HR ATTRITION ANALYSIS

Human Resources	Research & Develo...	Sales

Attrition by Gender

Male	Female
150	87

Overall Employees
1470

Attrition
237

Attrition Rate
16.1%

Avg Age
36.92

Avg Salary
6.50K

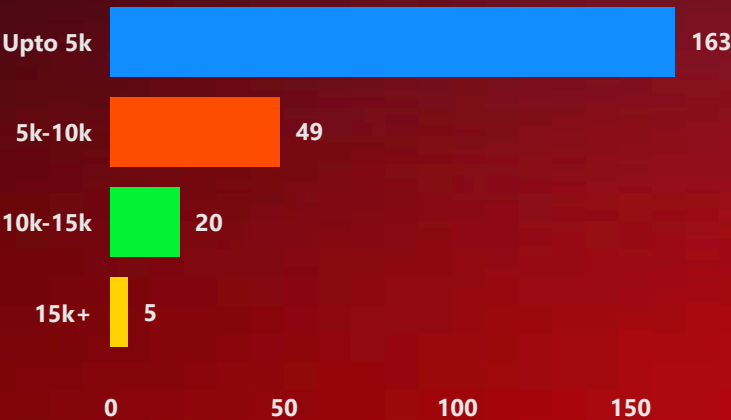**Years at Company**
7.01

Attrition By Education

- Other 11
- Technical Degree 32
- Marketing 35
- Medical 63
- Life Sciences 89

Attrition By Age

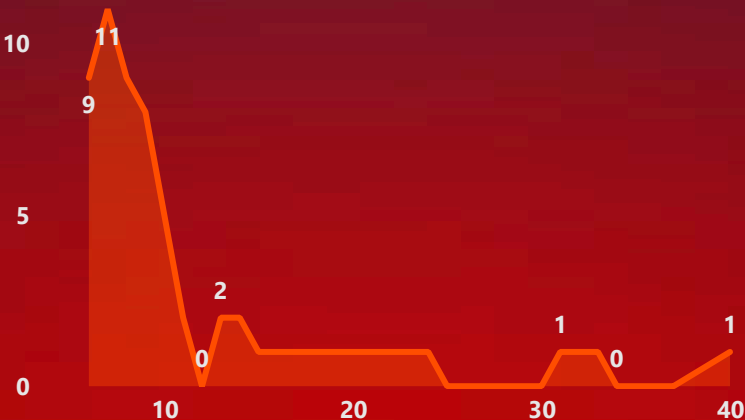| Age Group	Count
26-35	116
18-25	44
36-45	43
46-55	26
55+	8
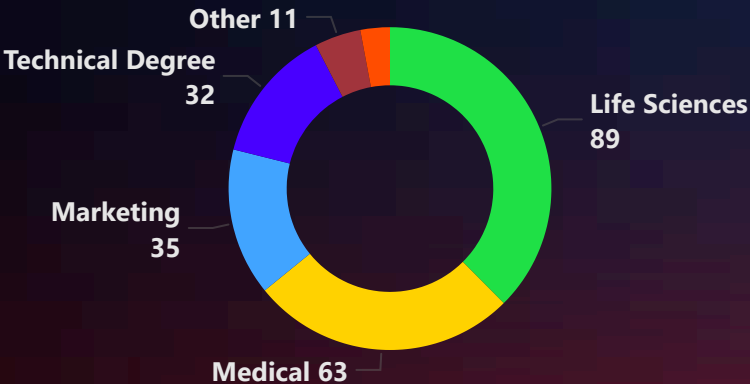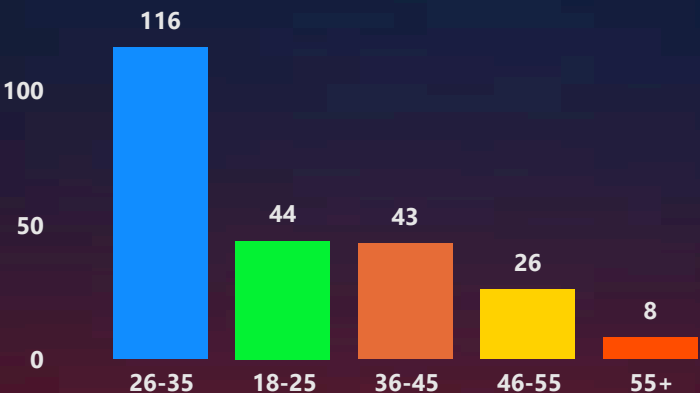
JobRole	1	2	3	4	Total
Healthcare Representative	2	2	1	4	9
Human Resources	5	2	3	2	12
Laboratory Technician	20	8	21	13	62
Manager	1	2	1	1	5
Manufacturing Director	2	2	4	2	10
Research Director	0	1	1	0	2
Research Scientist	13	10	15	9	47
Sales Executive	16	9	18	14	57
Sales Representative	7	10	9	7	33
Total	66	46	73	52	237

