

HR Analytics Dashboard – HR Attrition Overview

Overview

Workforce Insights

Risk Analysis

Total Employees



1470

Avg Salary



6.50K

Attrition Count



237

Avg Age



36.92

Attrition Rate %



16%

Department

All

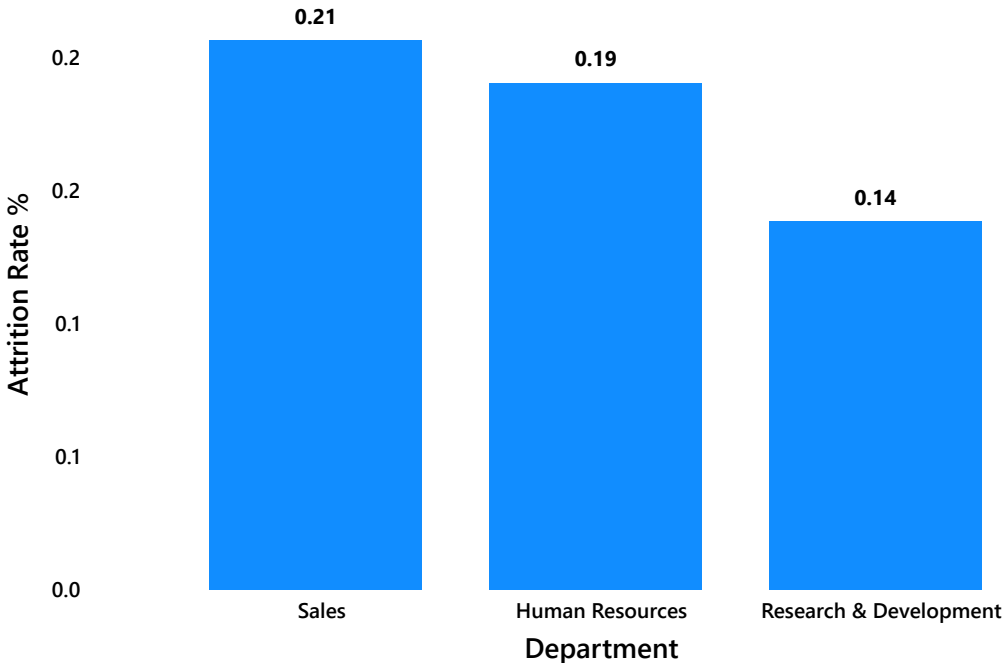
JobRole

All

OverTime

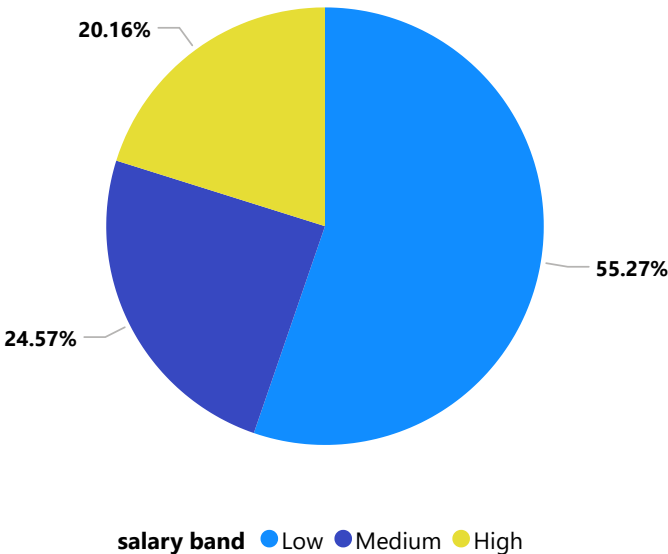
All

Attrition by Department



Highest attrition seen in **Sales (21%)**, lowest in **R&D (14%)**

Attrition by Salary Band



Low salary band employees show **29% attrition**, vs only **10% in high salary band**

Attrition by Job Role, Promotion & Overtime

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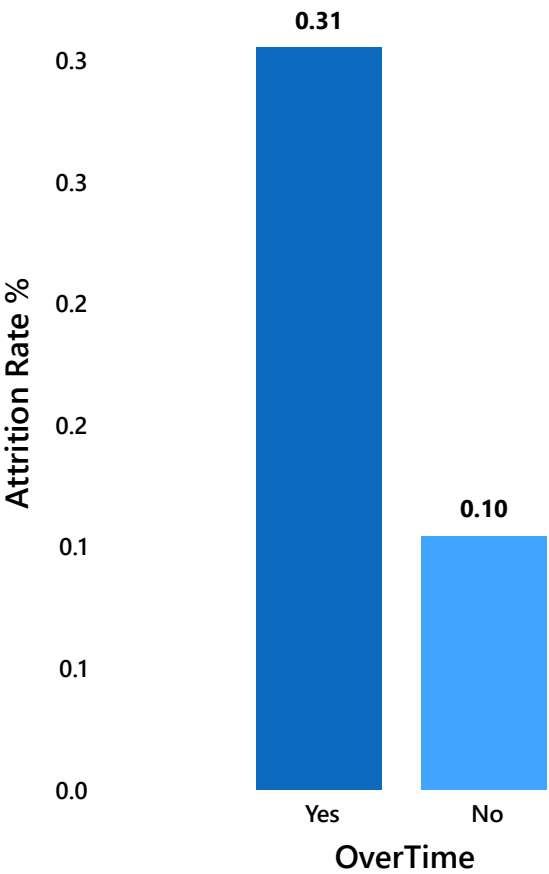
JobRole

