

# HR ANALYTICS DASHBOARD

Human Resources

Research & Develop...

Sales

Overall Employees

1470

Attrition

237

Attrition Rate

16.1%

Avg Age

37

Avg Salary

6.5K

Years at Company

7.0

Attrition by Gender

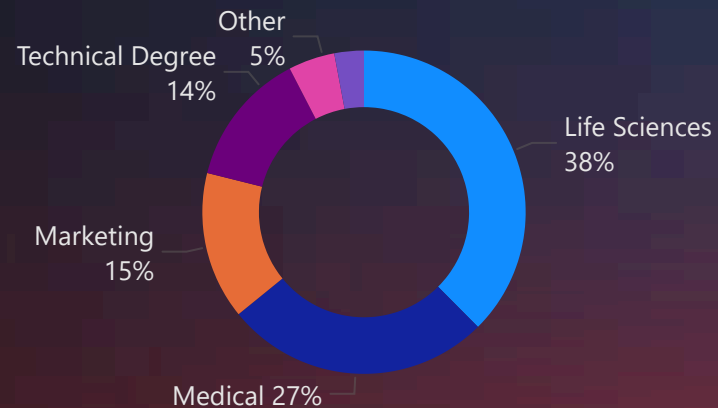
Male

140

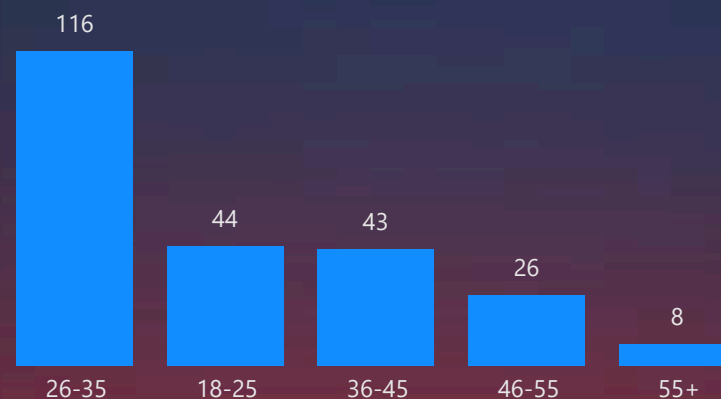
Female

79

Attrition by Education

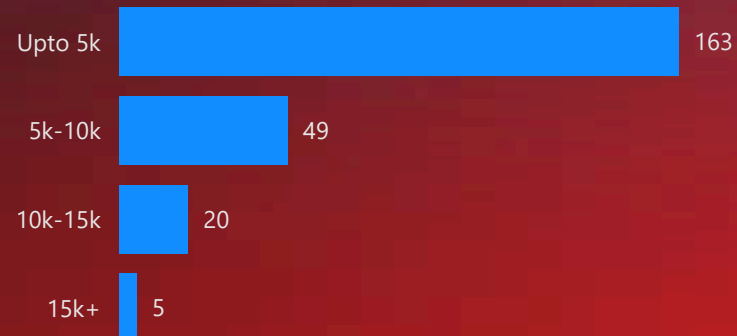


Attrition by Age



JobRole	1	2	3	4	Total
Healthcare Representative	2	2	1	4	9
Human Resources	5	2	3	2	12
Laboratory Technician	20	8	21	13	62
Manager	1	2	1	1	5
Manufacturing Director	2	2	4	2	10
Research Director	0	1	1	0	2
Research Scientist	13	10	15	9	47
Sales Executive	16	9	18	14	57
Sales Representative	7	10	9	7	33
Total	66	46	73	52	237

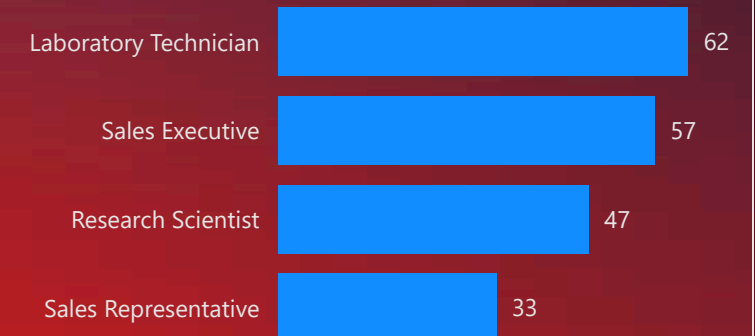
Attrition by Salary



Attrition by Years



Attrition by Job Role



# HR Analytics Dashboard – Insights & Recommendations

## INSIGHTS

### 1. Roles with Highest Attrition

- Laboratory Technicians (62) and Sales Executives (57) make up over 50% of total attrition (119 out of 237 leavers).

### 2. Young Professionals Are Most Likely to Leave

- Employees aged 26–35 account for 116 attritions (~49%).
- Combined with the 18–25 group (44), under-35s contribute to 67% of attrition.

### 3. Low Salary = High Attrition

- ₹0–5K salary range saw 163 attritions (~69%).
- Only 5 employees earning ₹15K+ left.

### 4. Experience Level Matters

- Employees with less than 5 years at the company contribute over 80% of attrition.
- 0–2 years: 59 leavers | 2–5 years: 59 leavers.

### 5. Gender Disparity in Attrition

- Male attrition (140) is significantly higher than female (79).

## RECOMMENDATIONS

### 1. Role-Focused Retention Plans

- Conduct exit interviews for Sales & Lab Technician roles.
- Create career development tracks and learning paths.

### 2. Salary Structure Review

- Re-evaluate salaries in the ₹5K–₹10K range.
- Implement performance-based incentives for lower-paid roles.

### 3. Engagement for Younger Employees

- Launch mentorship programs and early career growth initiatives.
- Use a 30-60-90 day onboarding & engagement tracker.

### 4. Early Exit Intervention

- Build a retention risk model for 0–2 year employees.
- Conduct stay interviews before 1-year milestones.

### 5. Promote Work-Life Balance

- Explore reasons for high male attrition.
- Encourage flexible schedules and inclusive work policies.