Data Visualizations | Overview

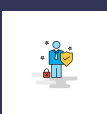| Overview	Employee Attrition	Player Attributes	Insights

Average Employee Age
36.92

Number of Employees
1470

Job Satisfaction
2.73

Performance Rating
3.15

Travel Distribution

- Non-Travel 10.2%
- Travel_Frequently 18.84%
- Travel_Rarely 70.95%

Gender Distribution

- Female 40%
- Male 60%
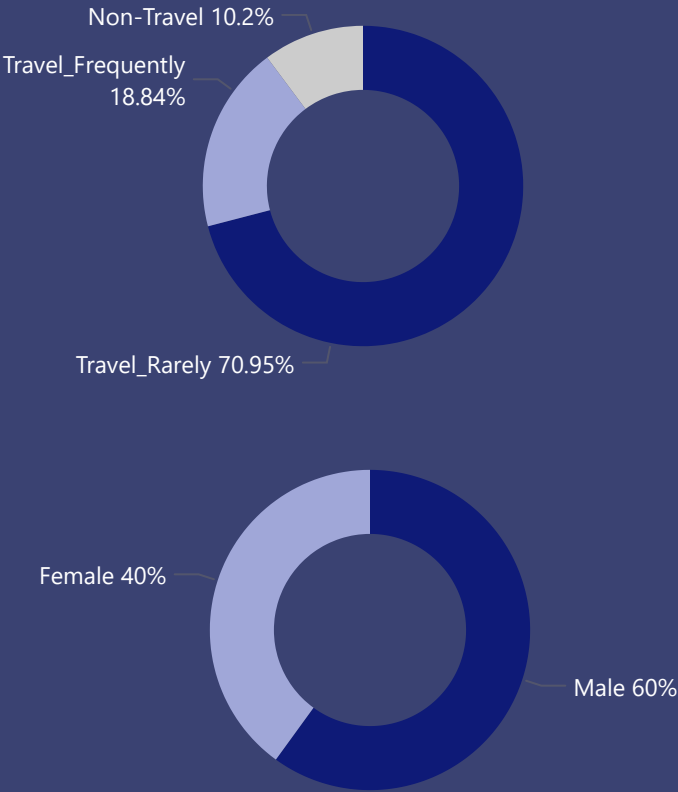
Employee Gender by Department

● Female ● Male

Department	Female	Male
Research & Development	379	582
Sales	189	257
Human Resources	20	43

Age Distribution

(horizontal bar chart with age axis 20, 30, 40, 50, 60 and value axis 0, 200, 400)
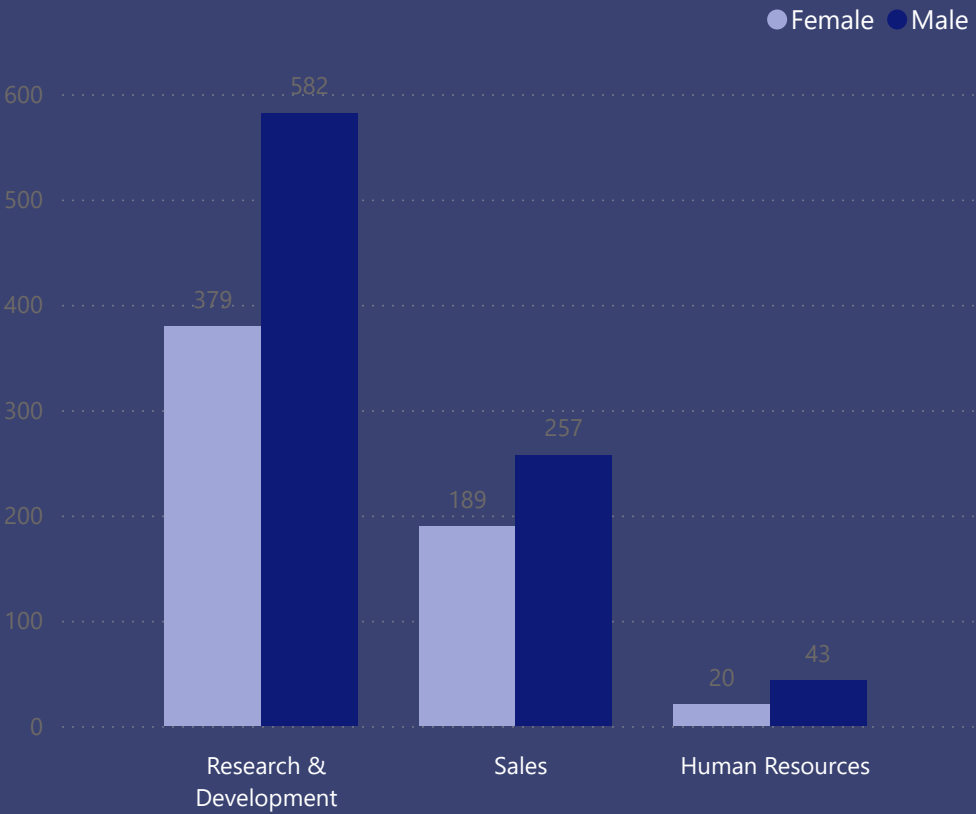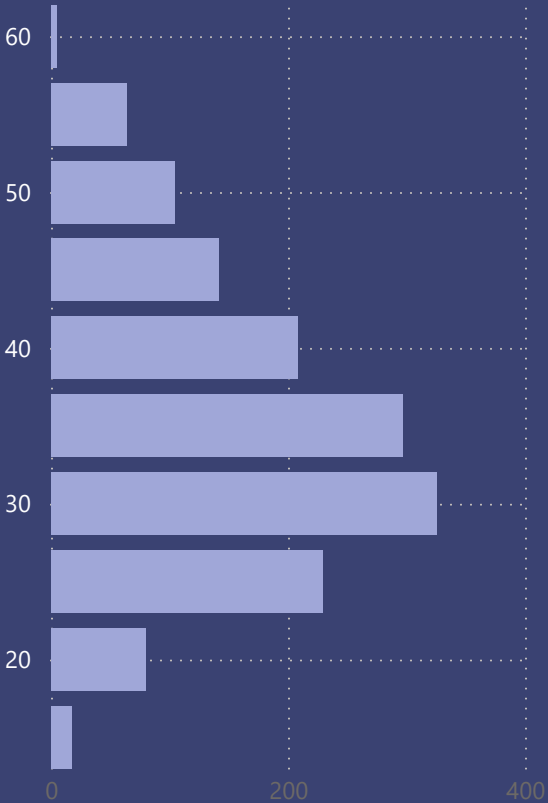
Data Visualizations | Part 1