Attrition By Salary Slab

Salary Slab	Count
Upto 5k	163
5k-10k	49
10k-15k	20
15k+	5

Attrition By Years At Company

Values shown along line: 11, 9, 2, 0, 1, 0, 1 (across years 10, 20, 30, 40)

Attrition By Job Role

Job Role	Count
Laboratory Techni...	62
Sales Executive	57
Research Scientist	47
Sales Representat...	33

Overall Employees	Attrition Rate	Avg Age
1470	16.1%	36.92

Avg_Attrition_by- Overtime	Avg_Tenure_Attried	Avg Salary
0.31	5.13	6.50K

Avg_Tenure	Active Employees	Avg_Job_Satisfaction (Attrited)
7.01	1233	2.47

Attrition	Avg_Last_Promotion	Attrition By Overtime
237	2.19	127

Avg_Experience	Avg_Monthly_Income (Attrited_Employee)	Avg_Job_Satisfaction
11.28	4.79K	2.73

Attrition By Job Role

Job Role	Count
Laboratory Technician	62
Sales Executive	57
Research Scientist	47
Sales Representative	33
Human Resources	12
Manufacturing Director	10
Healthcare Representative	9
Manager	5
Research Director	2
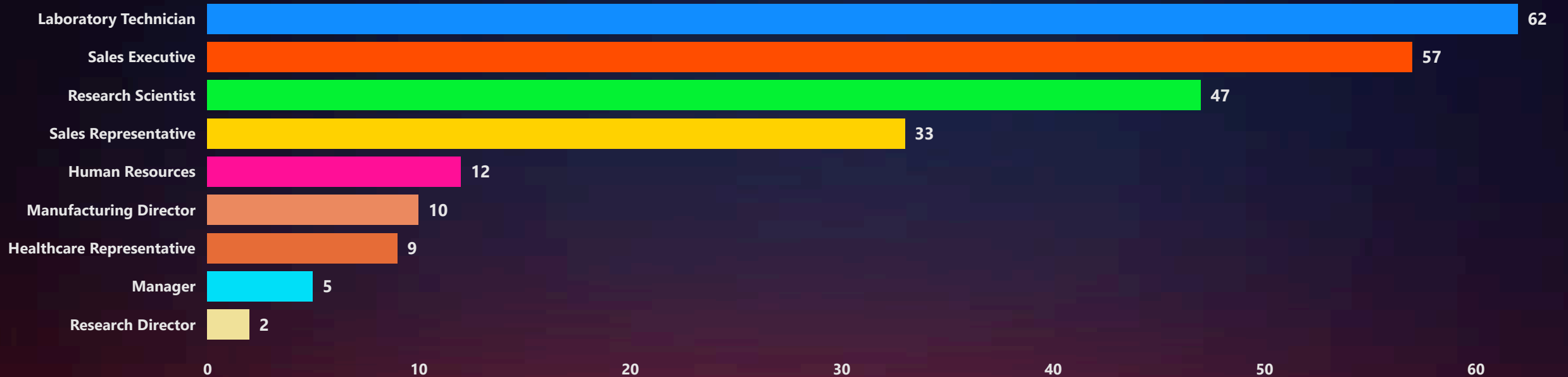
Chart Insight:
Laboratory Technicians and Sales Executives show the highest attrition counts, followed by Research Scientists and Sales Representatives. Managerial and senior research roles have significantly lower attrition.
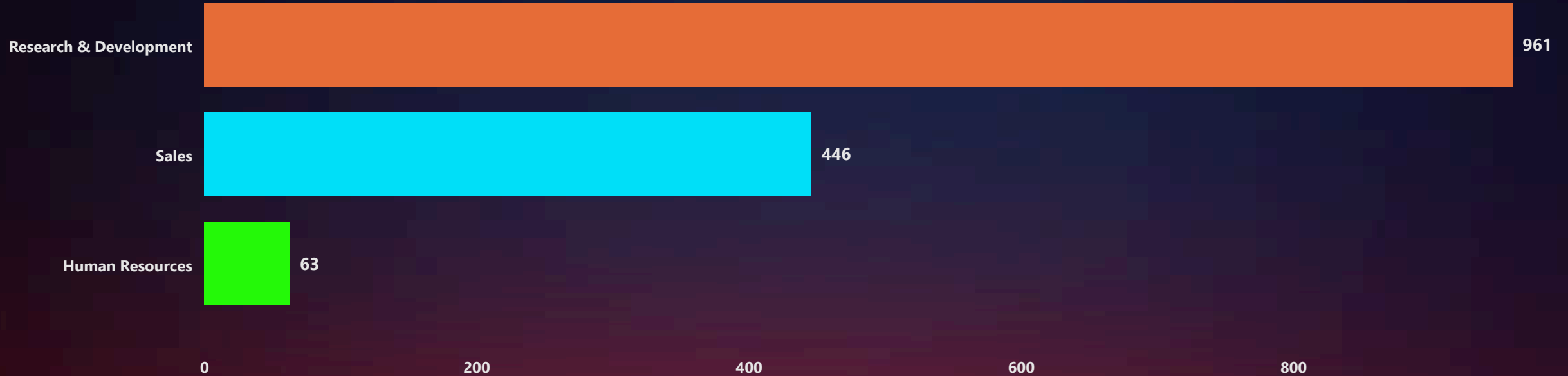
Business Meaning:
Operational and customer-facing roles experience higher employee exits, while leadership and specialized senior roles are more stable.