All

OverTime

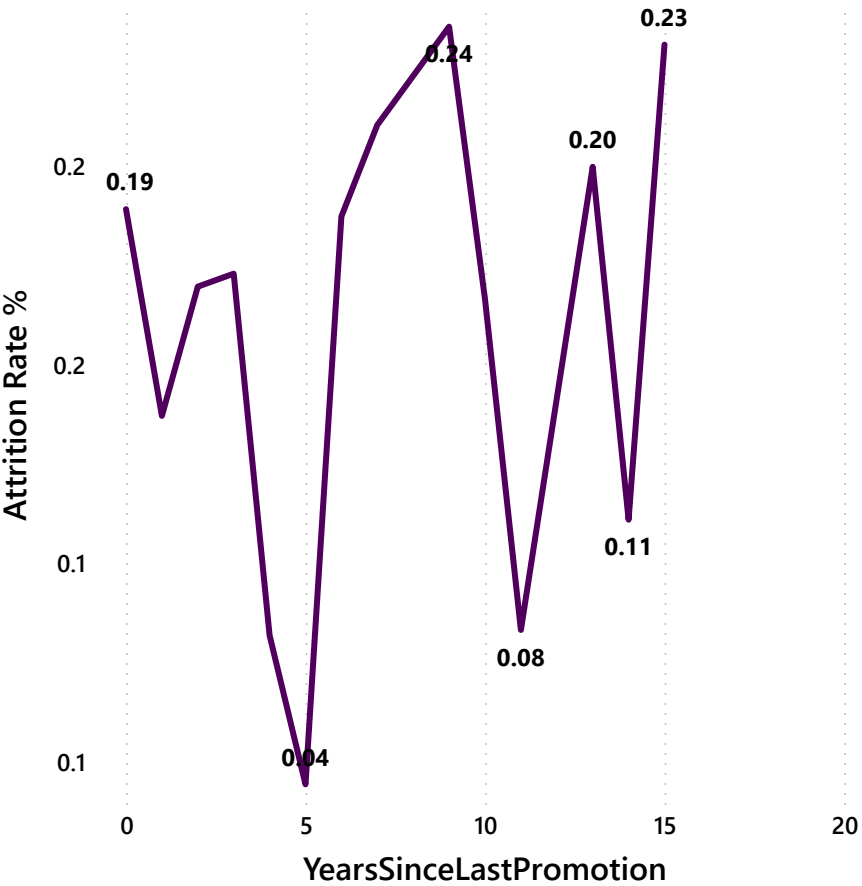
All

OverTime vs Attrition



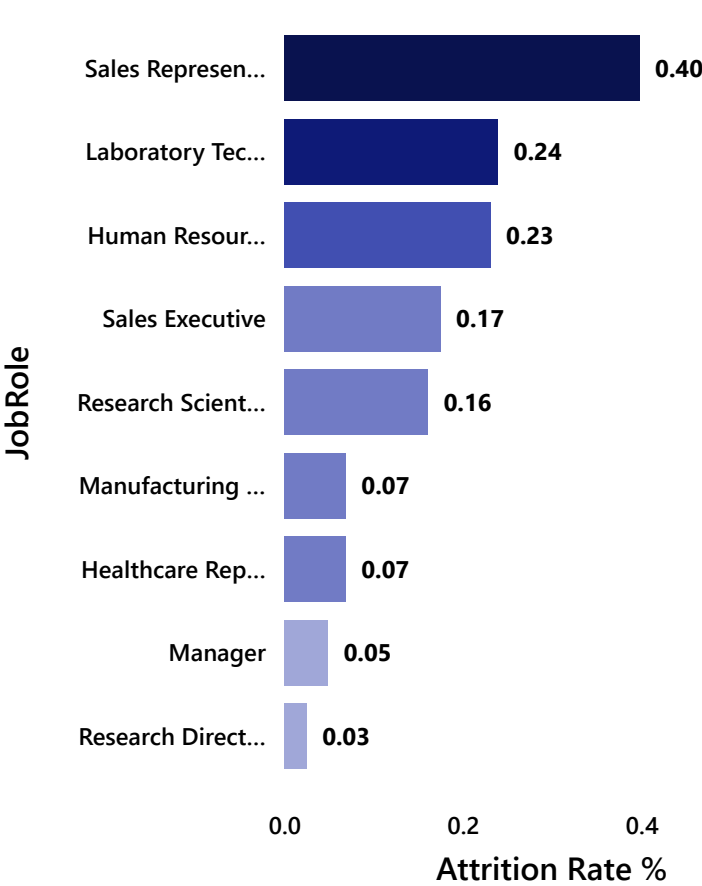
Employees working overtime attrition at **31%**, vs **10%** for non-overtime staff

