HR Analytics Dashboard

Procter & Gamble (P&G)

Introduction**

"This dashboard analyzes **employee attrition** by demographics and key factors like education, age groups, and attrition rates. It identifies trends and insights to improve retention strategies effectively."

Mission

To deliver insights on employee attrition, enabling organizations to retain talent and foster a supportive workplace.

Vision

To drive smarter HR decisions, enhance employee satisfaction, and reduce attrition through data-driven analytics.

HR ANALYTICS DASHBOARD

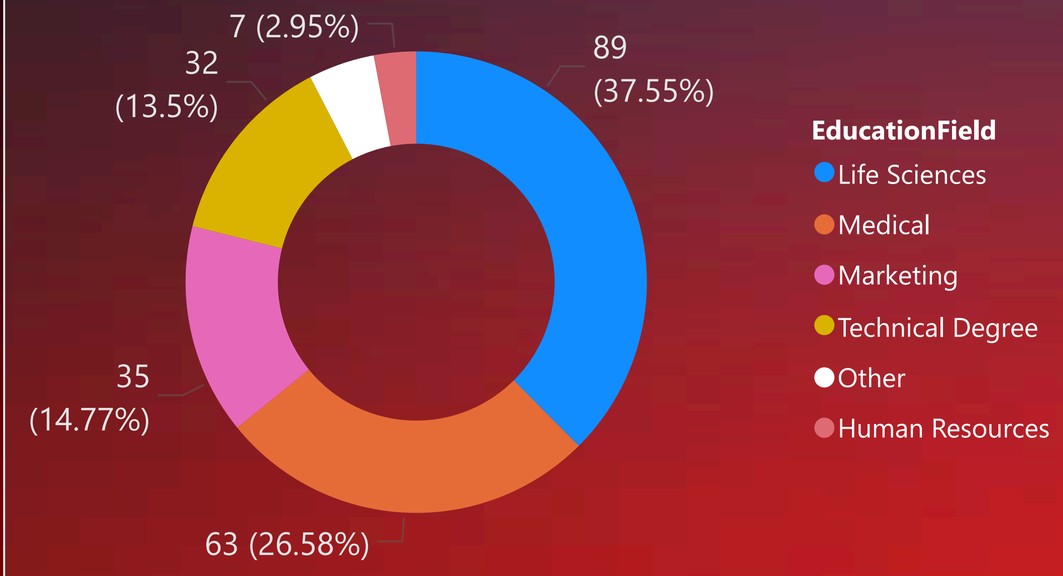
Department

Human Resources	Research & Development	Sales

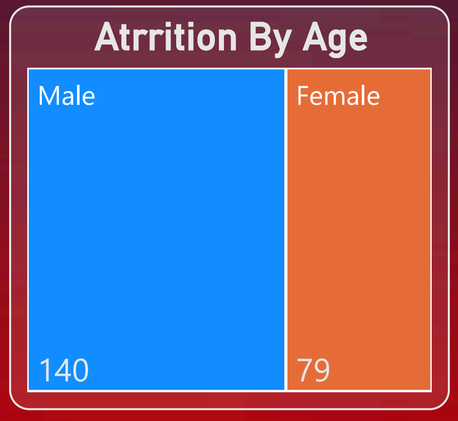
Count of Employee	Attrition	Attrition Rate	Ave Age	Ave Years	Ave Salary
1470	237	16.1%	37	7.0	6.5K

