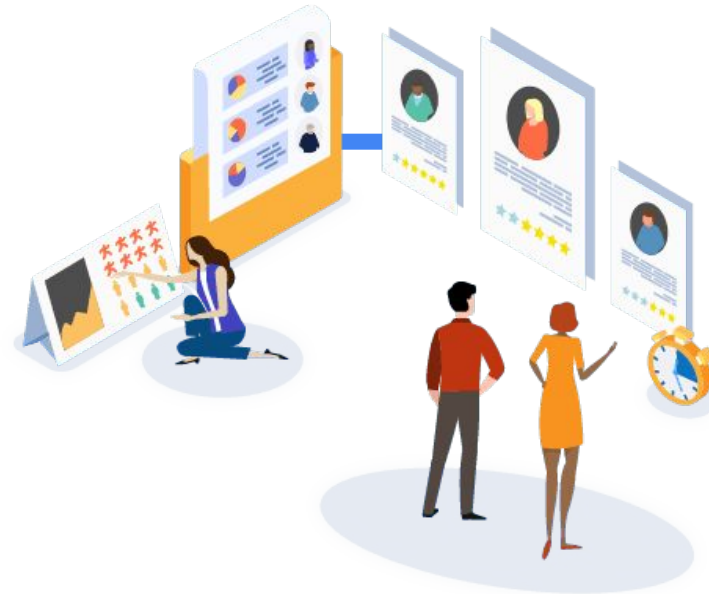# HR Analytics
Group 4

Group Members

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2. Prem Suhas C H
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4. Sharwari Prasanna Potdar
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Introduction

- Project Domain - HR Analytics
- Project Name - *Employee Retention*
- Datasets - HR_1 and HR_2
- Dataset Type - Excel
- Data Size - *50K records* each

KPI 1
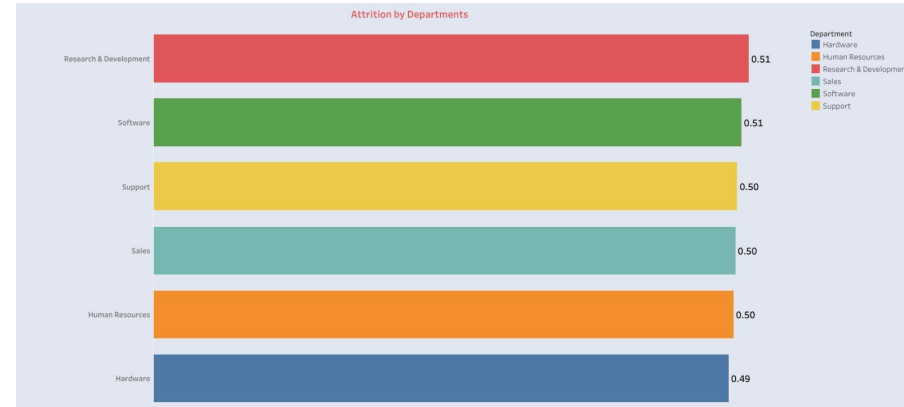# Average Attrition rate for all Departments

Observations

- **Different colours** across **6 departments**
- **Relatively close** Attrition rates ranging from **0.49 to 0.51**

Suggestions

- Improving **employee satisfaction** and **engagement**
- Conduct **exit-interviews**

Conclusion

- Company experiences **consistent** attrition rates
- **Small variations** provide **valuable** insights

KPI 2
Average Hourly rate of Male Research Scientist

Hourly Rate of Research Scientist

Observations

- **Hourly rate** for Female Research Scientists is **115.25**
- **Male Research Scientists** have **slightly higher** hourly rate at **115.61**

Suggestions

- Investigate **factors** for **slight difference** in pay
- Advocate for **equal pay** for **equal work**

Conclusion

- Difference in **pay is minimal** between **Female** and **Male**
- Promoting **equal pay** for **equal work** is essential

KPI 3
Attrition rate vs Monthly Income stats

Observations

- **Research & Development** has **highest** attrition rate
- **Other departments** have **lower** attrition rate

Suggestions

- **Explore** why Research & Development gets **higher attrition**
- Consider **work environment**, **job satisfaction**, and **career growth opportunities**

Conclusion

- Companies should offer **competitive salaries**
- **Income-related factors** help analyze **employee satisfaction**

Attrition Rate vs Monthly Income

Attrition	Hardware	Human Resources	Research & Development	Sales	Software	Support	Avg. Monthly Income
No	25,966.3	26,001.3	25,574.6	26,066.6	26,004.5	26,127.3	25,574.6 — 26,170.9
Yes	26,091.2	26,116.0	26,007.1	26,170.9	26,047.5	26,003.6	

KPI 4
Average Working Years for each Department

Average Working Years by Departments

Observations

- *Average working years* range from **10.68 to 10.84**
- *No significant variation* among departments

