gender



Total attrition by job level



Average Monthly Income

6.50K



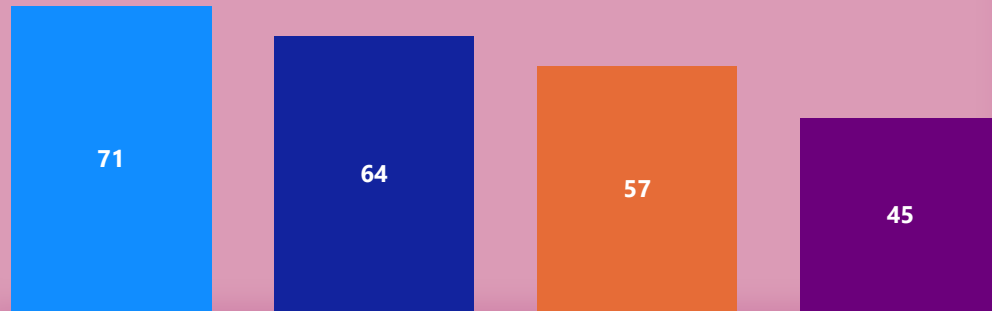
EMPLOYEE WELLNESS

Average hourly rate

65.89

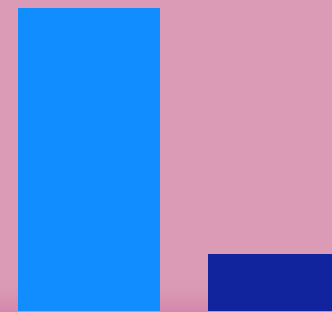
Total attrition by Relationship satisfaction

Disatisfied satisfied Very satisfied Very dissatisfied



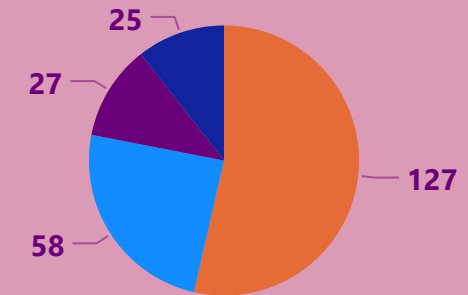
Total attrition by Performance rating

low high



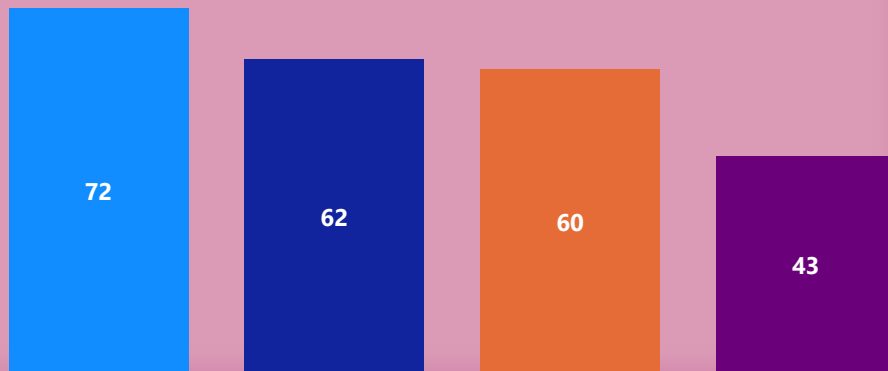
Total attrition by work life

Good average excellent bad



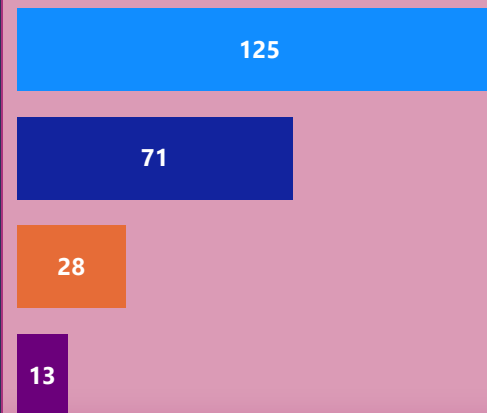
Total attrition by Environment Satisfaction

dissatisfied satisfied very satisfied very dissatisfied



Total attrition by job involvement

moderate low very low high



Total attrition by Job Satisfaction

satisfied very di... very sat... dissati...

