



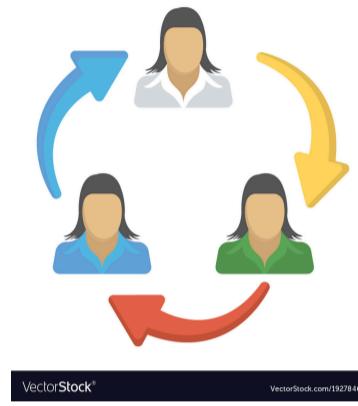
HR ATTRITION DASHBOARD



In advertising, demographics are key to creating targeted marketing campaigns that appeal to specific groups of consumers. For example, Southwest Airlines, which prides itself on being a basic low-fare carrier with frequent direct flights to many locations, targets its advertising toward middle-class families, small business owners, people who typically take short trips, and young adults. Conversely, United Airlines, which charges higher fares in return for more passenger "frills," targets people who have college degrees, full-time jobs, and household incomes of at least \$50,000.



Employee turnover data analysis is an HR analytics or people analytics process that involves collecting data, analyzing, and reporting HR data to help understand a company's turnover rate. Employee turnover data analysis helps you break turnover data down and get insights into what turnover looks like in your company. A company's employee turnover rate is the percentage of workers leaving an organization and then being replaced by new employees within a specific period. You can calculate it on a monthly, quarterly, or yearly



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Employee turnover rate is something every HR department should measure. Knowing the percentage of employees who left your organization, you can create effective hiring plans and calculate hiring costs. However, by drilling deeper down into your turnover data, you gain more valuable insights that will help you retain top employees and build a robust workforce to help you achieve your organizational goals.



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Employee engagement is a common term that refers to employees' commitment, enthusiasm, and dedication to their organization. This is often an emotional commitment and includes being devoted to the business goals and values and being motivated to help the business succeed.



DEMOGRAPHICS



Total Employee
1470

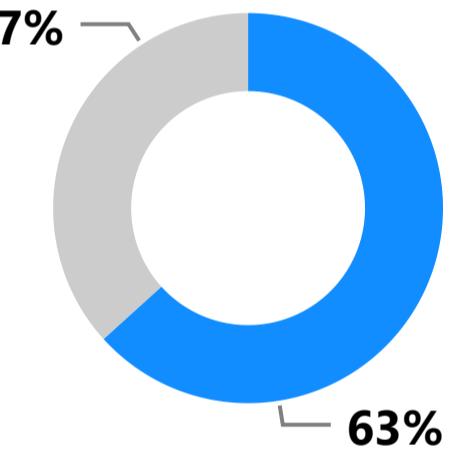


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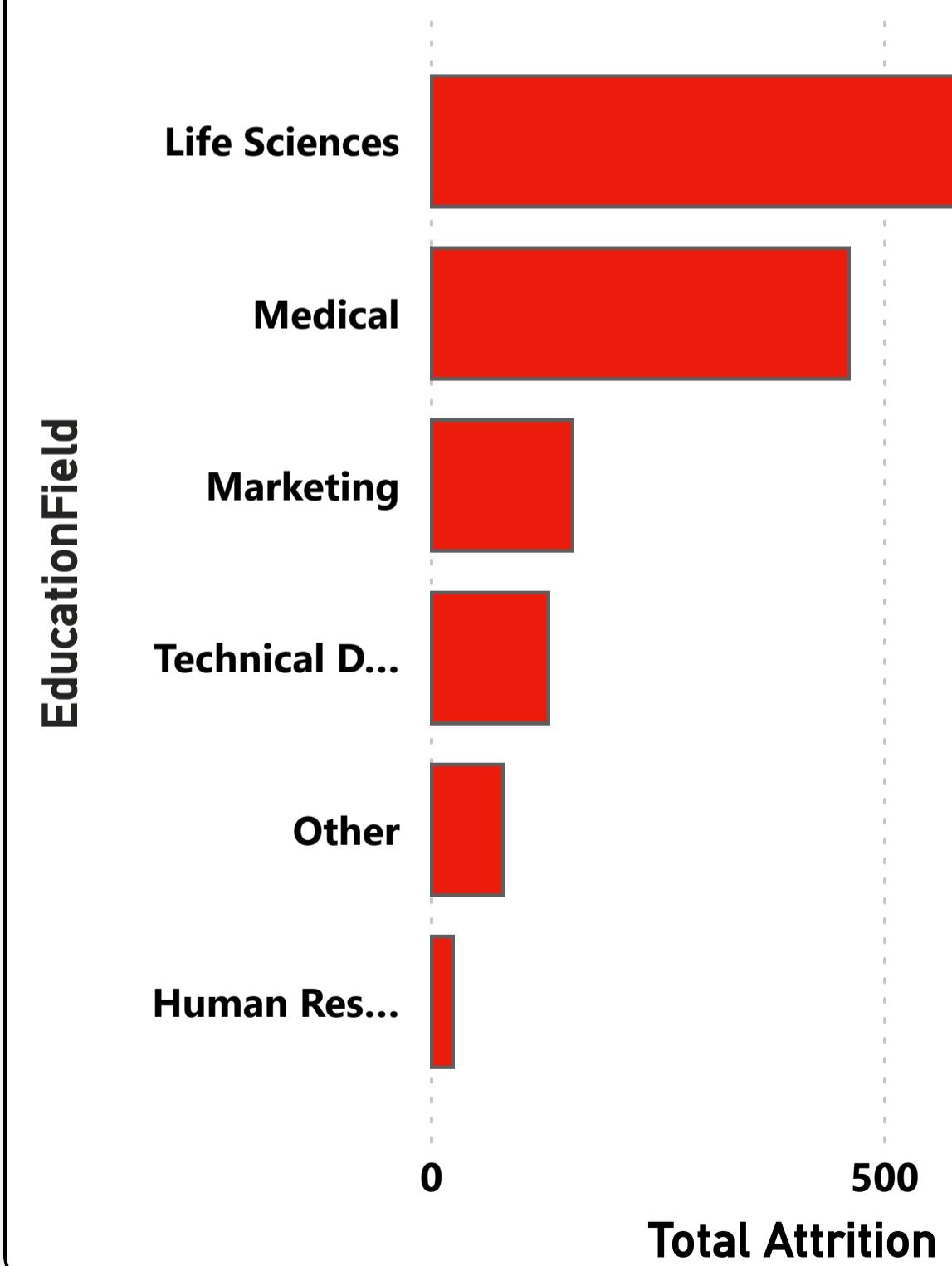


