

A graphic for HR Analytics featuring the text "HR ANALYTICS" in large white letters on a blue background. Surrounding the text are several white line-art icons: a magnifying glass over a document with charts, a laptop displaying a line graph and bar chart, a cloud with a document, a lightbulb with a gear inside, and a document with a bar chart inside an envelope.

# HR ANALYTICS

**AR Dashboard**

**Behavioural Analysis**

**Career Progression Analysis**

**Insights**

# HR Dashboard

## Department

- ☐ Human Resources
- ☐ Research & Development
- ☐ Sales

## Total Employee

1416

## Attrition

229

## Attrition Rate

16.17%

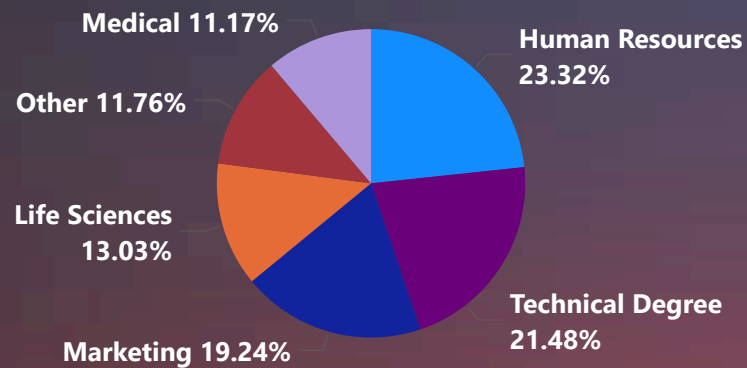
## Avg Income

6517

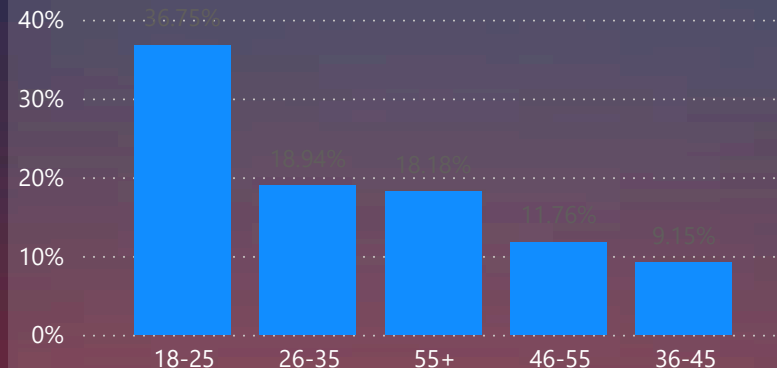
## Avg Work Years

7

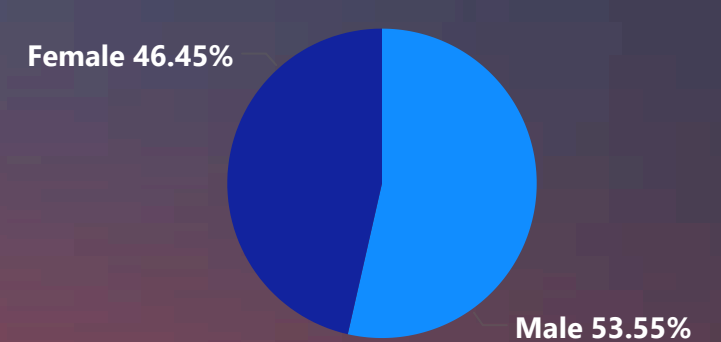