Overview

Employee Attrition

Player Attributes

Insights

Environment Satisfaction
2.72

Job Involvement
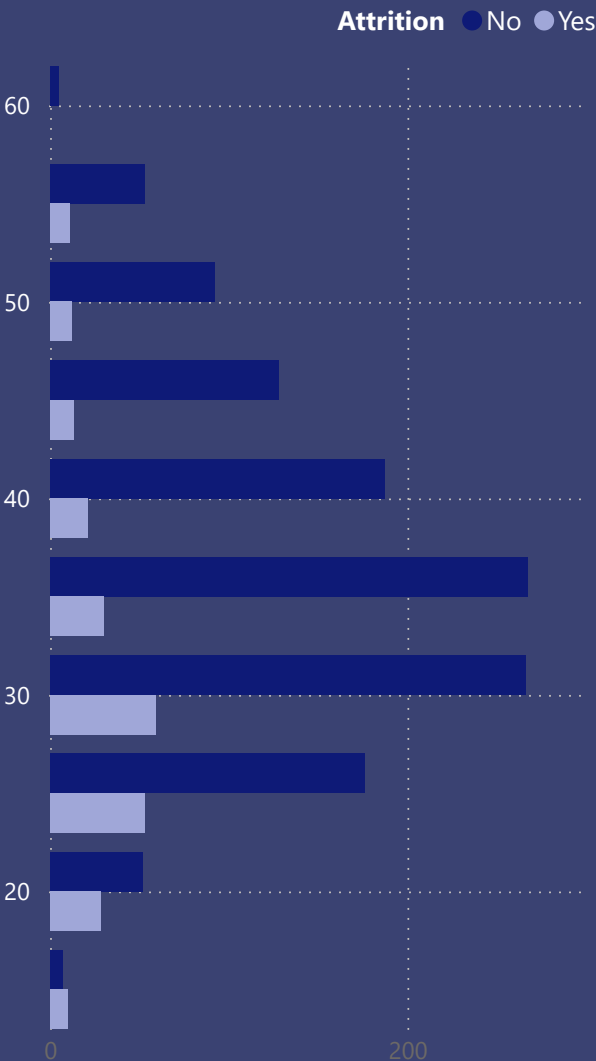2.73

Employee Attrition Overview

Yes 16.12%

No
83.88%
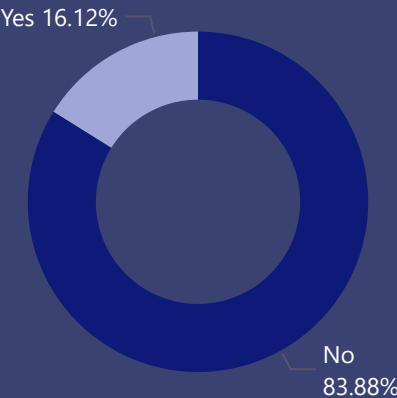
Employee Attrition by Job Role