No

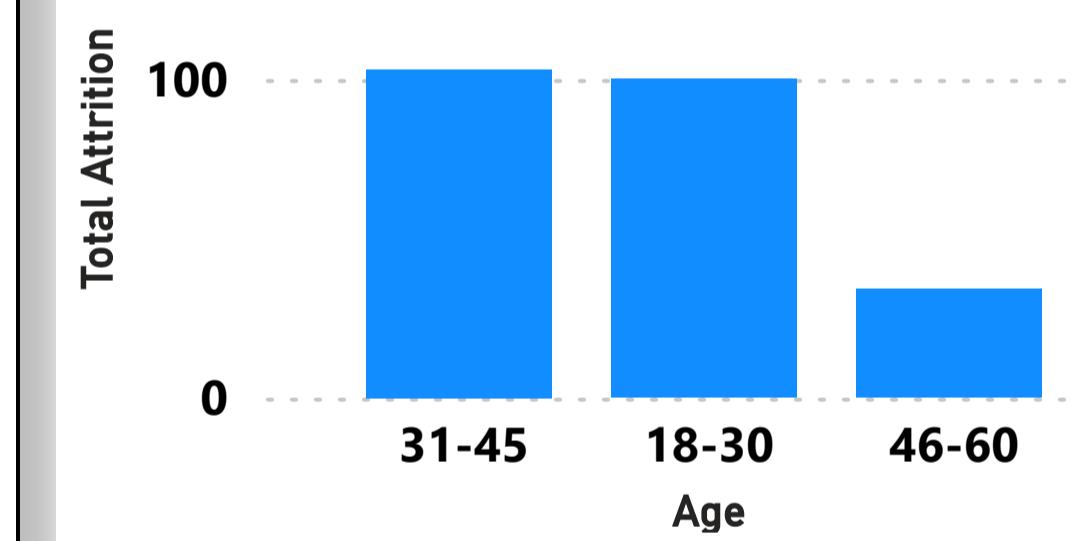
Attrition Employee by Male



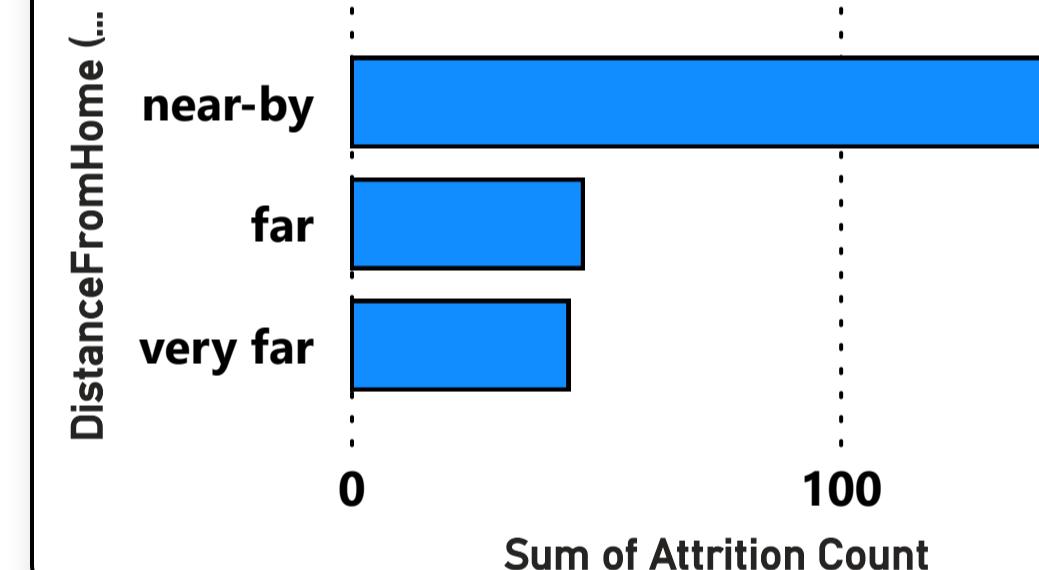
Total Attrition by EducationField



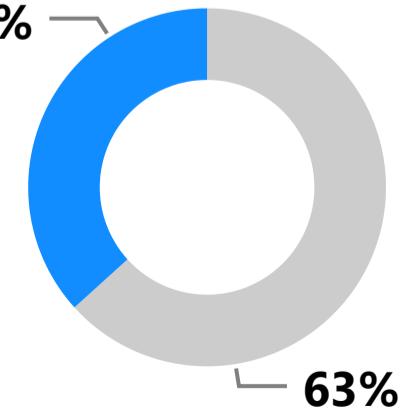
Total Attrition by Age



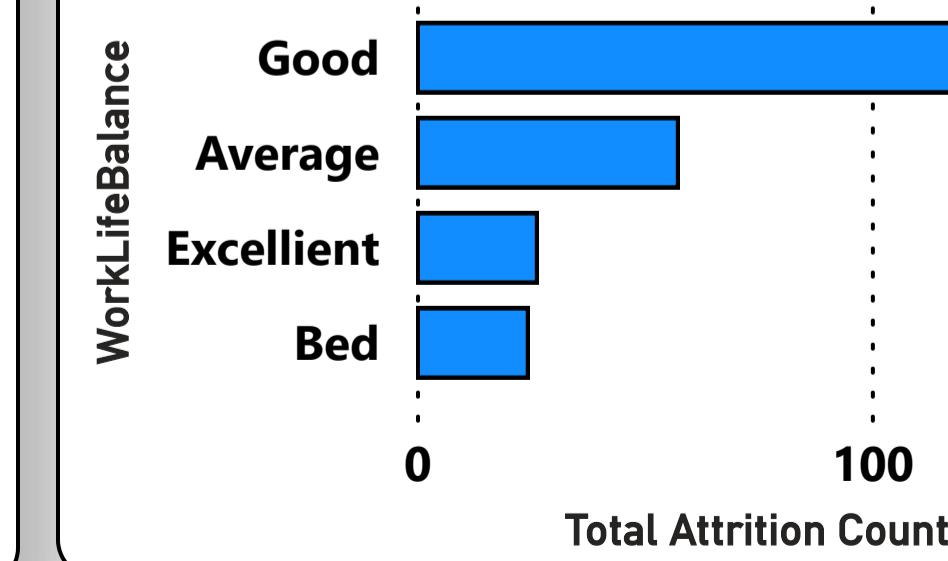
Sum of Attrition Count by DistanceFromHome (groups)



