

Human Resources Analytics.

Employee Attrition & Retention Report

A Strategic Overview Of Workforce
Trends(2025)

Total Work force:1,470
current Attrition:237

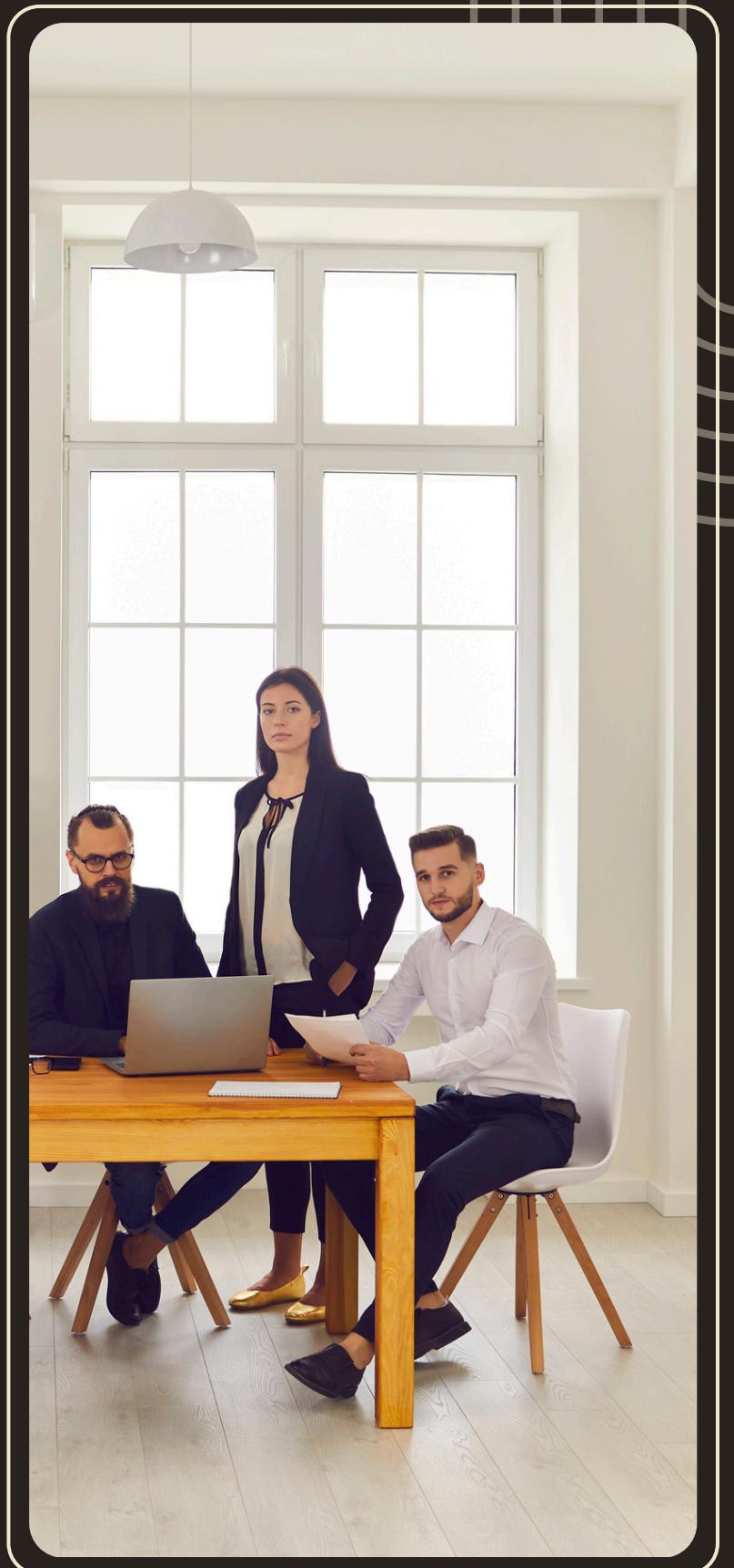
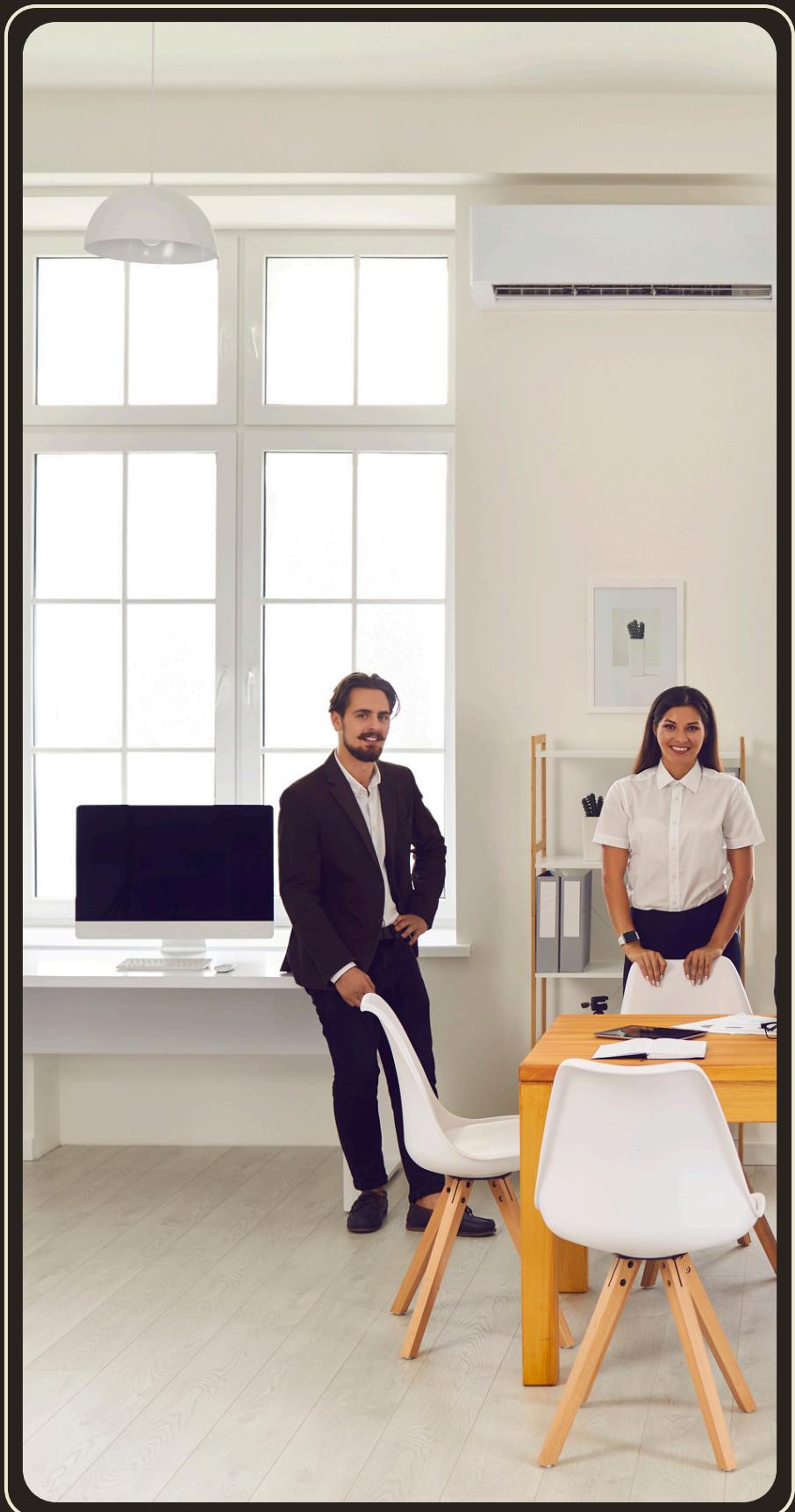


