



HR ANALYTICS DASHBOARD

Human
Resources

Research &
Development

Sales

TOTAL EMPLOYEES

1.470K

ATTRITION

237

ACTIVE EMPLOYEES

1.233K

ATTRITION RATE

16.12%

Age

18

60



Gender

☐ Female

☐ Male

AVERAGE YEARS AT COMPANY

7.01

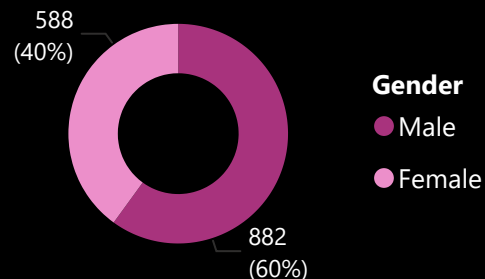
AVERAGE INCOME

\$6.50K

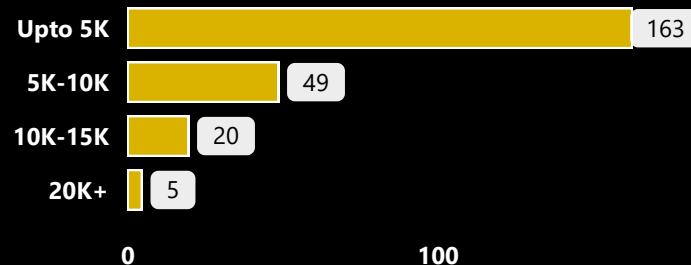
AVERAGE AGE

33.61

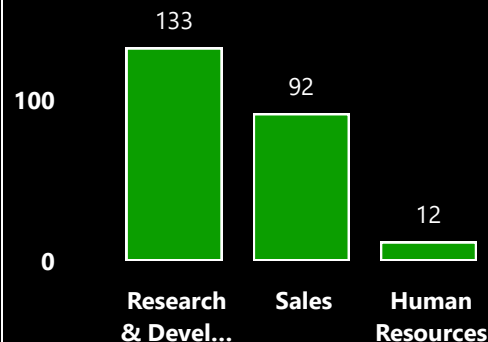
Gender Distribution



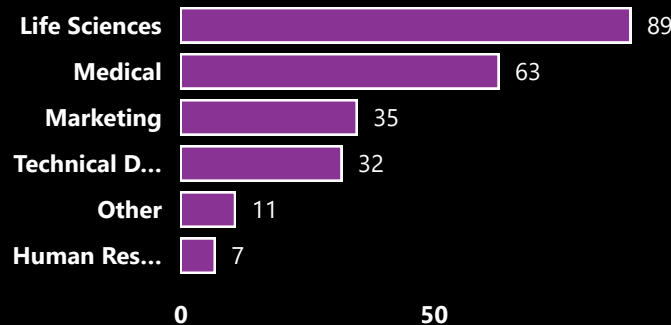
Salary-wise Attrition Count



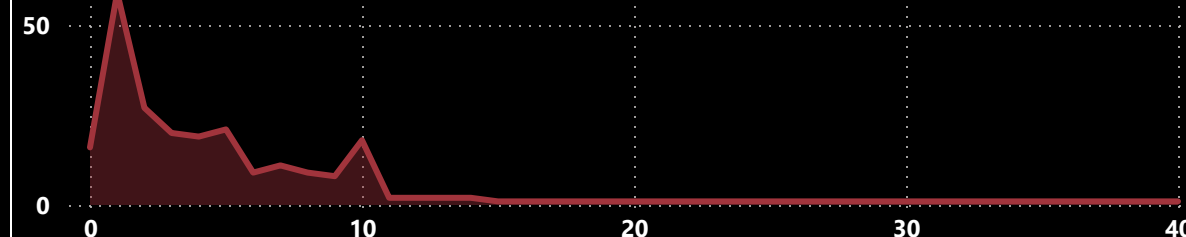
Department-wise Attrition



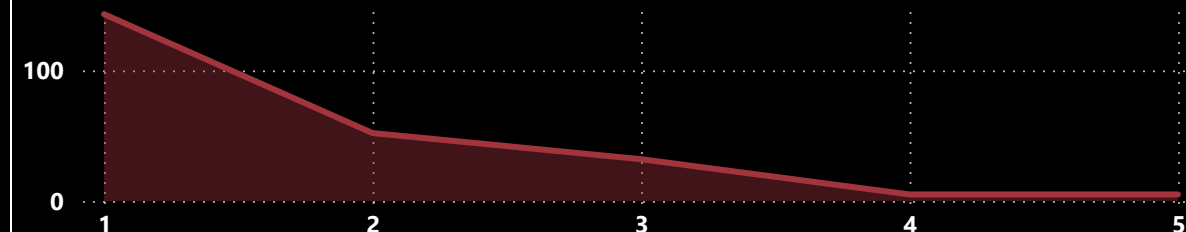
Education Field-wise Attrition



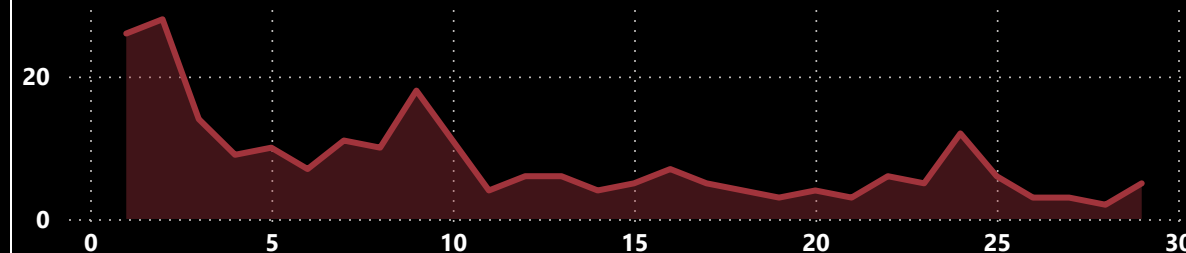
Employee Attrition by Tenure



Job Level-wise Attrition



Distance from Home vs. Attrition



HR ANALYTICS INSIGHTS

1. The average age of employees who left the company is 34 years.
2. The Research & Development department witnessed the highest attrition, accounting for 133 employees in total.
3. The majority of employees who left the company belonged to the salary range below \$5000 per month, comprising 163 individuals.
4. Among employees who left, the highest attrition rate was observed among those who had spent 1 year at the company (25%).
5. The educational background of employees who left the company indicates that 89 individuals had a Life Science background, 63 had a Medical background, and 35 had a Marketing background.
6. Male employees experienced an attrition rate of 17%, while female employees had a slightly lower attrition rate of 14.8%.
7. The attrition rate in the Research & Development department was the highest at 56%, followed by Sales at 39% and the HR department at 5%.
8. Approximately 69% of employees who left the company fell under the salary range below \$5000, while 21% fell under the \$5000–\$10,000 range, 8% under the \$10,000–\$15,000 range, and 2% under the \$20,000+ range.
9. There appears to be no significant impact of the distance from home on employee attrition.

RECOMMENDATION

Give more learning and growth chances to employees in their 30s to keep them motivated.

Talk to R&D employees to understand their issues and give them better career growth options.

Increase salaries or give extra rewards to employees with lower pay.

Make the first year better with good onboarding, training, and support.

Give them roles and training that match their education and help them grow.

Understand why more men are leaving and take steps to fix those problems.

Make department-specific plans to reduce pressure and improve work culture.