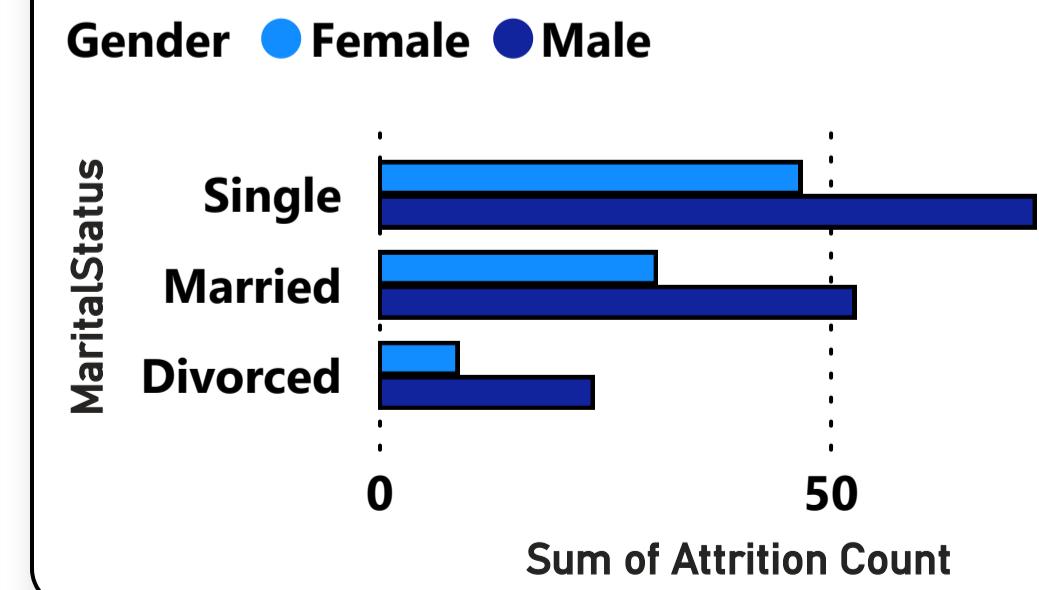
Attrition Employee by Female



Total Attrition Count by WorkLifeBalance



Sum of Attrition Count by MaritalStatus and Gender



Average Working Years
11.28

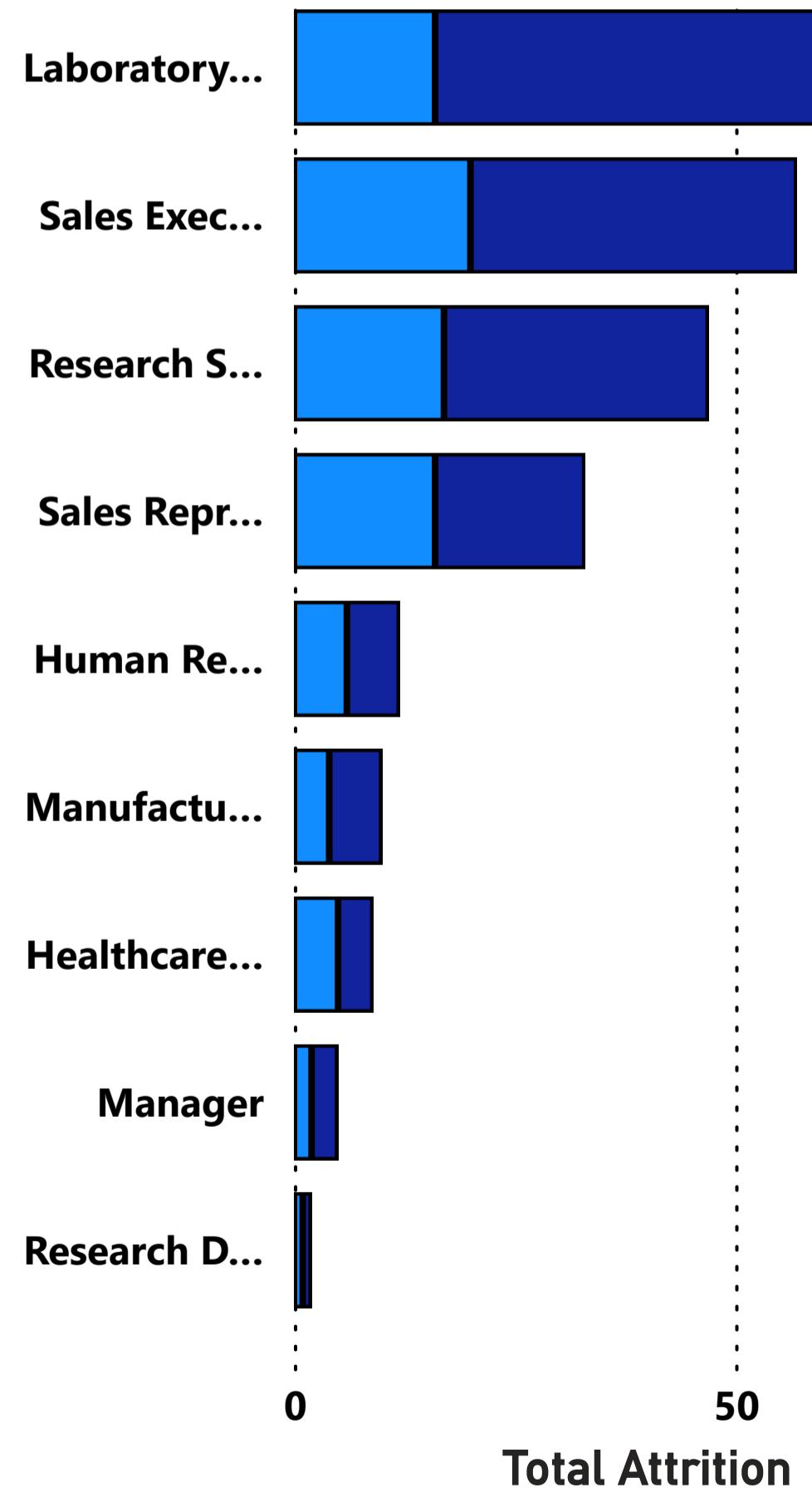


TURNOVER ANALYSIS I

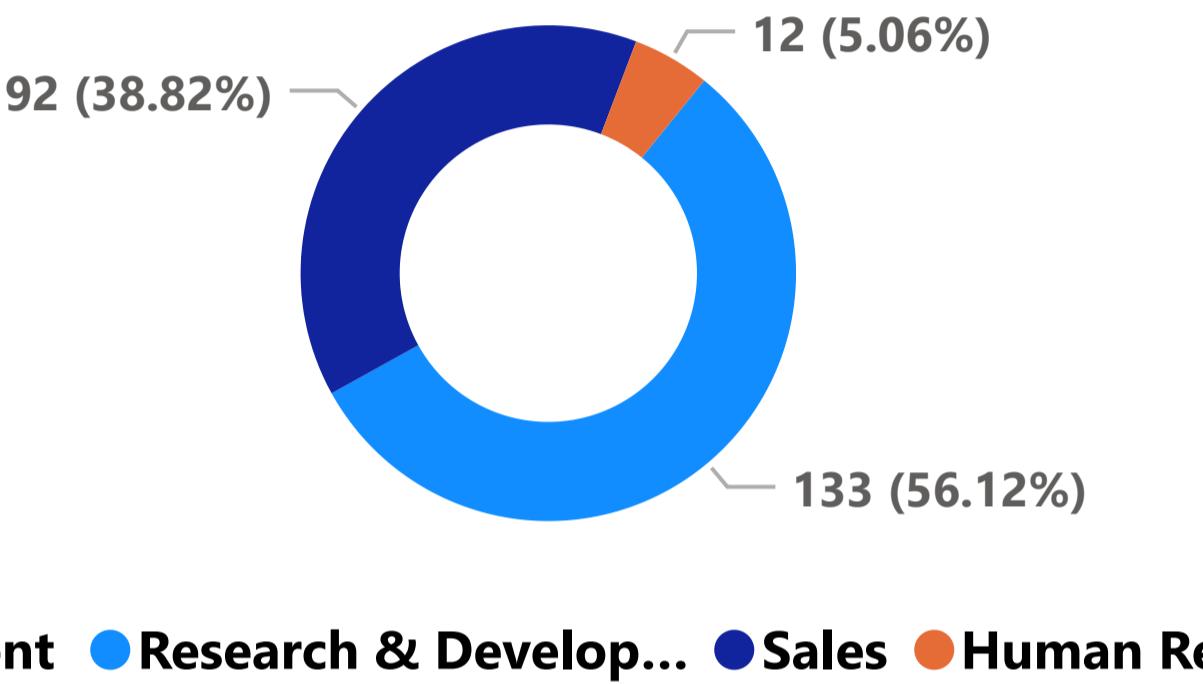
Count of JobRole
9

Total Attrition by Job Role and Gender

Gender ● Female ● Male



Sum of Attrition Count by Department