Business Impact / Action:
HR should focus retention strategies on Laboratory Technicians and Sales roles by improving career growth paths, workload balance, and incentive structures.

Attrition by Department

Department	Attrition
Research & Development	961
Sales	446
Human Resources	63

Chart Insight:
The Research & Development department contributes the largest share of attrition, followed by Sales. Human Resources shows minimal attrition.
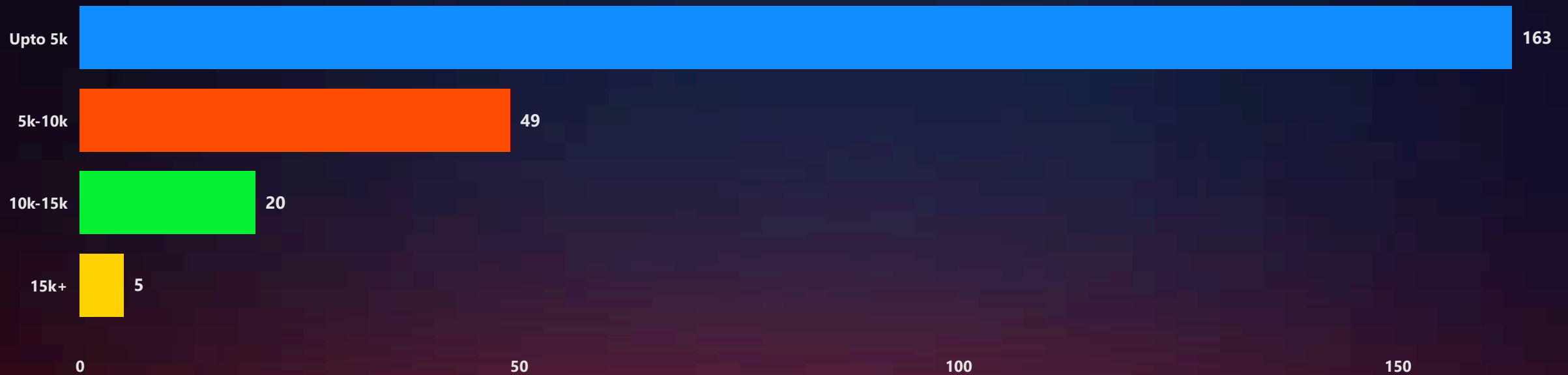
Business Meaning:
High attrition in R&D and Sales indicates pressure-heavy roles and competitive job markets, whereas HR roles are relatively stable.

