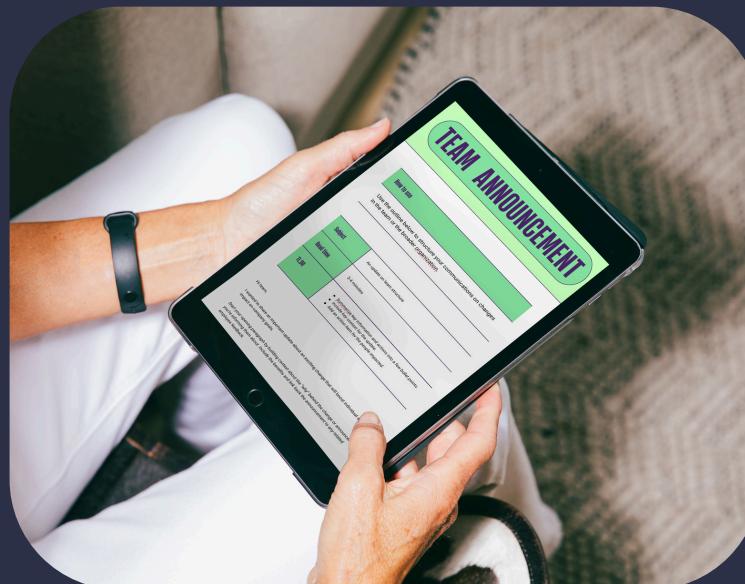


# Employee Attrition Analysis

HR Analytics Dashboard Summary & Recommendations



# Business Problem

- High attrition rates in key departments and roles.
- Affects workflow continuity, recruitment cost, and morale.
- Need to identify patterns and recommend strategies.

# HR ANALYTICS DASHBOARD

Education  
All

Department  
All

Employee Count

**1,470**

Attrition Count

**237**

Attrition Rate

**16.12%**

Active Employees

**1,233**

Avg. Age

**37**

Attrition by Gender

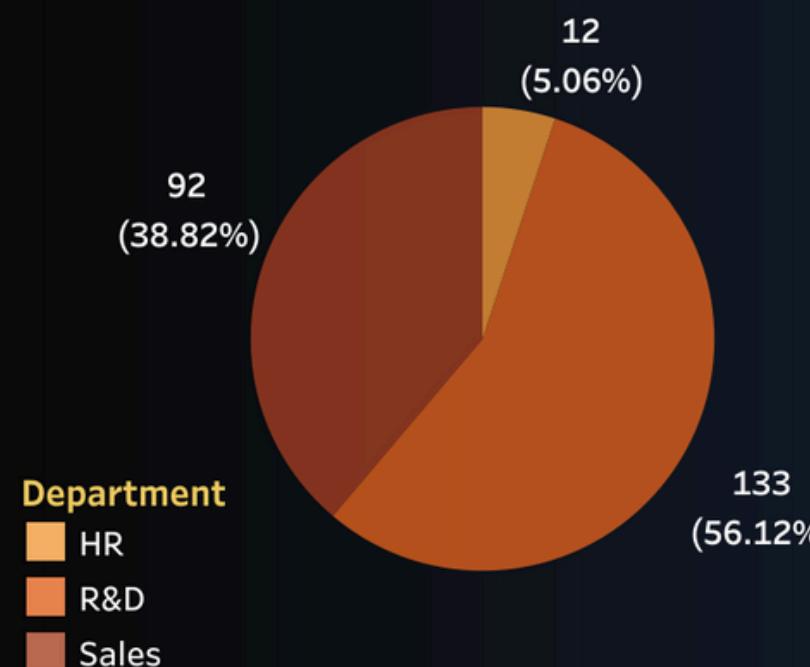
Female

87

Male

150

## Department-wise Attrition



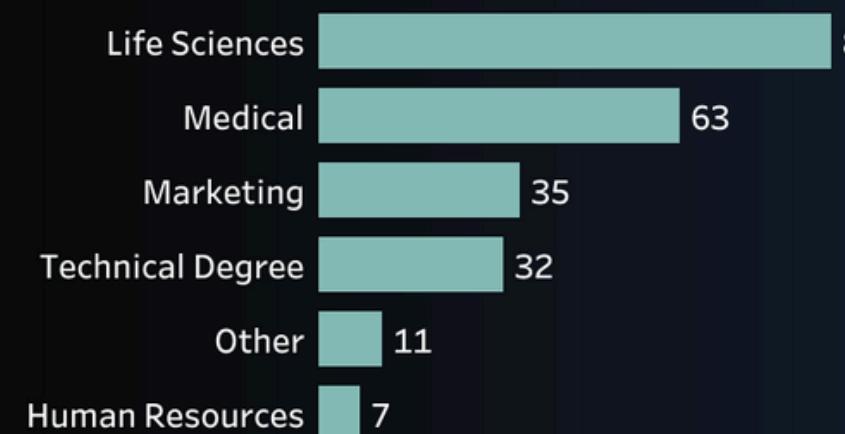
## No. of Employees by Age Group



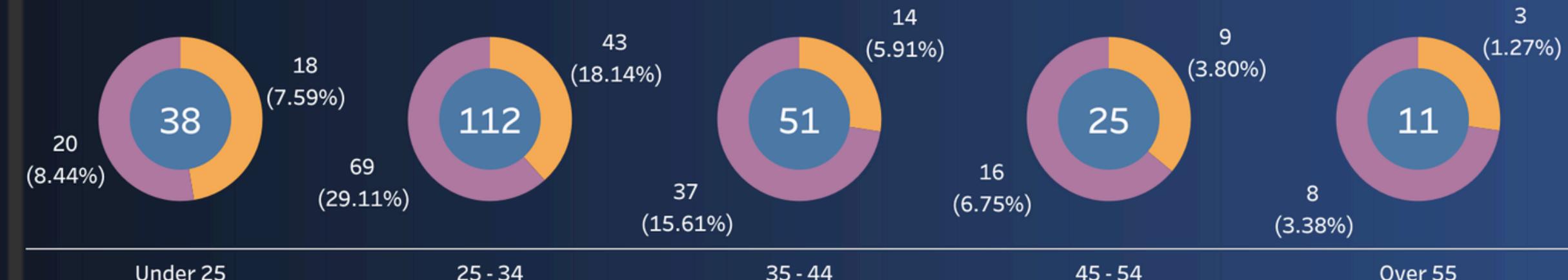
## Job Satisfaction Rating

Job Role	Job Satisfaction				Grand To..
	1	2	3	4	
Healthcare Rep..	26	19	43	43	131
Human Resour..	10	16	13	13	52
Laboratory Tec..	56	48	75	80	259
Manager	21	21	27	33	102
Manufacturing ..	26	32	49	38	145
Research Direc..	15	16	27	22	80
Research Scien..	54	53	90	95	292
Sales Executive	69	54	91	112	326
Sales Represen..	12	21	27	23	83
Grand Total	289	280	442	459	1,470

## Education Field wise Attrition



## Attrition Rate by Gender for different Age Group



# Key Insights

- Sales & R&D departments face highest attrition.
- Roles like Sales Executive & Research Scientist are at risk.
- Employees aged 25–34 show higher exit rates.
- Life Sciences & Medical backgrounds more prone to resign.
- Slightly higher attrition in male employees.
- Low satisfaction scores correlate with higher attrition.

# Recommendations

- Improve incentives in Sales & R&D departments.
- Career development programs for younger employees.
- Upskill employees from Life Sciences and Medical domains.
- Promote employee recognition & inclusive culture.
- Enhance onboarding with mentorship and buddy systems.
- Use real-time dashboards for continuous monitoring.

# Thank You!