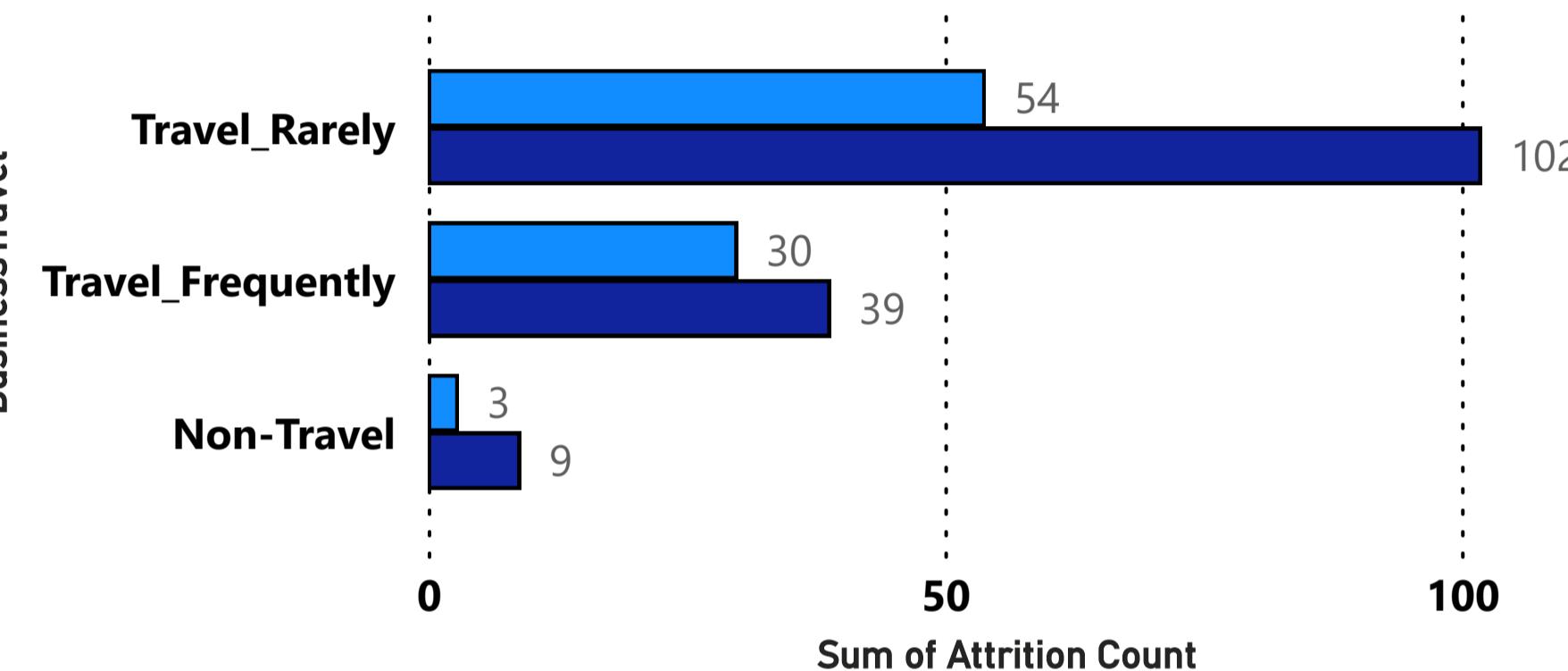


JobRole Sum of Attrition Count

JobRole	Sum of Attrition Count
Healthcare Representative	9
Human Resources	12
Laboratory Technician	62
Manager	5
Manufacturing Director	10
Research Director	2
Research Scientist	47
Sales Executive	57
Sales Representative	33

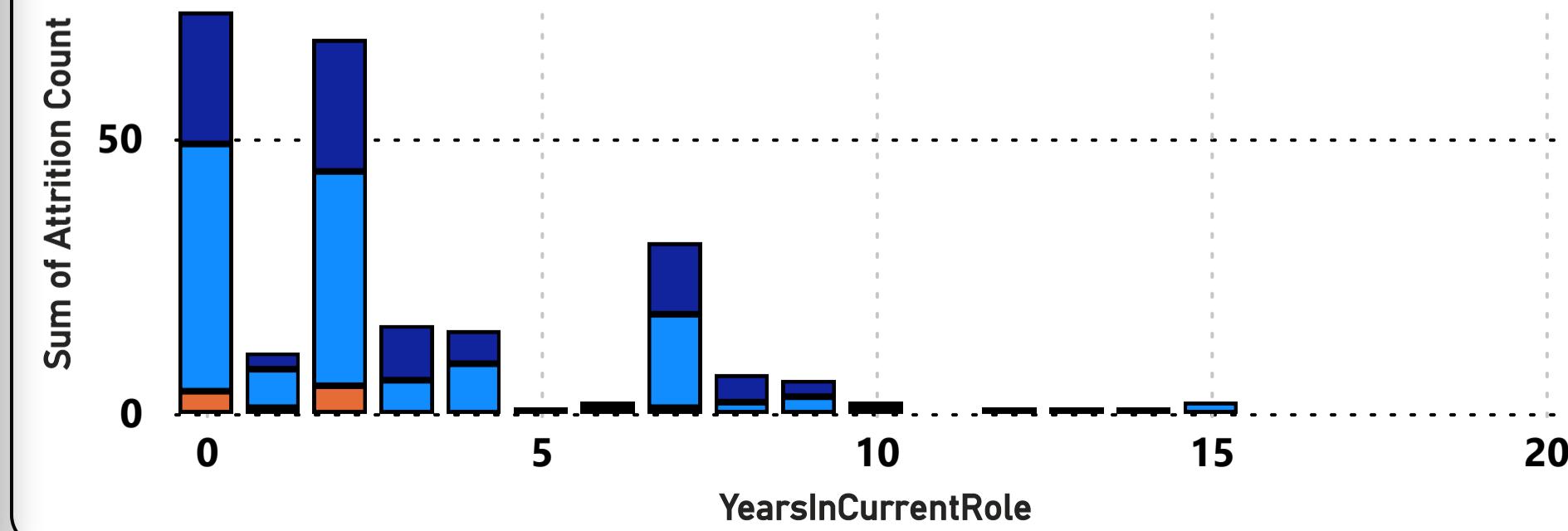
Sum of Attrition Count by BusinessTravel and Gender

