



Executive Summary — HR Analytics Dashboard

The HR Analytics Dashboard provides a comprehensive view of workforce trends, attrition patterns, and employee demographics across the organization. The insights help identify the key drivers of employee turnover and highlight improvement opportunities in talent management, employee engagement, and retention strategies.



Key Highlights

1 Workforce Overview

- **Total Employees:** 1470
- **Employees Exited:** 237
- **Overall Attrition Rate:** 16.1%
This attrition level indicates moderate turnover, requiring focused retention efforts.



Demographics & Employee Profile

- **Average Age:** 36.9 years
- **Average Salary:** ~\$6500
- **Average Tenure:** 7 years

These metrics reflect a relatively experienced workforce with mid-career representation.



Attrition Breakdown & Insights

2 Attrition by Age Group

- Highest attrition occurs in the **26–35 age group (116 exits)**.
 - Younger employees (18–25) also show notable churn (44 exits).
 - Insight: **Early-career and mid-career employees are at higher risk**, suggesting a need for better career development and engagement strategies.
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3 Attrition by Education

- **Life Sciences (38%), Medical (27%),** and **Marketing (15%)** employees show the most exits.
 - Insight: Targeted retention programs may be required in technical and medical functions.
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4 Attrition by Job Role

Job roles with the highest attrition:

- **Laboratory Technician – 62**
- **Sales Executive – 57**
- **Research Scientist – 47**

Roles with critical losses (R&D, Sales, Technical) may impact business performance if not addressed promptly.

5 Attrition by Years at Company

- Peak attrition appears during the **first 1–2 years**, with a sharp drop afterward.
- Suggests onboarding and early-stage job satisfaction challenges.

6 Attrition by Gender

- **Male:** 136 exits
- **Female:** 75 exits

Males account for a greater proportion of turnover across departments.

7 Job Role vs Job Satisfaction vs Attrition (Matrix Insight)

- Certain job roles show **low satisfaction & high attrition**, particularly:
 - Laboratory Technicians
 - Sales roles
 - Research ScientistsThis indicates targeted interventions are needed to improve employee experience.



Conclusion & Recommendations

The dashboard indicates **specific hotspots of attrition**, including:

- Early-career employees
- Technical & scientific job roles
- Employees with Life Sciences and Medical backgrounds
- The first 1–2 years of employment

Recommended Actions:

1. Strengthen onboarding & mentorship programs.

2. Improve career growth opportunities for technical and sales roles.
3. Conduct targeted exit interviews for high-churn departments.
4. Enhance job satisfaction initiatives based on department-specific issues.
5. Implement stay interviews for employees in the 26–35 age group.