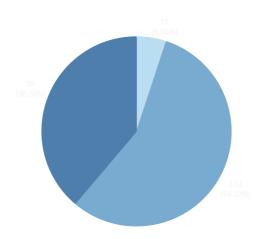
HR ANALYTICS Department Wise No. of Employee by Age DAS Satisfication Rating Attrition Supermotion in Attrition Count by Attrition Attrition Supermotion in Attrition Count by Business Travel



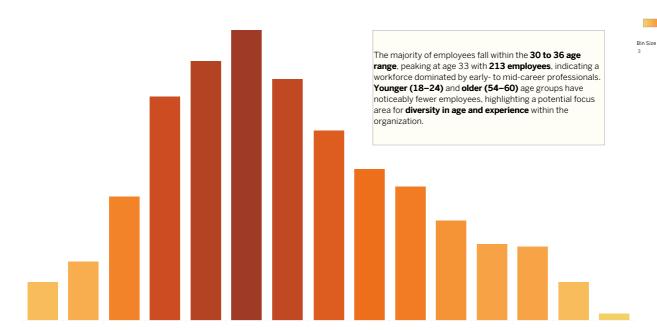
HR ANALYTICS Department Wise No. of Employee by Age Job Satisfication Rating Education Field Wise Attrition vs Promotion in Attrition Count by DASHBOARD Attrition Group Attrition Last Syrs Business Travel

Departmen



Department-wise Attrition shows that over half of the employee exits (56.12%) occurred in the Sales department, followed by Research & Development with 38.82%. Human Resources contributed the least, with just 5.06% attrition. This suggests that Sales may be facing high job pressure or unmet expectations, requiring targeted retention efforts.

HR ANALYTICS Department Wise No.of Employee by Age DASHBOARD Attrition Group In Attrition Group Attrition Group Attrition Attrition Last SYrs Business Travel



Story 1								
	HR ANALYTICS DASHBOARD	Department Wise Attrition	No.of Employee by Age Group	Job Satisfication Rating	Education FieldWise Attrition	Attrition vs Promot Last 5Yrs	tion in Attrition Count by Business Travel	
								Employee Count
	26		19	43	43	3		
	10		16	13	13	3		
	56		48	80	75	5		
	21		21	33	27	7		
	26		32	38	49	9		
	15		16	22	27	7		
	54		53	Sales Executives to	o the chart in terms	of job satisfac	tion. With over 200 emplo	vees rating their
	69		54	satisfaction at level 3 or 4, this role appears to fulfilling work environment.Research Scientists & Laboratory Technicians also show majority of employees in these roles fall into the higher satisfaction brackets. On the other hand, roles such as Sales Representatives and Managers reflect a more neutral or even concerning trend. Interestingly, while Human Resources and Research Directors have fewer total employees, indicating inconsistency in experience within the same role.				
	12		21					
				indicating inconsister	ncy in experience w	ithin the same	role.	

"Education Field Wise Attrition" shows that employees from Life Sciences and Medical backgrounds have the highest attrition counts, with 89 and 63 employees leaving respectively. This suggests these fields may have higher job dissatisfaction, or less engagement within the company.

On the other hand, Human Resources and Other fields exhibit the lowest attrition, with only 7 and 11 cases, respectively, indicating greater job stability. This insight can help organizations focus retention strategies more on high-risk fields like Life Sciences and Medical by understanding their concerns and tailoring engagement programs accordingly.

A large majority of employees who experienced attrition had not been promoted in the last five years, with 1,053 such cases. This suggests a strong correlation between the lack of career advancement and the likelihood of leaving organization.

On the other hand, very few employees who were promoted during this period chose to leave, as shown by the minimal attrition in the "Promoted" group. This indicates that providing growth opportunities and timely promotions can significantly improve employee retention, making it a critical strategy for reducing attrition.

HR ANALYTICS Department Wise No. of Employee by Age Job Satisfication Rating Education FieldWise Attrition vs Promotion in Attrition Count by Business Travel

Employees who travel rarely are more likely to leave, followed by frequent travelers. Non-traveling employees are least likely to attrite.
This suggests that business travel frequency has a non-linear effect on retention — neither too much nor too little is ideal.