Gender ● Female ● Male



Sum of Attrition Count by YearsInCurrentRole and Department

Department ● Human Resources ● Research & Development ● Sales

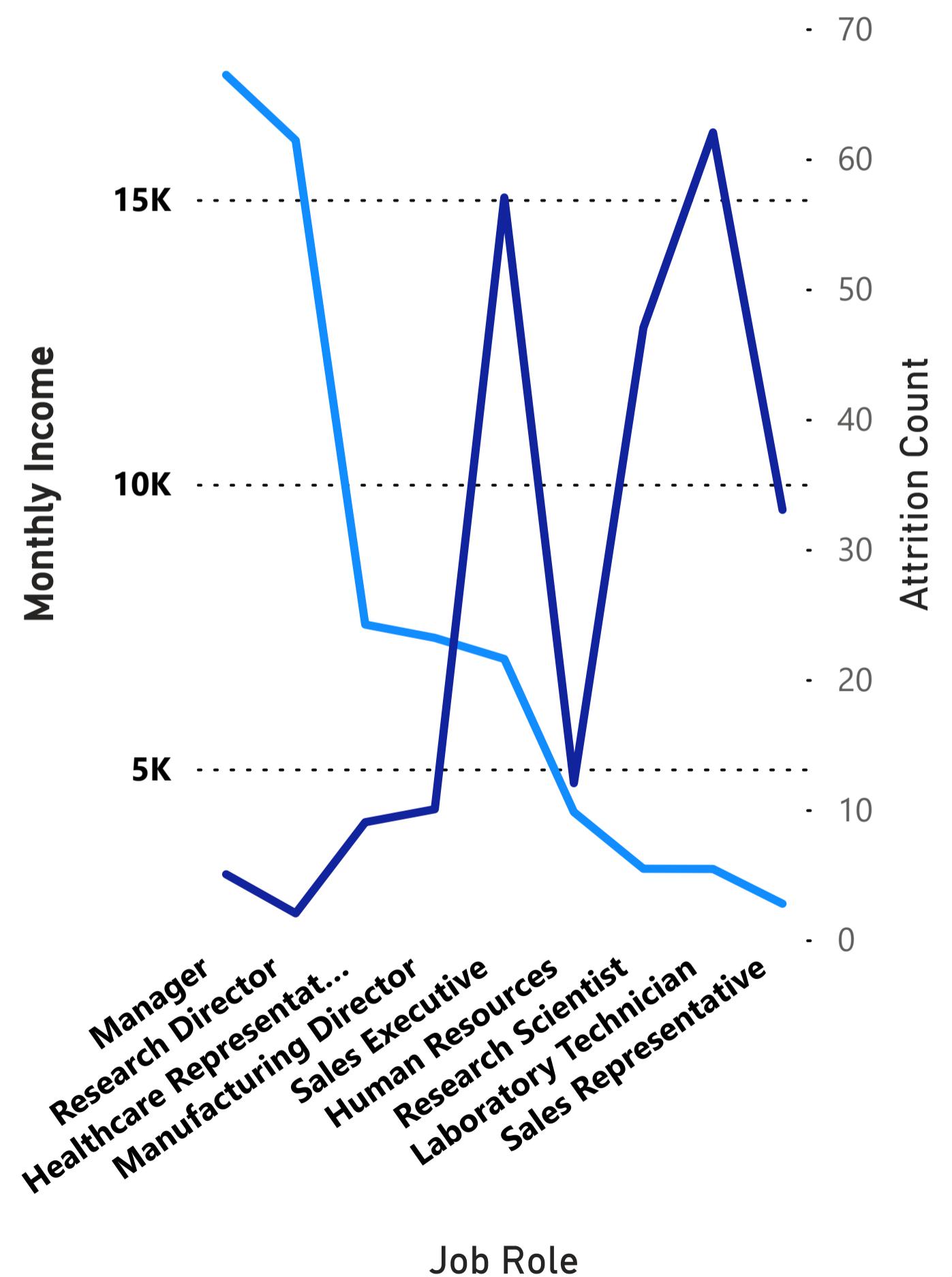