## Attrition Rate by Education



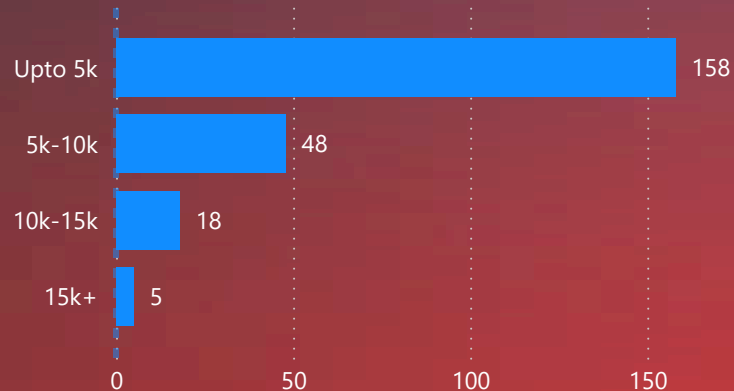
## Attrition Rate by Age Group



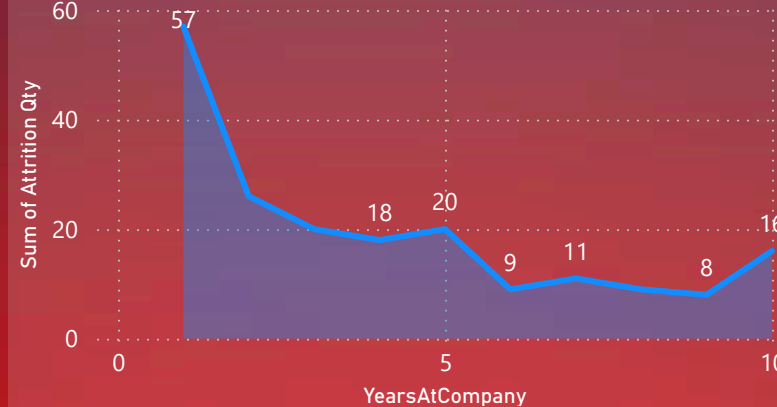
## Attrition Rate by Gender



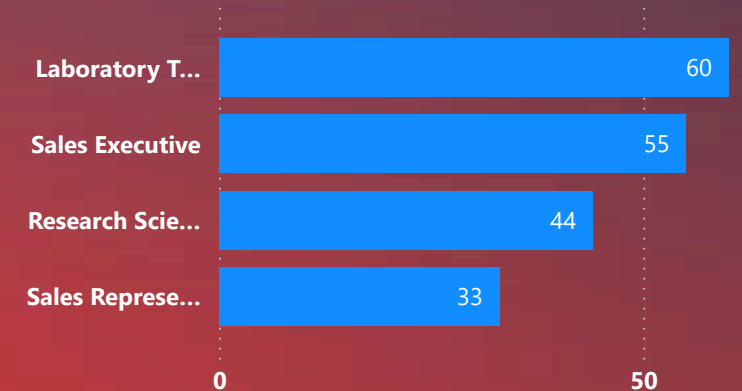
## Attrition by Salary Slab



## Attrition by Years At Company



## Attrition by Job Role



# Behavioural Analysis

## Department

- ☐ Human Resources
- ☐ Research & Development
- ☐ Sales

## Gender

- ☐ Female
- ☐ Male

## Avg Attrition Rate

16.17%

## Avg Job Satisfaction

2.73

## Avg work life balance

2.76

## Avg Job Satisfaction

2.70

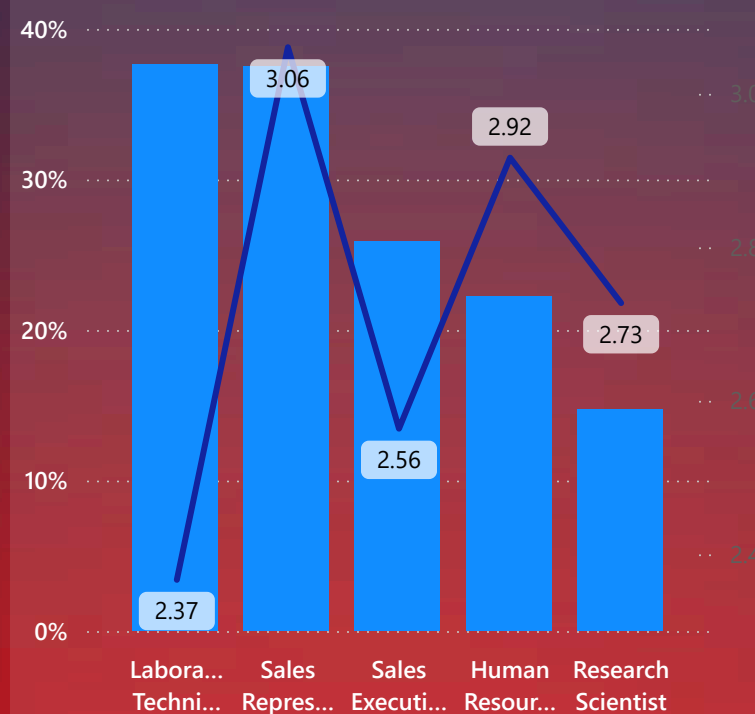
## AR by Job Satisfaction

Parameters ● AR JS ● Avg\_JS\_AR



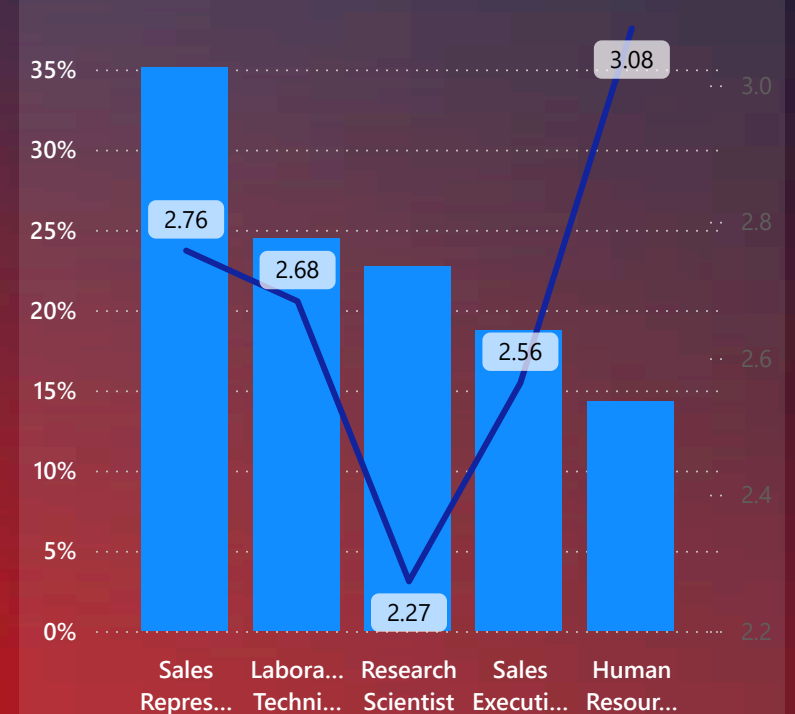
## AR by Work Life Balance

Parameters ● AR WLB ● Avg\_Wlb\_AR



## AR by Relationship Satisfaction

Parameters ● AR RS ● Avg\_relsat\_AR



