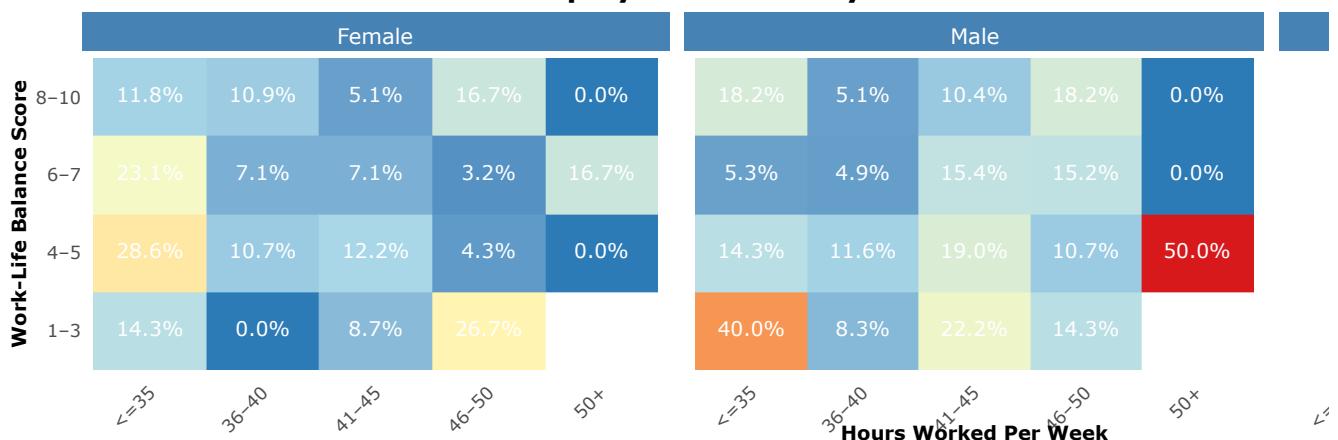


# HR Attrition Analysis Dashboard — Amit Kumar

Interactive Analysis of Employee Attrition Patterns

Employee Attrition by Work Hours and Work-Life Balance Score



## Key Insights

- Highest Risk:** Males working 50+ hrs with WLB 4–5 hit 50% attrition — needs immediate attention
- Gender Gap:** Males in the <35 hr / low WLB bucket show 40% attrition vs 14.3% for females
- WLB matters:** WLB scores 8–10 consistently reduce attrition across all hour ranges
- Sweet spot:** 36–40 hrs/week + WLB 8–10 = 5–11% attrition range (the target zone)
- Burnout signal:** 50+ hour weeks show elevated attrition no matter the WLB score

## Recommendations

- Workload review:** Prioritise male employees working 50+ hours — mandatory check-ins
- WLB programs:** Target employees scoring below 5 with flexible work options
- Hour caps:** Set a soft ceiling on weekly hours, especially for high-attrition roles
- Dig deeper:** Why are males in low-hour/low-WLB leaving 3x more than females?
- Scale what works:** Replicate the 36–40 hr + high WLB conditions more broadly