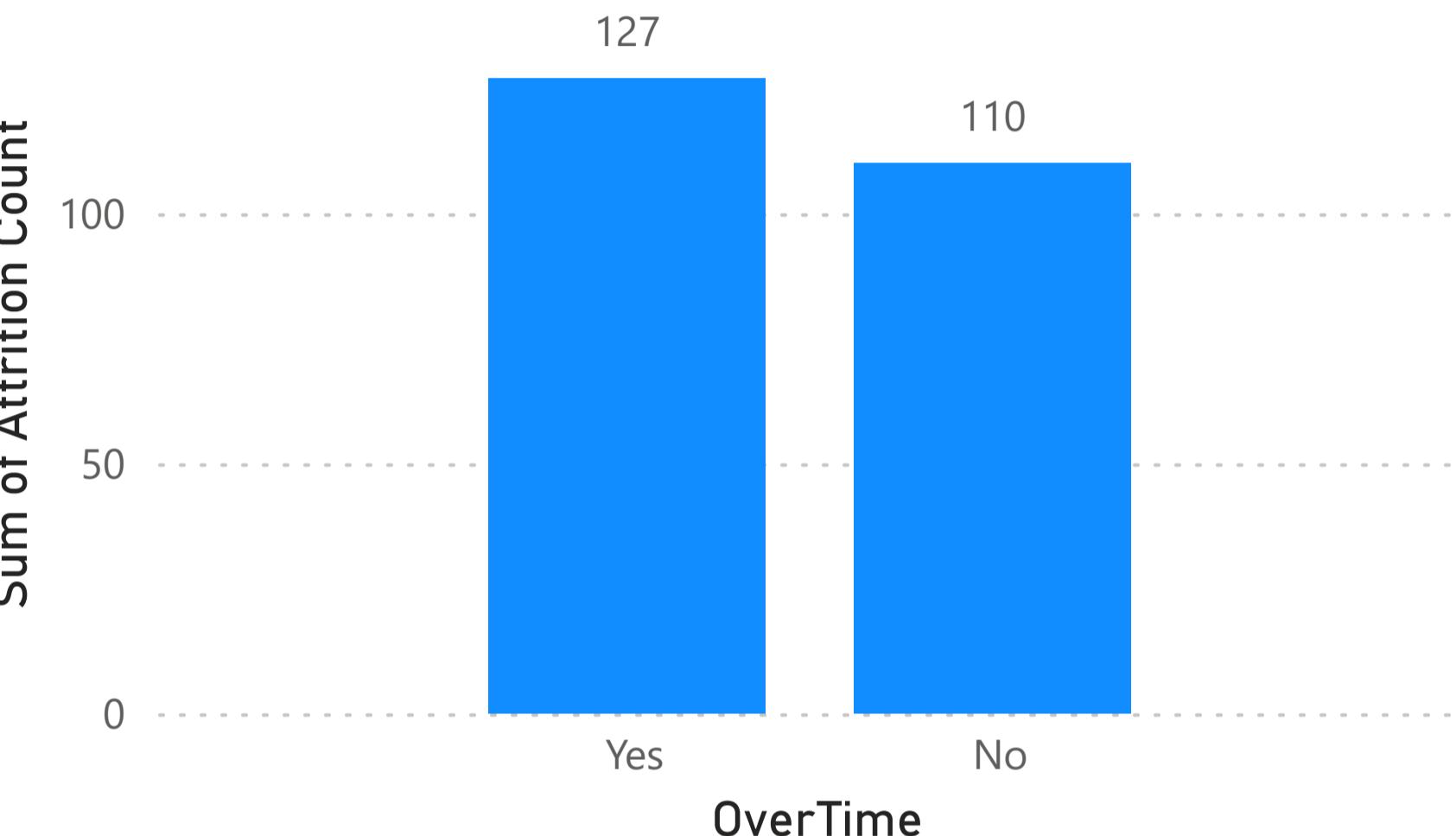
TURNOVER ANALYSIS II

Monthly Income and Attrition Count by Job Role

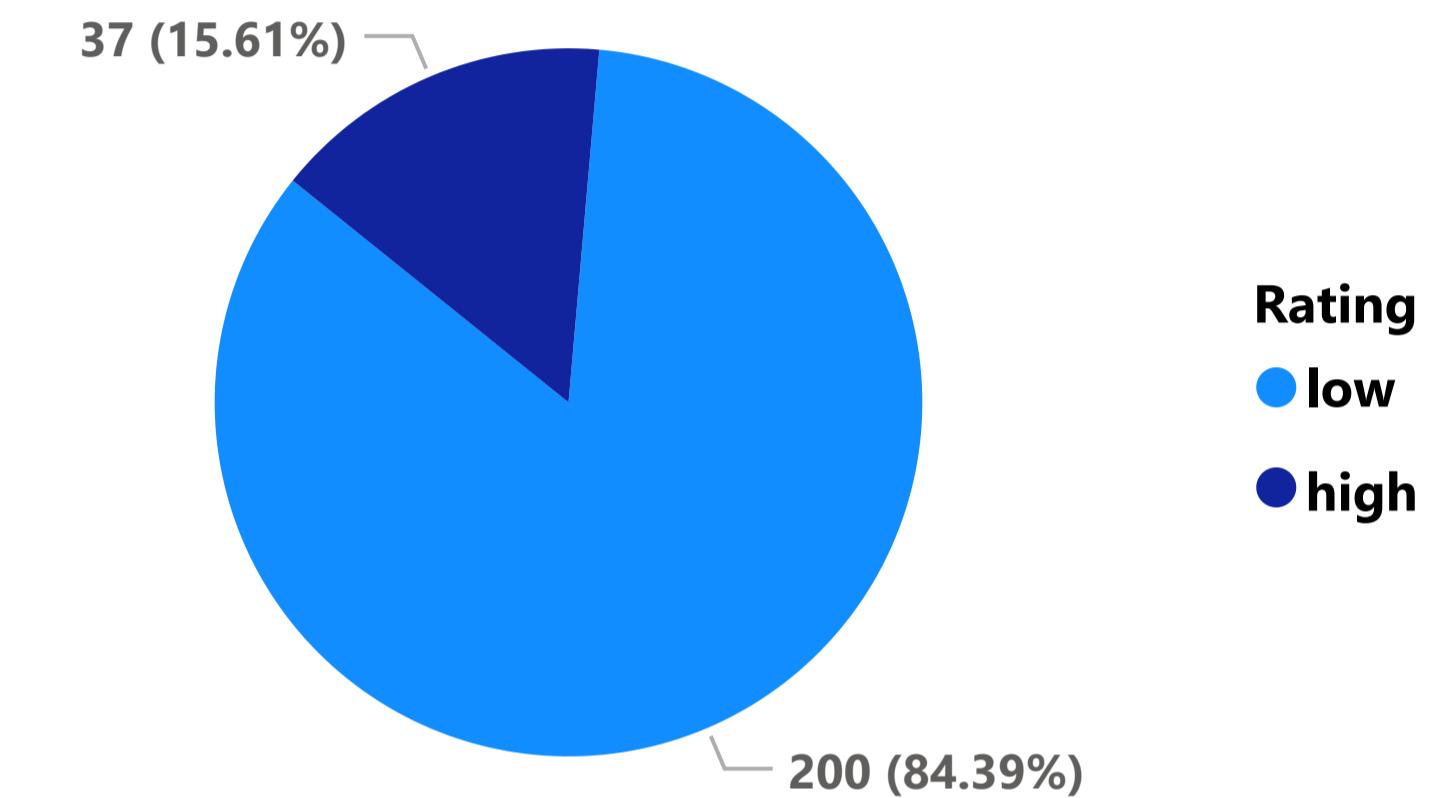
● Monthly Income ● Attrition Count



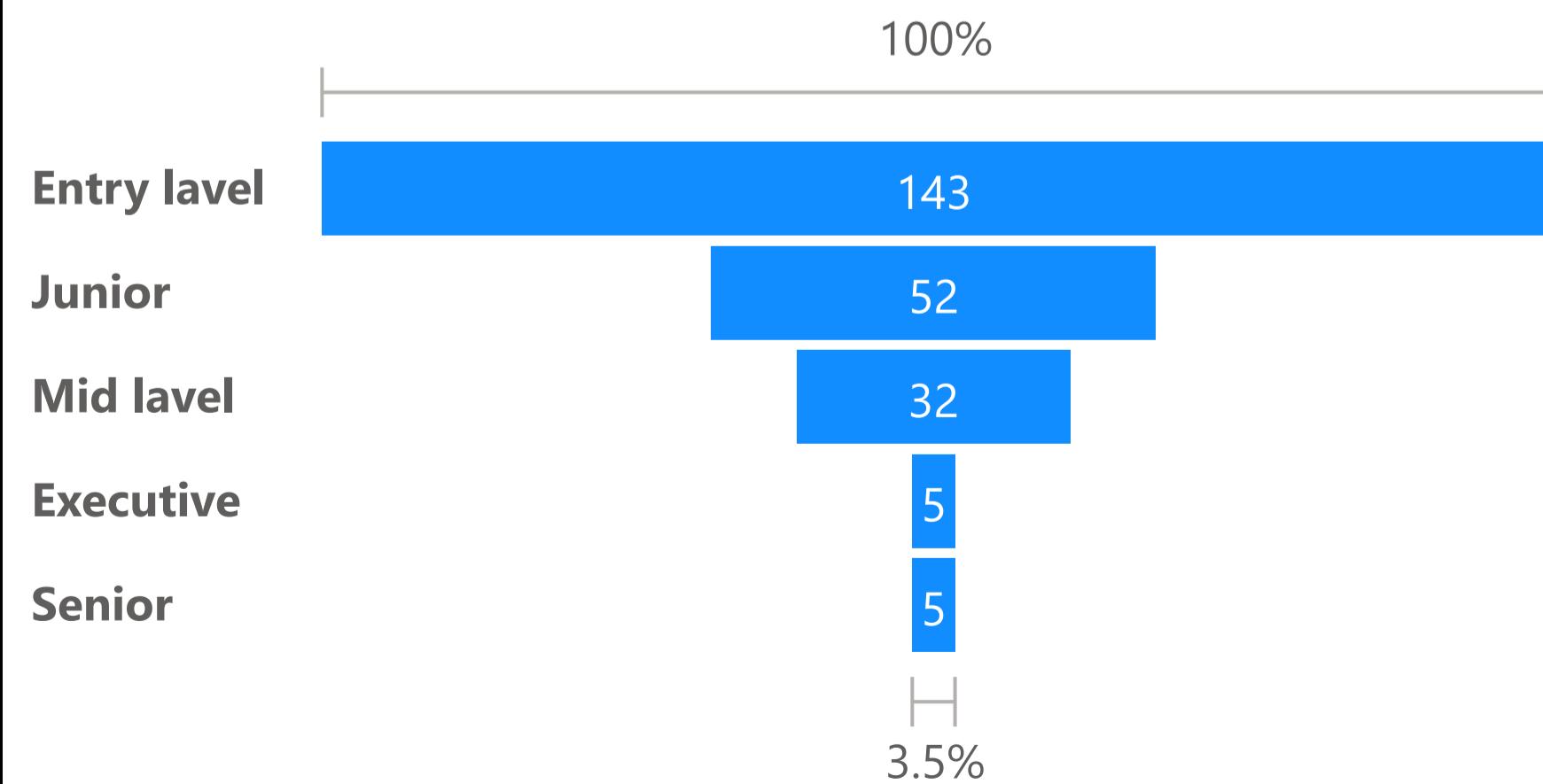
