

HR Analytics Dashboard Summary & Analysis

Key Performance Indicators (KPIs):

1. Total Employees – 1470

Represents the total number of employees in the organization.

2. Total Attrition – 237

Shows the number of employees who left the company.

3. Attrition Rate – 16.1%

Indicates the percentage of employees who left the organization out of the total workforce. A moderate attrition rate suggests room for improvement in retention strategies.

4. Average Age – 37 years

Reflects the average age of employees, showing a mid-career workforce.

5. Average Salary – 6.5K

Represents the average monthly salary across all employees.

6. Average Years at Company – 7 years

Shows the average tenure, suggesting a stable employee base with experienced staff.

Visual Analysis:

1. Attrition by Education:

Highest attrition is seen among employees with Life Sciences (38%) background, followed by Medical (27%) and Marketing (15%).

Indicates that employees from healthcare and life sciences fields are more prone to leaving.

2. Attrition by Age:

The 26–35 age group (116) has the highest attrition count.

Suggests younger professionals are more likely to switch jobs, possibly seeking better opportunities.

3. Attrition by Gender :

Male: 140, Female: 79

Male employees have a slightly higher attrition count, indicating possible differences in work-life balance or job satisfaction.

4. Attrition by Salary:

Employees earning up to 5K show the highest attrition (163).

Attrition decreases as salary increases, implying that compensation plays a major role in retention.

5. Attrition by Years at Company:

Attrition peaks between 1–2 years, showing that early turnover is a concern.

Long-term employees (5+ years) show lower attrition, indicating better engagement over time.

6. Attrition by Job Role:

Highest attrition observed in Laboratory Technicians (62) and Sales Executives (57). Roles such as Research Scientist and Sales Representative also show notable attrition, possibly due to workload or career progression factors.

7. Job Role Table Matrix:

Provides detailed distribution of attrition counts across various roles for deeper insights.

Overall Insights:

- The company faces higher attrition among younger, lower-paid employees, particularly in technical and sales roles.
- Improving early-stage employee engagement, career growth opportunities, and compensation packages could reduce turnover.
- The dashboard offers a clear, data-driven overview for HR teams to target retention initiatives effectively.