

HR Analytics Dashboard

Select all

Human Resources

Research &
Development

Sales

Count of Employee

1470

Attrition

237

Attrition Rate

16.1%

Avg Age

37

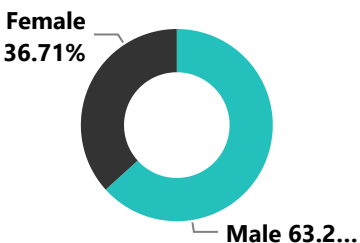
Avg Salary

6.5K

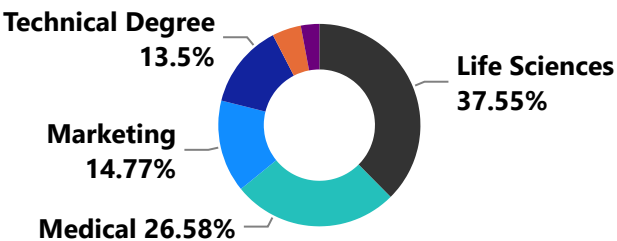
Avg of working Year

7

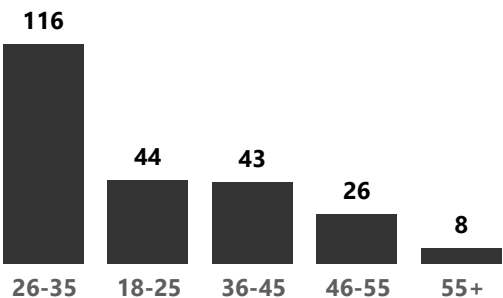
Attrition by Gender



Attrition by Education



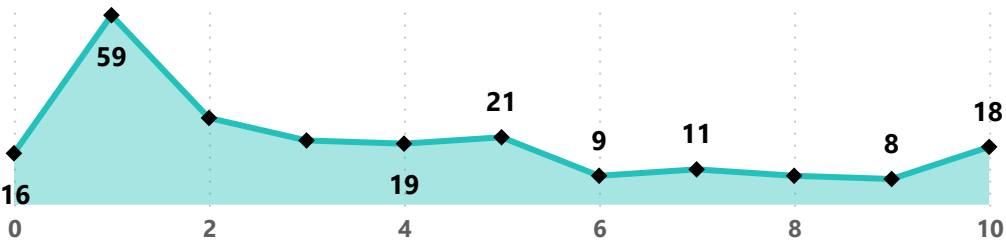
Attrition by Age



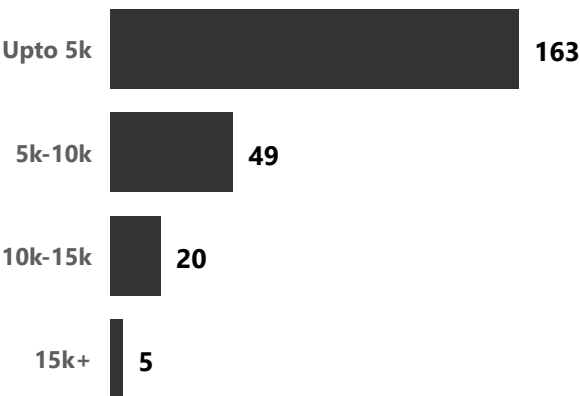
Job Satisfaction

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

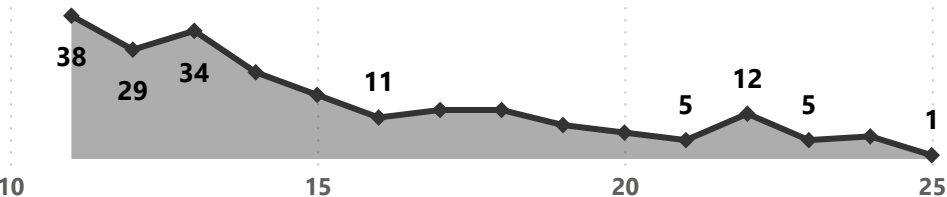
Attrition by Working at company



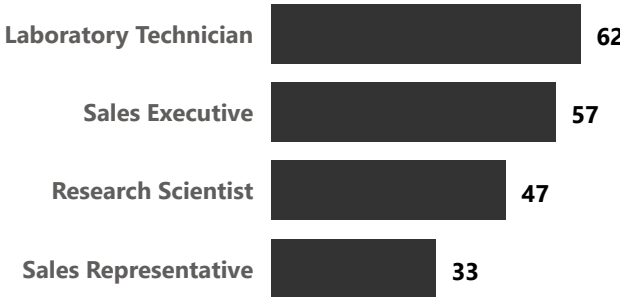
Attrition by Salary Slab



Attrition by SalaryHike



Attrition by Job Role



Observation Insight:

1. Gender-based Attrition: The data shows that male employees have a higher attrition rate (63%) compared to female employees (36%).
2. Age-based Attrition: Employees in the age group of 26 to 35 seem to have the highest attrition rate, with 116 employees leaving the job.
3. Attrition by Education: Employees with a background in life science field have the highest attrition rate at 37%, followed by those in medical fields at 28%.
4. Job Satisfaction: A significant number of employees (62) expressed low job satisfaction, giving ratings of 1 or 3 (on an unknown scale).
5. Tenure-based Attrition: Employees with a tenure of 0 to 2 years have the highest attrition rate, with 59 employees leaving the company. Employees with 4 to 6 years of tenure and 10 years of tenure also have notable attrition rates, with 21 and 18 employees leaving, respectively.
6. Attrition by Salary Hike: Employees who received a salary hike in the range of 10% to 15% appear to have the highest attrition rate, with 38, 29, and 34 employees leaving the job.
7. Attrition by Salary Slab: Employees in the salary slab of 5k to 10k seem to have the highest attrition rate, with 163 employees leaving the job.
8. Job Role-based Attrition: Laboratory technicians have the highest attrition rate, with 62 employees leaving the job. Sales executives and research scientists also have relatively high attrition rates, with 57 and 47 employees leaving their roles, respectively.

Final Summary: Male employees exhibit a higher attrition rate (63%) compared to females (36%); the 26-35 age group experiences the most attrition (116); attrition is prominent in life science (37%) and medical (28%) fields; 62 employees report low job satisfaction; attrition occurs within 0-2 years tenure (59) and the 5k-10k salary range (163).