

HR ATTRITION DASHBOARD – INSIGHTS AND FUTURE OUTCOME

1. OVERALL COMPANY INSIGHTS

- Total Employees: 1470
- Total Attrition: 237
- Attrition Rate: 16% (slightly high)

2. DEPARTMENT, EDUCATION & GENDER INSIGHTS

- Highest attrition: Research & Development and Sales.
- Lowest attrition: Human Resources.
- Bachelor's degree employees show the highest attrition.
- Male employees have higher attrition (63%) compared to females (37%).

3. SALARY, INCOME & PROMOTION INSIGHTS

- Highest attrition among employees earning below 5K–10K monthly.
- Employees with lowest salary hikes (11–13%) resign the most.
- Attrition decreases as salary hike % increases.
- Employees not promoted for 3–4 years show very high attrition.

4. EXPERIENCE & JOB ROLE INSIGHTS

- Employees who previously worked in many companies (job hoppers) show higher attrition.
- Highest attrition job roles: Laboratory Technicians, Sales Executives, Research Scientists.
- Lowest attrition roles: HR and Managerial positions.

5. TOP REASONS FOR ATTRITION

- Low income
- Low salary hike %
- No promotion for 3+ years
- High-pressure roles in R&D; and Sales
- Job hopping behavior

FUTURE OUTCOME PREDICTION

Based on current trends, the future attrition outlook is:

1. If salary hikes remain low, attrition will continue increasing—especially among early-career employees.
2. Employees waiting over 3 years for promotion are likely to leave unless career growth plans are introduced.
3. R&D; and Sales departments will remain high-risk attrition zones due to workload and competitive job markets.
4. Monthly income improvements and targeted retention plans can reduce attrition by 20–30%.
5. Employees with job-hopping history will continue to have a higher probability of leaving.
6. If no changes are made, projected attrition for next year may rise from 16% to 18–20%.

Overall, improving salary structure, providing timely promotions, and reducing workload in critical departments will significantly reduce future attrition.