# Career Progression Analysis

## Department

- Human Resources
- Research & Development
- Sales

## Gender

- Female
- Male

Avg  
YrsAtCompany

7.04

Avg salary  
Hike

15.20

Avg  
YrsInCurrRole

4.25

Avg  
YrsinLastProm

2.21

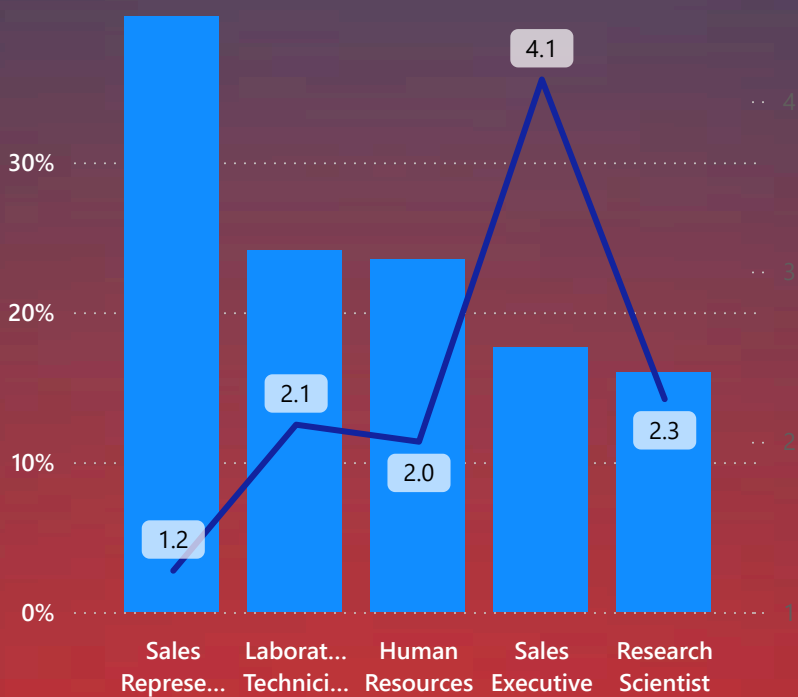
## AR by %SalaryHike

Parameters ● AR %salaryhike ● Avg\_%salaryhike\_AR



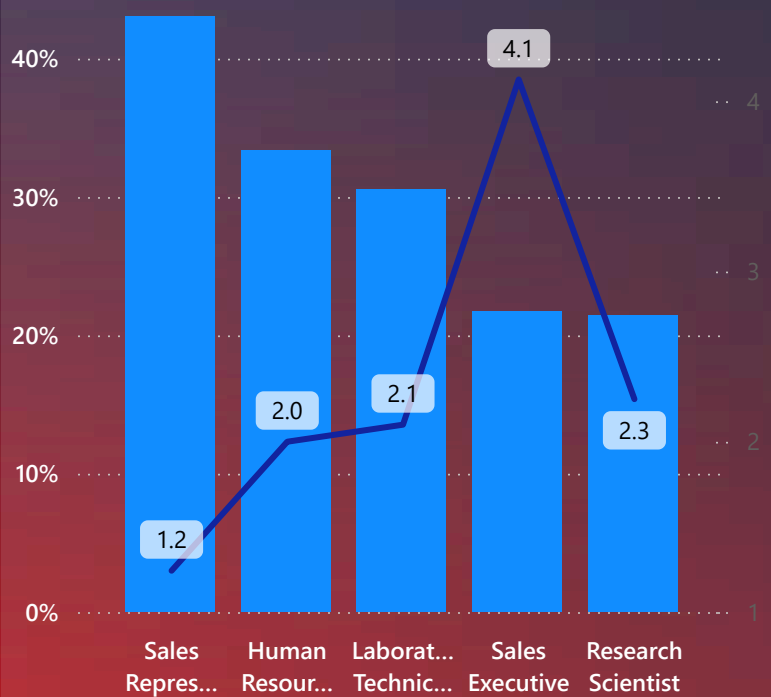
## AR by YrsInCurrRole

Parameters ● AR YrsInCurrRole ● Avg\_YrsInCurrRole\_AR



## AR by YrsinLastProm

Parameters ● AR YrsInLastProm ● Avg\_YrsInCurrRole\_AR



## INSIGHTS :

✚ **Human Resources** and **Technical Degree** holders have the highest attrition.

✚ Medical and Life Sciences fields show lower attrition, suggesting more stability or satisfaction in these roles.

✚ The majority of attrition occurs in the **lowest salary bracket (up to 5k)**, indicating dissatisfaction with compensation.

✚ **High attrition in the 1st year** suggests challenges with onboarding, role expectations, or cultural fit.

✚ **Sales roles** and **Laboratory Technicians** show high attrition, likely due to high-pressure environments, performance demands, or lack of incentives.

## ANALYSIS :

### Behavioural Analysis

✚ Below Average Job Satisfaction - Relationship Satisfaction - Work Life Balance Score is leading to Higher Attrition Rates than average of 16%

In the Department :

- ✓ Sales
- ✓ HR
- ✓ Research Scientist
- ✓ Lab Technician

### Career Progression Analysis

✚ Even with the average salary hike, Years in Current Role and Years since last Promotion the Attrition Rates are higher than average .

✚ There is no Direct co relation between Career metrics and Attrition