Sum of Attrition Count by OverTime



Total Attrition by Rating

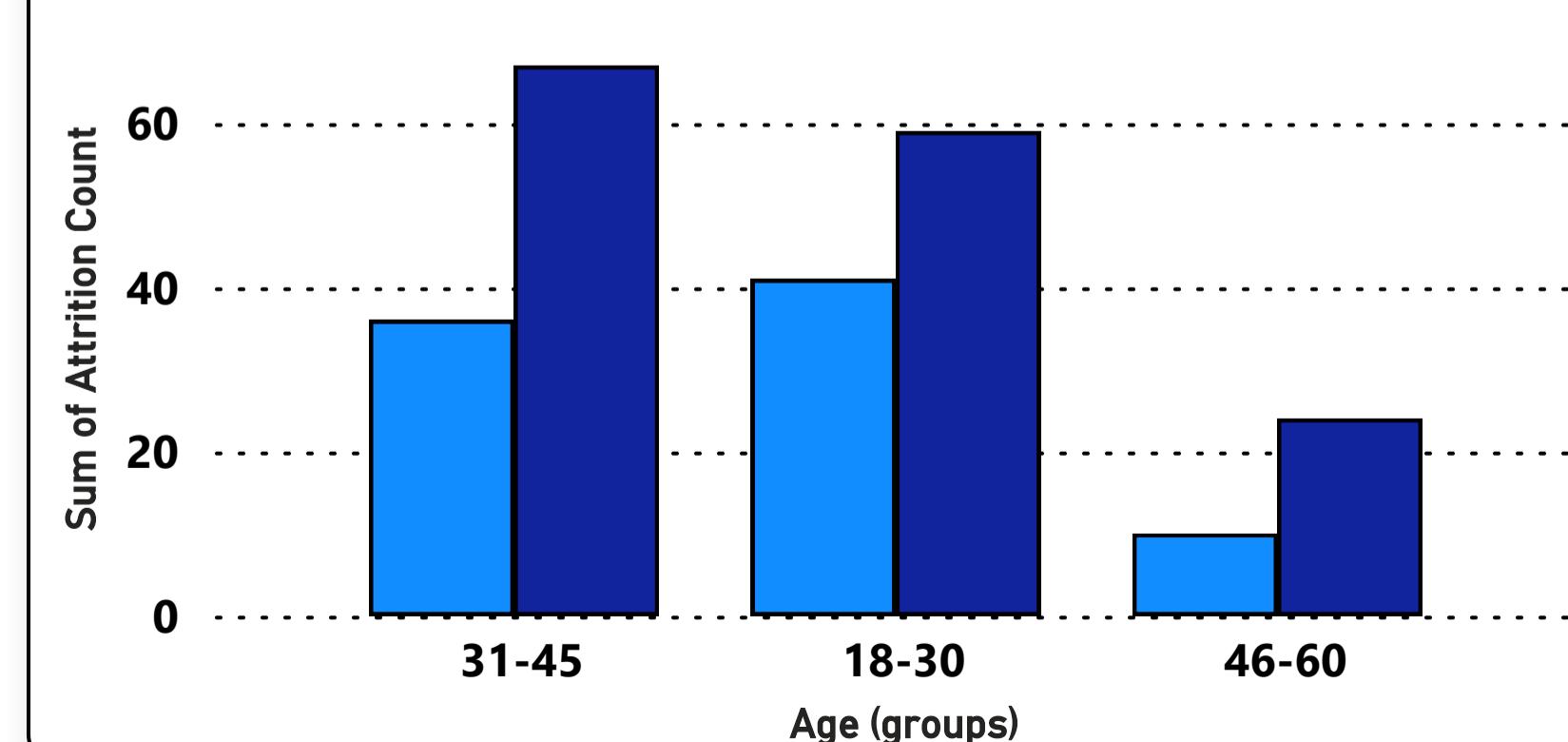


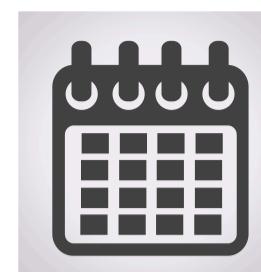
Total Attrition by Job Level