Suggestions

- Look into *skill development* and *growth*
- *Mentorship programs* to leverage *experienced employees*

Conclusion

- Company has *stable workforce*
- Implementing *learning culture* can enhance *engagement* and *productivity*

KPI 5
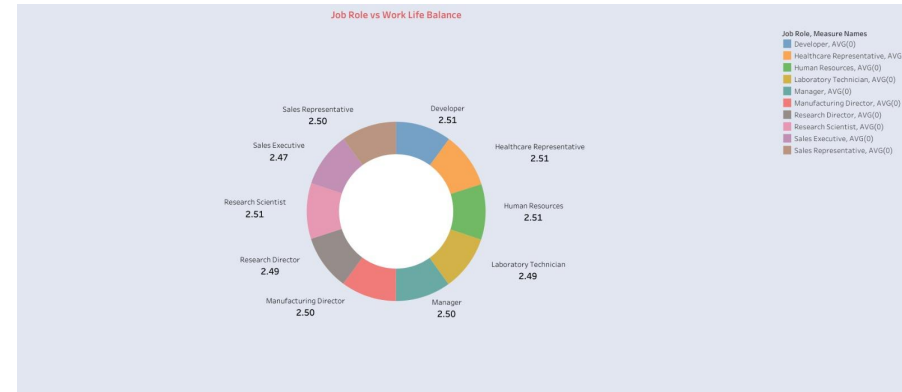# Job Role vs Work Life Balance

Observations

- Similar **work-life balance** scores from **2.47 to 2.51**
- **Sales Executive** has lowest score of **2.47**

Suggestions

- Encourage **flexible work hours** or **remote work options**
- Promote **stress management techniques** and **wellness programs**

Conclusion

- Organization maintains **steady work-life balance**
- **Consistent experience**, **balanced worklife**, and **equal pay** are crucial

Job Role vs Work Life Balance

Job Role, Measure Names
- Developer, AVG(0)
- Healthcare Representative, AVG(0)
- Human Resources, AVG(0)
- Laboratory Technician, AVG(0)
- Manager, AVG(0)
- Manufacturing Director, AVG(0)
- Research Director, AVG(0)
- Research Scientist, AVG(0)
- Sales Executive, AVG(0)
- Sales Representative, AVG(0)

Sales Representative 2.50
Developer 2.51
Sales Executive 2.47
Healthcare Representative 2.51
Research Scientist 2.51
Human Resources 2.51
Research Director 2.49
Laboratory Technician 2.49
Manufacturing Director 2.50
Manager 2.50

KPI 6
Attrition rate vs Year Since Last Promotion relation

Attrition Rate vs Year Since Last Promotion

Attrition
No
Yes

Sales Representative 5.88
Sales Representative 6.04
Developer 5.77
Developer 5.72

Observations

- Score for **Sales Representatives** is **higher** than Developers
- **Sales Representatives** seem **more likely** to leave the company

Suggestions

- Review **promotion criteria** and ensure **transparency**
- Provide **growth opportunities** and **mentorship**

Conclusion

- **Fair promotions** can positively affect **employee retention**
- **Professional development** is impactful
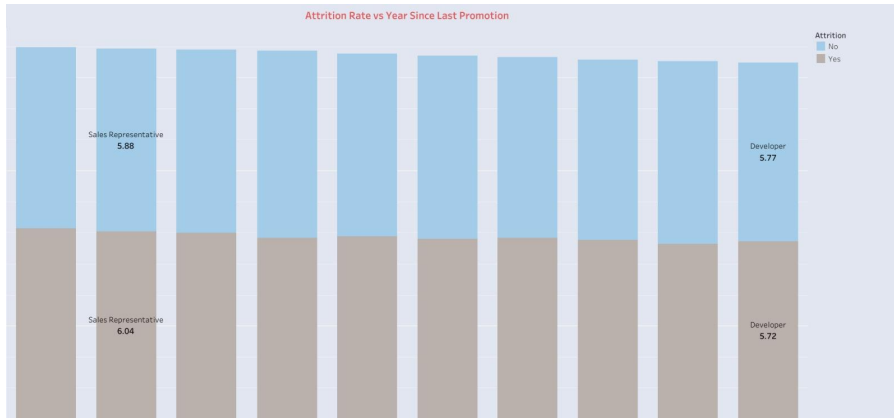
Overall Conclusion

- The **KPIs** provide **valuable insights** into **employee attrition**, **departmental trends**, **work-life balance**, and **income-related factors**
- Using these findings, it's **fairly essential** for the organization to enhance **employee satisfaction** and **retention**
- **Data-driven decisions** help **HR department** to **foster** **workplace culture** in order to drive **company growth**

Thank You!
Any Questions?