Business Impact / Action:
HR leadership should prioritize R&D and Sales for retention programs, such as skill development, role rotation, and performance-based rewards.

Attrition By Salary Slab

| Salary Slab	Attrition
Upto 5k	163
5k-10k	49
10k-15k	20
15k+	5

Chart Insight:
Employees earning up to 5K salary contribute the highest attrition. Attrition decreases sharply as salary increases, with minimal exits in the highest salary slab.

Business Meaning:
Compensation is a strong driver of attrition, particularly for lower-paid employees

Business Impact / Action:
Revisiting salary structures, especially for entry-level and low-income roles, can significantly reduce attrition.

Attrition by OverTime
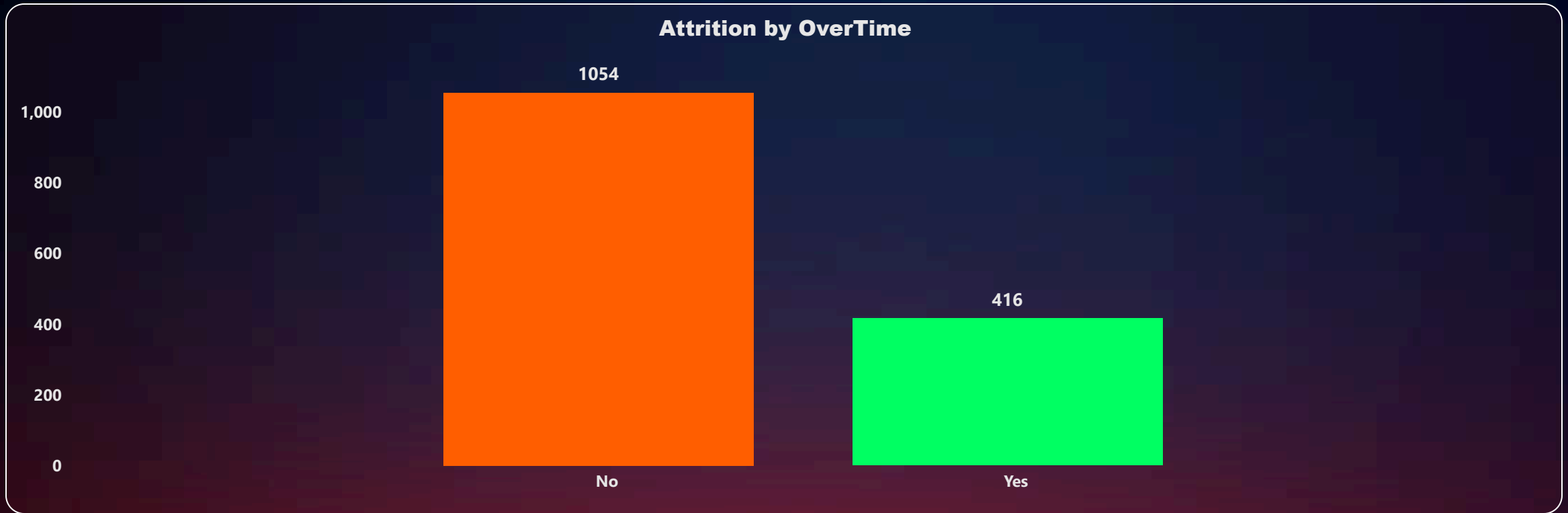
Chart Insight:
Employees working overtime show a noticeably higher attrition count compared to those without overtime.
Business Meaning:
 Extended working hours and work pressure directly impact employee retention.
Business Impact / Action:
HR should monitor overtime patterns and introduce workload balancing, flexible schedules, or additional compensation for overtime employees.