Attrition by Years Since Last Promotion



Attrition peaks for employees with **5–10 years since last promotion (23–24%)**

Attrition by Job Role



Sales Reps have the highest attrition (**40%**)

Predicted Attrition Risk

Overview

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Department

All

JobRole

All

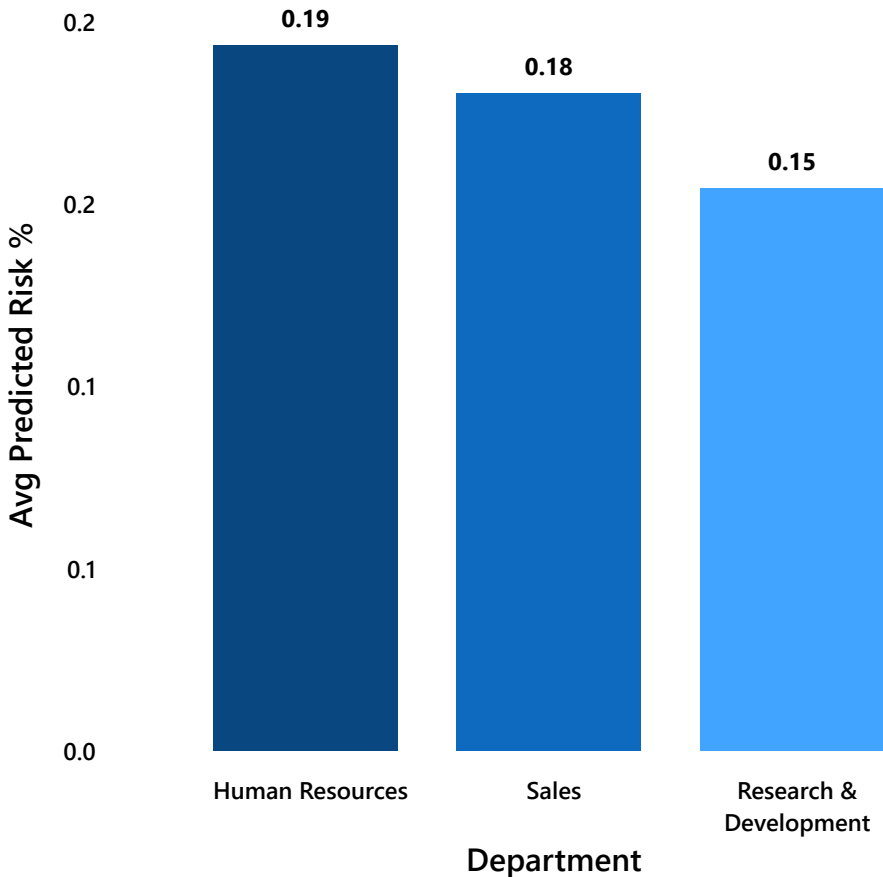
OverTime

All

EmployeeNumber	Department	JobRole	Sum of ProbabilityOfAttrition	RiskBucket
19	Research & Development	Laboratory Technician	1.0	High
33	Research & Development	Research Scientist	1.0	High
45	Research & Development	Research Scientist	1.0	High
55	Research & Development	Laboratory Technician	1.0	High
58	Research & Development	Research Director	1.0	High
63	Research & Development	Laboratory Technician	1.0	High
72	Sales	Sales Executive	1.0	High
162	Research & Development	Research Director	1.0	High
167	Sales	Sales Representative	1.0	High
208	Research & Development	Manufacturing Director	1.0	High
315	Research & Development	Research Scientist	1.0	High
325	Research & Development	Laboratory Technician	1.0	High
329	Sales	Manager	1.0	High
401	Sales	Sales Executive	1.0	High
454	Research & Development	Laboratory Technician	1.0	High
478	Sales	Sales Representative	1.0	High
514	Research & Development	Research Scientist	1.0	High
622	Research & Development	Laboratory Technician	1.0	High
702	Research & Development	Research Scientist	1.0	High
741	Research & Development	Research Scientist	1.0	High
780	Research & Development	Research Scientist	1.0	High
Total			240.9	

High-risk employees are concentrated in **Sales Reps and Lab Technicians**

Department risk view



HR department shows highest predicted risk (**19%**)
Sales also has significant high-risk employees (**18% risk**)