Atrrition by Education

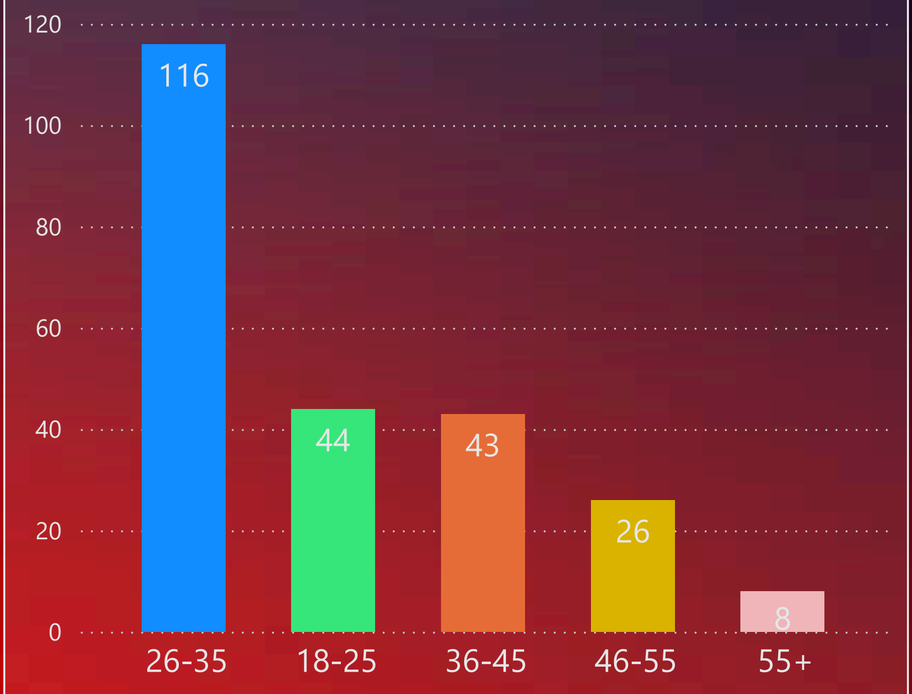
Sum of AtrritionCount by EducationField

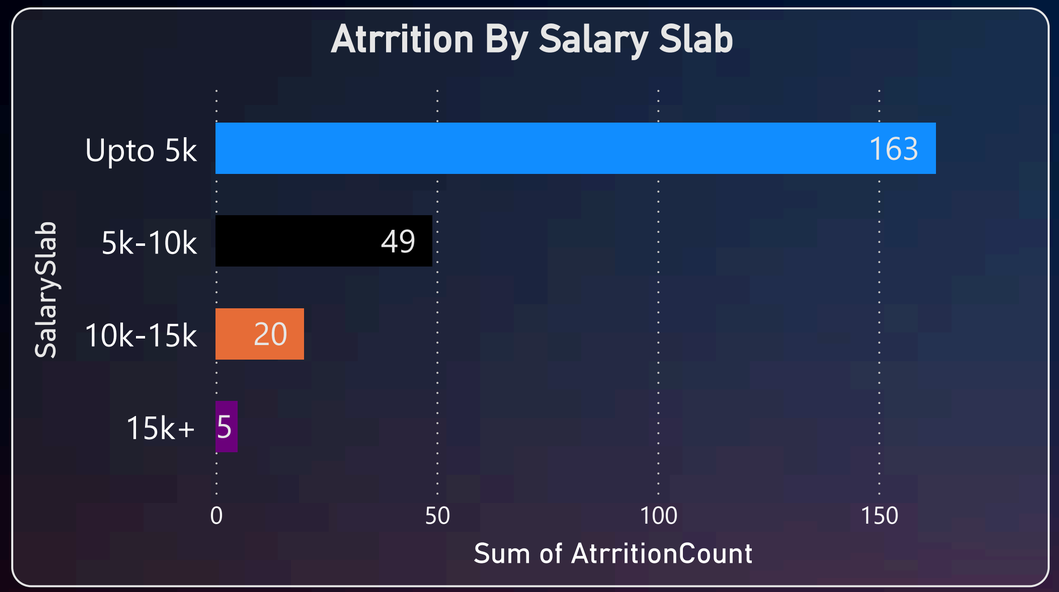


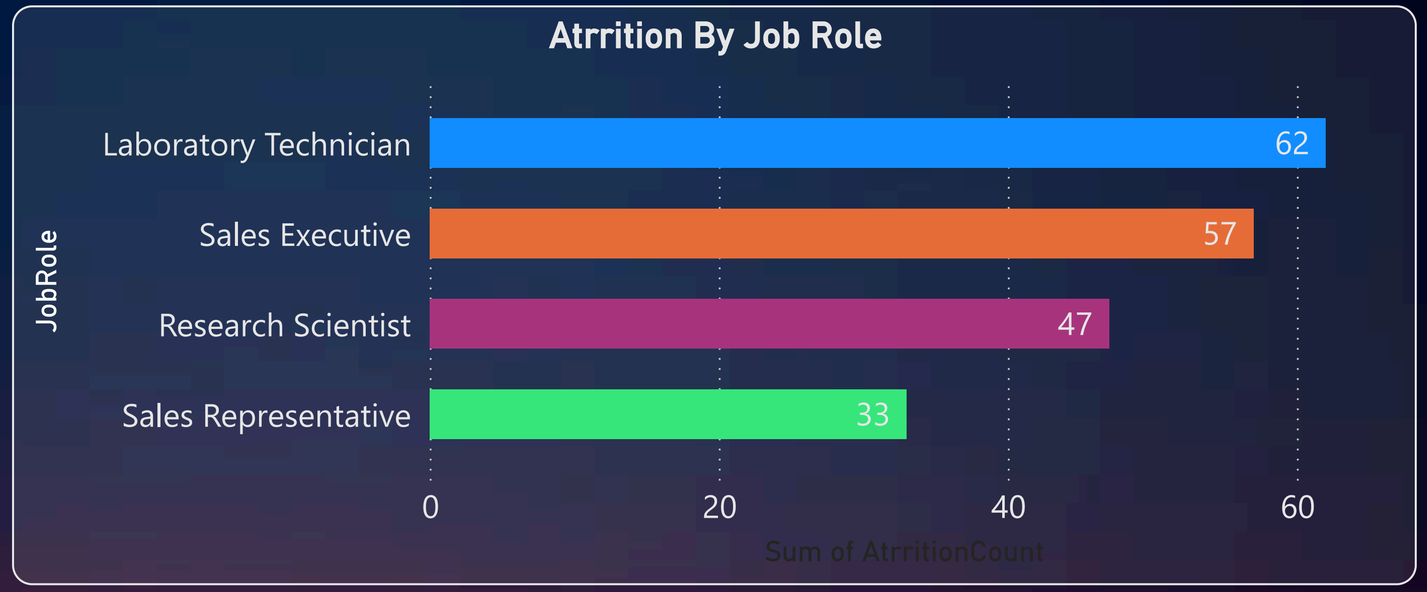
Atrrition By Age



Atrrition By Age

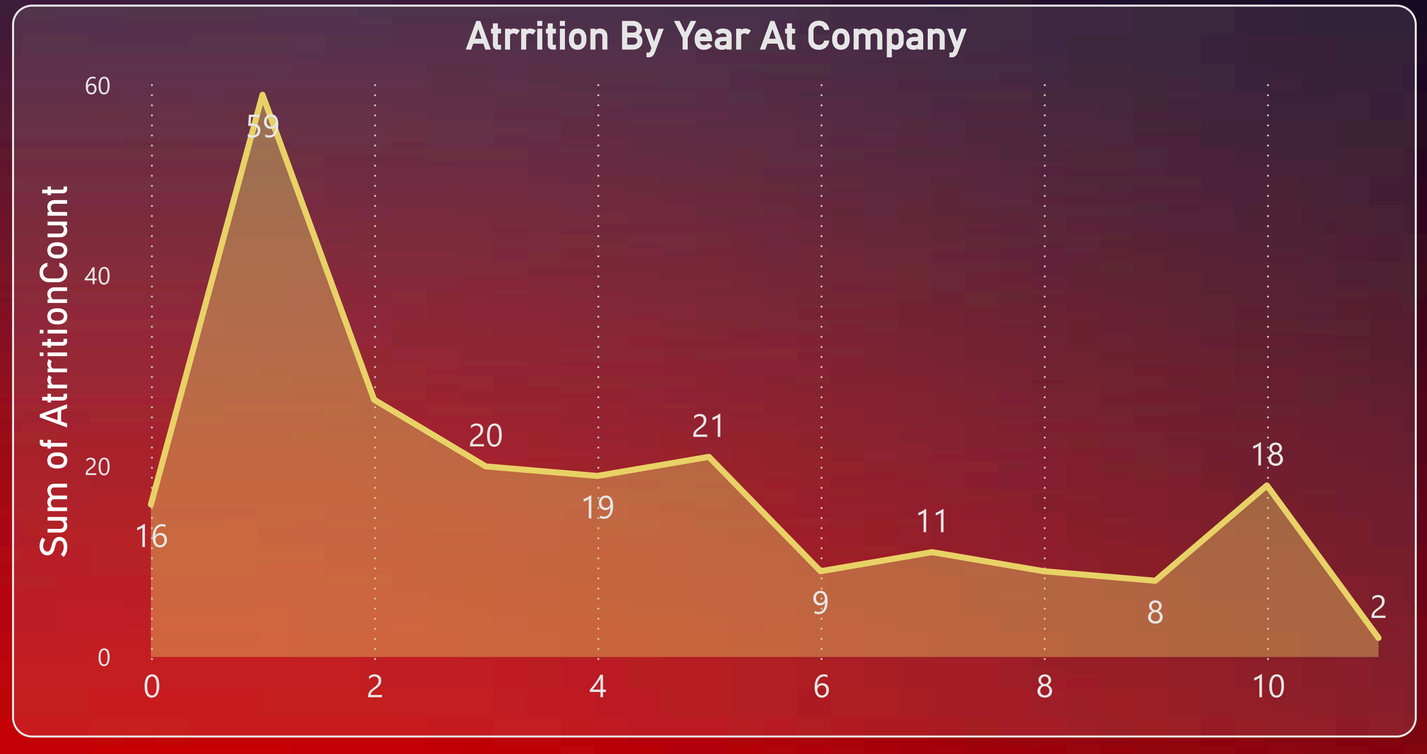






Job Satisfaction

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



Conclusion

The HR Analytics Dashboard highlights key attrition trends, including:

- **Highest Attrition**: 26–35 age group (116 employees).
- **Most Impacted Fields**: Life Sciences and Medical.
- **Overall Attrition Rate**: 16.1%.

These insights emphasize the need for targeted retention strategies like career development, competitive salaries, and employee support programs