HR ATTRITION DASHBOARD INSIGHTS

1. KPI Cards (Top Section of Dashboard)
Charts:
- Total Employees
- Attrition Count
- Attrition Rate
- Average Age
- Average Salary
- Average Tenure

Why we need this

These KPIs give a quick snapshot of workforce health.

Management can immediately understand:
- Size of workforce
- Severity of attrition
- Workforce demographics

Without KPIs, decision-makers must analyze multiple charts to understand the situation.

Insight
- Attrition rate above industry average indicates a retention issue.
- Low tenure indicates employees are leaving early.

Action
- Launch retention strategy if attrition rate increases.
- Improve onboarding and employee engagement programs.

2. Attrition by Department (Bar Chart)

Why we need this

Different departments experience different work pressure, salary structures, and career growth.

This chart helps identify which department is losing the most employees.

Insight
- Sales department showing highest attrition indicates pressure or incentives issues.

Action
- Conduct department-specific surveys.
- Review targets, workload, and incentives.

3. Attrition by Job Role

Why we need this

Certain roles have higher burnout or market demand.

This helps identify <u>high-risk job roles</u>.

Insight

- Sales Executive or Laboratory Technician leaving more frequently.

Action

- Role-specific retention programs.
- Career growth and promotion planning.

4. Attrition by Age Group

Why we need this

Different age groups leave for different reasons:

- Young employees → growth opportunities
- Mid-level → salary or work-life balance

Insight

- Highest attrition in 25–35 age group indicates career switching.

Action

- Training and internal mobility programs.

5. Attrition by Salary Slab

Why we need this

Salary is one of the biggest drivers of attrition.

Insight

- Majority attrition in low salary band indicates compensation gap.

Action

- Salary benchmarking.
- Increment or retention bonus for critical employees.

6. Attrition by Years at Company (Tenure Chart)

Why we need this

This shows when employees leave.

Insight

- Employees leaving within first 2 years indicates onboarding or expectation mismatch.

Action

- Improve onboarding process.
- First-year engagement programs.

7. Attrition by Job Satisfaction

Why we need this

Job satisfaction strongly affects retention.

Insight

- Employees with satisfaction level 1 leaving most frequently.

Action

- Improve work culture.
- Conduct feedback surveys and manager training.

8. Attrition by Education Field

Why we need this

Some education backgrounds have higher external demand.

Insight

- IT or Life Sciences employees leaving more due to external opportunities.

Action

- Skill retention strategies.
- Career growth planning.

9. Department Slicer / Filter

Why we need this

Allows HR managers to:

- Focus on one department
- Compare patterns
- Identify specific problem areas

Action

- Targeted retention strategies for each department.