Attrition ●No ●Yes

Job Role	No	Yes
Sales Executive	269	57
Research Scientist	245	47
Laboratory Technician	197	62
Manufacturing Director	135	10
Healthcare Representat...	122	9
Manager	97	5
Sales Representative	50	33
Research Director	78	2
Human Resources	40	12

0   100   200
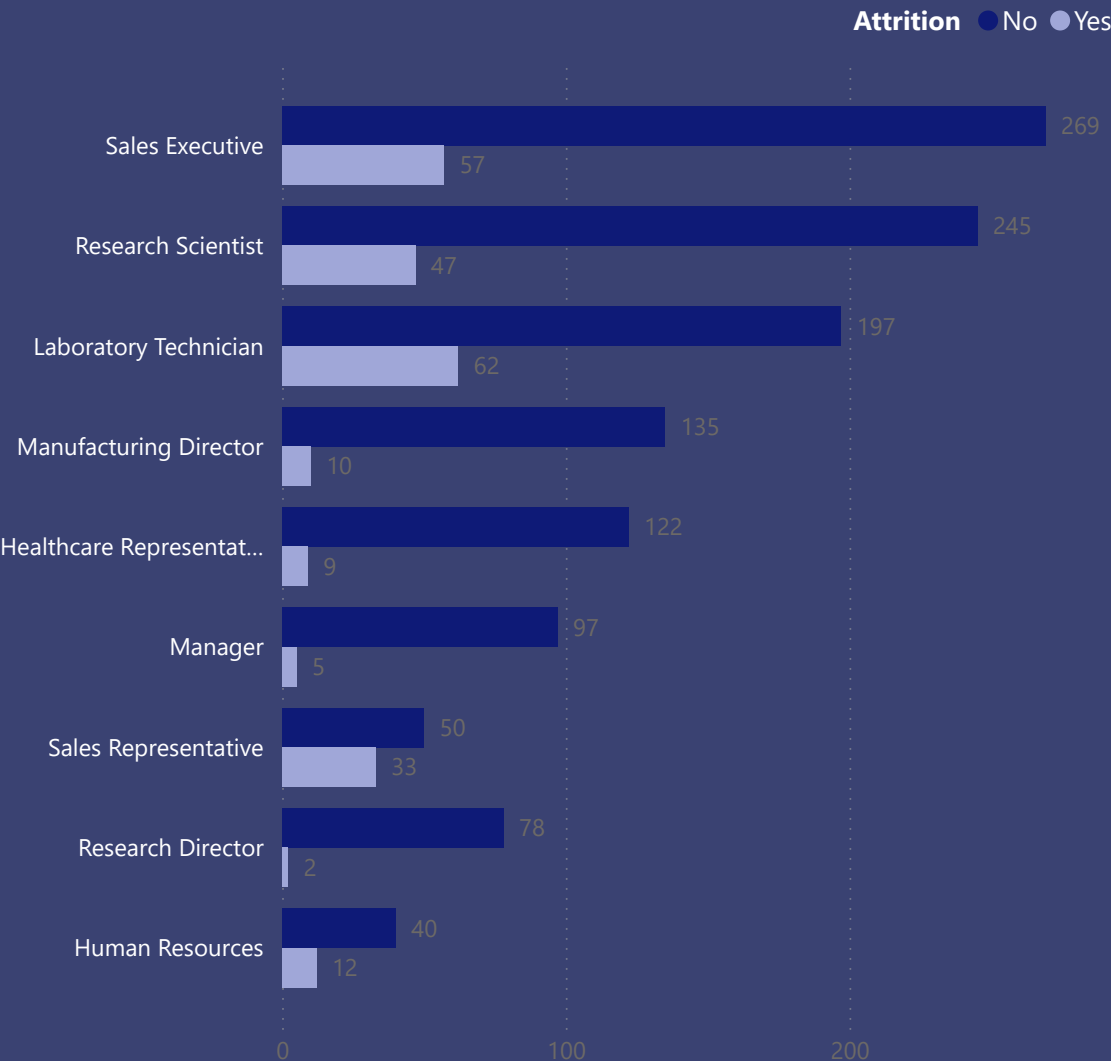
Attrition Distribution by Age

Attrition ●No ●Yes

60

50

40

30

20

0   200

Data Visualizations | Part 2

Work Life Balance
2.76

Relationship Satisfaction
2.71

Employee Attrition and Working Years by Job Role

Attrition ● No ● Yes ── Average of YearsInCurrentRole

Job Role	Value
Sales Executive	4.86
Research Scientist	3.27
Laboratory Technician	3.20
Manufacturing Director	4.97
Healthcare Representative	4.86
Manager	6.45
Sales Representative	2.01
Research Director	6.29
Human Resources	3.13