Attrition By Age

116	26-35
44	18-25
43	36-45
26	46-55
8	55+
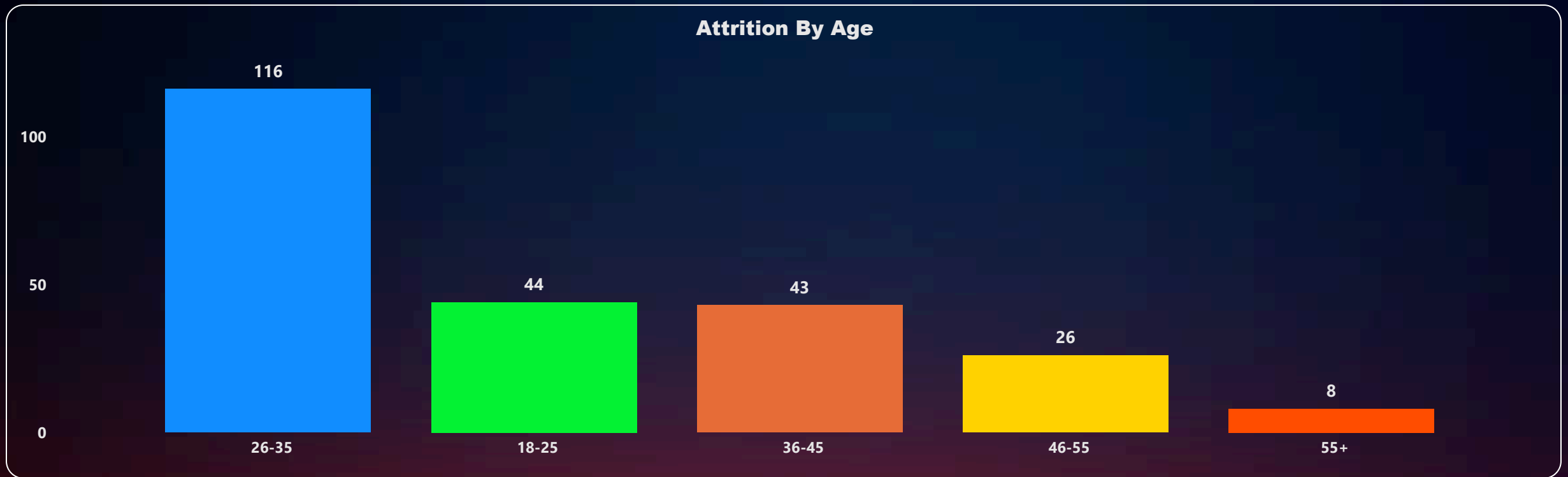
Chart Insight:

The 26–35 age group shows the highest attrition, followed by employees aged 18–25 and 36–45. Attrition is lowest among employees aged 55+.
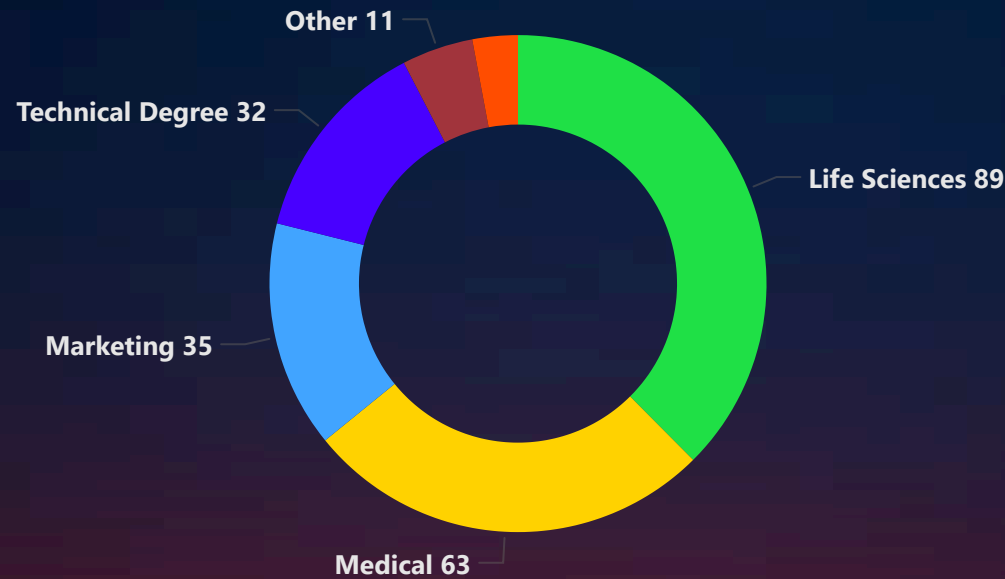
Business Meaning:

Early-career and mid-career professionals are more likely to switch jobs for better growth, compensation, or opportunities.

Business Impact / Action:

Career progression plans, learning programs, and leadership tracks should be strengthened for employees aged 26–35.

Attrition By Education

Other 11
Technical Degree 32
Marketing 35
Medical 63
Life Sciences 89

Chart Insight:
Employees from Life Sciences and Medical education backgrounds contribute the highest attrition, followed by Marketing and Technical degrees.
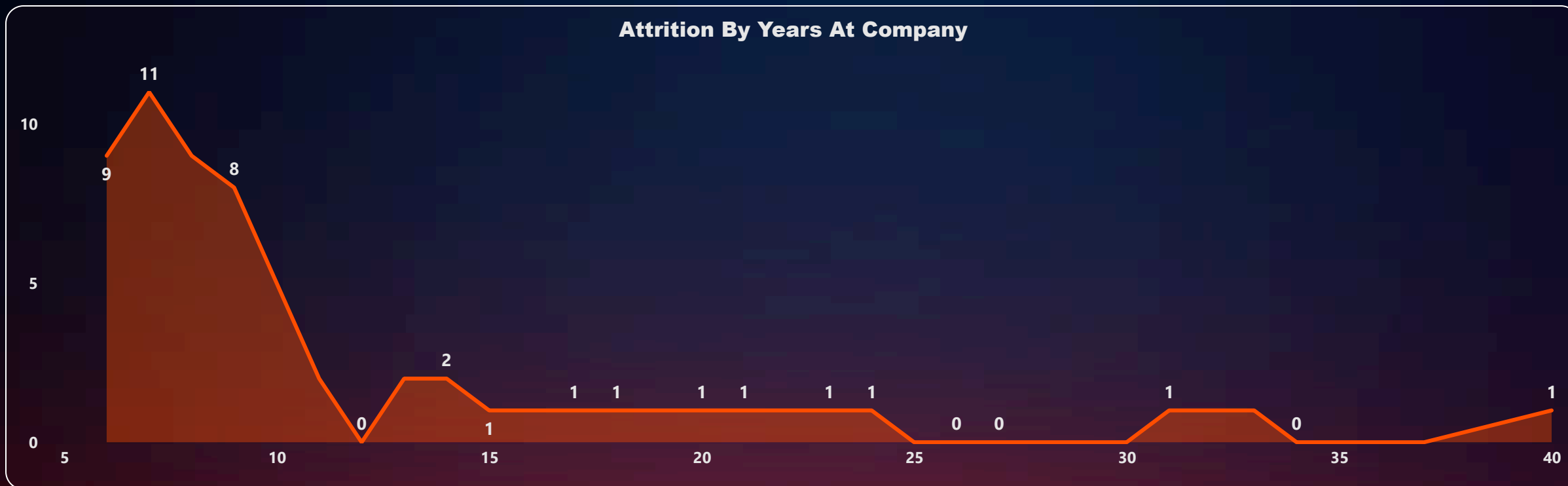
Business Meaning:
Certain education fields face higher market demand, increasing job-switching behavior.

Business Impact / Action:
Retention efforts should include competitive compensation, domain-specific career growth, and long-term engagement plans for high-demand skill groups.

Attrition By Years At Company

Chart Insight:
Attrition is highest during the early years of employment and declines significantly as tenure increases. Long-tenured employees show very low attrition.

Business Meaning:
Employee exits are most common during the initial years, indicating onboarding and early engagement challenges.

Business Impact / Action:
Improving onboarding experience, mentorship programs, and early performance feedback can reduce early-stage attrition.