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Executive summary

HR Analytics Overview

Our mission is to support the organization's strategic objectives by implementing effective HR practices and creating an environment that promotes employee growth and satisfaction.

Workforce & Retention Status

Total Headcount: 1,470 Employees.

- * Current Attrition: 237 Employees (approx. 16.1% attrition rate).
- * Workforce Demographics: Average age is 36.92; Average salary is \$6.50K.
- * Total Experience: 10K collective years at the company.
- * Visual Suggestion: Use the top row of "KPI cards" from the dashboard as a clean header graphic.



Attrition by Department & Role

Total Attrition by Role: Laboratory Technicians, Sales Executives, and Research Scientists show the highest turnover counts.

* Job Satisfaction/Rating: (Referencing the center table) Note that "Level 3 and 4" roles (likely job levels or satisfaction scores) account for the bulk of the employee count (431 and 385 respectively).

* Visual Suggestion: Include a simplified version of the "Attrition by Job Role" bar chart from the bottom right of the dashboard.



Financial & Tenure Drivers

The Impact of Income and Tenure on Retention

Income Brackets: Attrition is heavily skewed toward lower monthly income bins (the largest bar is in the lowest \$0k–\$5k range).

* The "Two-Year Itch": The line graph shows a massive spike in attrition at the 2-year mark, followed by a steady decline as tenure increases.

* Visual Suggestion: Use the "Attrition Years at Company" line graph to highlight the 2-year danger zone.



Strategic Recommendations

Strategic Action Plan

To effectively manage change and support the organization's strategic growth initiatives.

Objective:

To effectively manage change and support the organization's strategic growth initiatives.



Plans:

- Retention Incentives: Implement a "Stay Bonus" or career development path specifically for the 2-year tenure mark.
- Competitive Pay: Review salary benchmarks for entry-level roles and the Medical/Life Sciences fields.
- Role-Specific Support: Conduct "Stay Interviews" specifically for Lab Technicians and Sales Executives.



Metrics and Performance

HR Service Delivery

Description: Assesses employee satisfaction with HR services and support.

Metric: Employee satisfaction score

Target: 85% Positive Feedback

Performance: Currently at 72%, primarily impacted by the “2-year tenure” groups feedback on career pathing.



Conclusion

"Our workforce of 1,470 employees remains our greatest asset, possessing over 10,000 years of institutional knowledge. While our average salary and satisfaction levels are stable, targeted intervention is required to reduce the 16.1% attrition rate."



*Target the '2-Year Peak': Retention efforts must be front-loaded to engage employees before they hit the critical 2-year turnover spike.

* Protect High-Value Roles: Immediate focus is required for Laboratory Technicians and Sales Executives to stabilize departmental performance.

* Optimize HR Services: Closing the satisfaction gap through proactive HRBP support will turn 'at-risk' employees into long-term contributors.

Thank You