MaritalStatus	Years Since Last Promotion
Married	2.38
Divorced	2.16
Single	1.94

EducationField	Work Life Balance
Other	2.85
Technical Degree	2.81
Marketing	2.80
Medical	2.76
Human Resources	2.74
Life Sciences	2.73

Performance Rating

3.15

3   4

Percent Salary Hike by Job Role

Sales Repr... Manufacturing Dir... Healthcare Repres... Research Scientist Manager Laboratory Techni... Research Director Sales Executive Human Resources
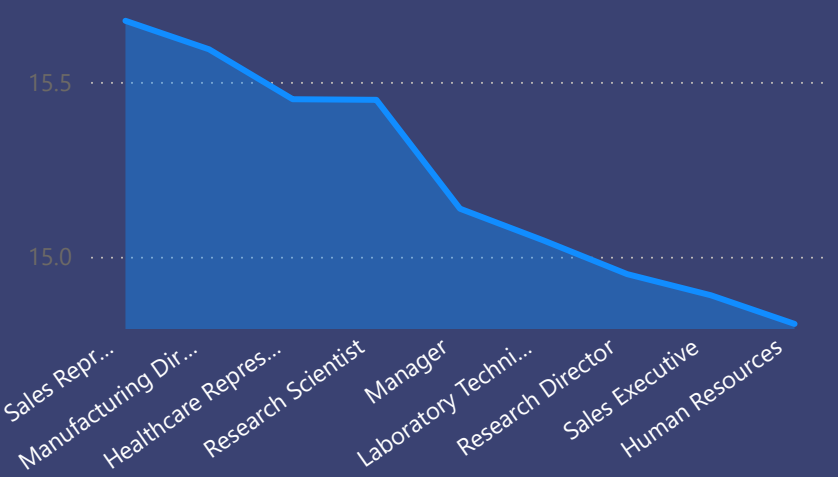
Data Visualizations | Part 3 - Insights

Attrition rate: 16% overall (16:84). This is within the "manageable" range compared to industry benchmarks (12–18% is average), but skewed towards younger roles. Tech giants like Salesforce and Oracle report **~20–30% sales attrition** annually despite heavy comp packages.

Age factor: Attrition peaks between **25–30 years**, while retention stabilizes between 30–40. This is textbook: early-career employees test options, while mid-career staff settle. Deloitte's Global Millennial Survey shows >40% of millennials and Gen Z plan to leave their jobs within 2 years if they don't see growth opportunities.

Gender: 60:40, with imbalance highest in R&D and HR. Could be cultural/industry pipeline issues, but also hints at potential inclusion gaps that worsen attrition in minority-gender departments.

Promotion dynamics: Singles get promoted faster → possible bias or availability effect (married employees may have lower mobility, but it also risks perceived inequity).

Research from McKinsey shows perceived promotion bias (by gender, marital status, or age) is one of the top 3 drivers of attrition, especially among underrepresented groups.

Role factor:

- **High-risk roles:** Sales reps, sales executives, research scientists, and lab techs → all lower-experience, front-line, often high-burnout positions.
- **Low-risk roles:** Managers, directors → higher tenure, stability, financial incentives, and organizational commitment.

Satisfaction levels (all hover ~2.7/4 = 67%):

- Job satisfaction (68%)
- Environment satisfaction (68%)
- Work-life balance (69%)
- Relationship satisfaction (68%)
- These are *passable*, but not strong enough to drive loyalty. This "lukewarm" sentiment often translates into silent disengagement before exits.

Compensation:

- Sales reps: high % salary hikes but low experience & high attrition → money alone isn't fixing retention.
- Sales execs & HR: lowest hikes + high attrition → dual hit, classic turnover driver.

Performance: 78% (good, but not outstanding). Suggests attrition isn't driven by poor performance; instead, high-performing staff may be walking out for better opportunities.

Data Visualizations | Part 3 - Recommendations

Targeted retention programs for 25–30-year-olds:

- Create structured **career pathways** (mentorship, skill ladders, rotations).
- Introduce **"stay interviews"** to catch dissatisfaction before resignations.

Sales role redesign:

- Reduce burnout through better **quota calibration, territory alignment, and tech support** (CRM automation, AI lead scoring).
- Offer **non-monetary recognition** (visibility, learning, faster career tracks).

Boosting satisfaction:

- Invest in **manager capability training** (relationship scores are low).
- Enhance **flexibility and WFH options** (work-life balance still middling).

Equity in promotions: Audit promotion timelines by marital status, gender, and role → ensure **transparent criteria**.

Employer brand & loyalty:

- Launch **engagement initiatives** (internal mobility, cross-functional projects).
- Showcase success stories of people who stayed and grew.