

HR Analytics Dashboard Story

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1. Overview

This dashboard visualizes key HR metrics such as attrition, employee distribution, and satisfaction. It helps identify trends and problem areas across departments, age groups, education fields, and job roles.

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2. Employee Overview & Key Metrics

The top section of the dashboard shows:

- Total Employees: 1,422
- Attrition Count: 232 (16.32% rate)
- Active Employees: 1,190
- Average Age: 37 years
- Gender-wise Attrition: 84 Female, 148 Male

This sets the overall context for the workforce health.

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3. Department-Wise Attrition

Sales has the highest attrition with 130 employees (56.03%), followed by R&D (91) and HR (11). This suggests targeted retention strategies may be needed for the Sales department.

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4. Age Group Distribution

The majority of employees fall between the ages of 30-39, with the peak at age group 33-36 (205 employees). Fewer employees are in the senior age brackets (51+), indicating a younger workforce.

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5. Job Satisfaction Ratings

Job satisfaction ratings range from 1 (low) to 4 (high). The most satisfied roles include Research Scientists and Sales Executives. A large portion of employees rate their job 3 or 4, indicating general satisfaction but room for improvement.

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6. Education Field-wise Attrition

Employees with backgrounds in Life Sciences and Medical have higher attrition. Human Resources field shows very low attrition. This insight helps target talent retention based on educational qualification.

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7. Attrition by Gender & Age

The highest attrition is in the 25-34 age group (109 people), especially males. Female attrition is lower across all age brackets. Younger age groups (under 35) need more engagement strategies.

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8. Insights Summary

Key Actions:

- Focus retention efforts in Sales and R&D departments.
- Improve satisfaction in roles with high attrition.
- Engage the 25-34 age group with growth and development opportunities.
- Target Life Sciences and Medical graduates with better incentives.

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HR ANALYTICS DASHBOARD

Education
Multiple values

Employee Count

1,422

Attrition Count

232

Attrition Rate

16.32%

Active Employee

1,190

Average Age

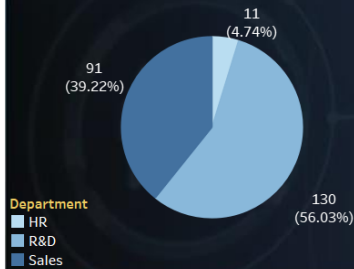
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Attrition by Gender

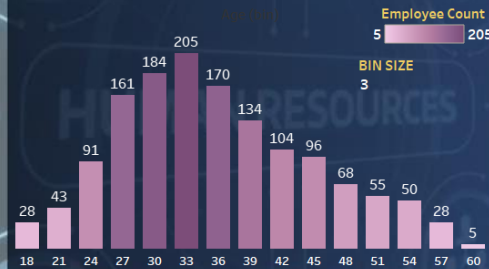
Gender

Female 84
Male 148

Department Wise Attrition



No of Employee by Age Group



Job Satisfaction Rating

Job Role	Job Satisfaction				Grand T..
	1	2	3	4	
Healthcare Represe..	26	19	41	42	128
Human Resources	8	16	13	12	49
Laboratory Technici..	55	48	73	78	254
Manager	20	20	26	31	97
Manufacturing Direc..	24	31	49	36	140
Research Director	13	15	25	20	73
Research Scientist	53	52	85	94	284
Sales Executive	65	53	88	108	314
Sales Representative	12	21	27	23	83
Grand Total	276	275	427	444	1,422

Education Field Vise Attrition



Attrition Rate by Gender for Different Age Group