Sum of Attrition Count by Age (groups) and Gender

Gender ● Female ● Male





Average of Monthly...
6.50K

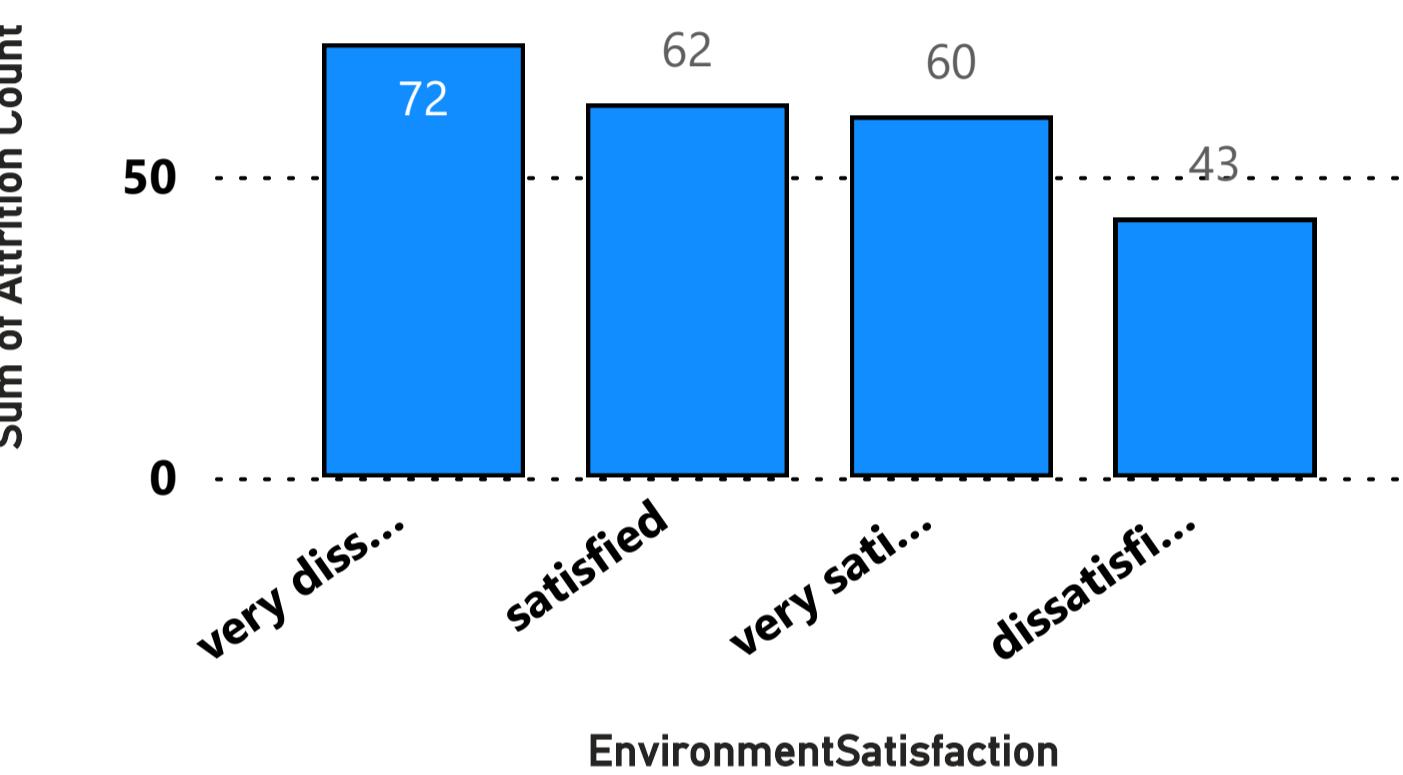


EMPLOYEE WELLNESS

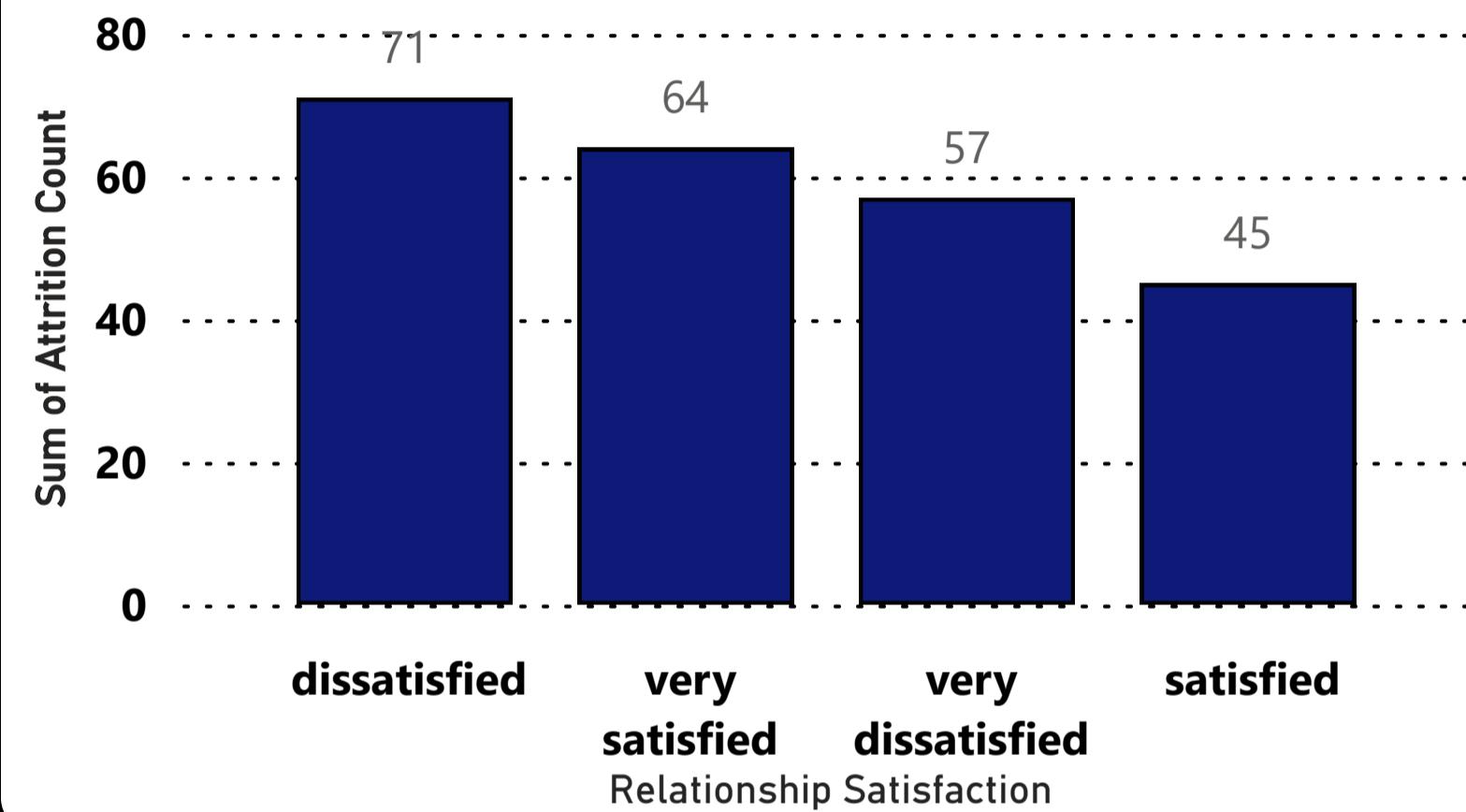


Average Hourly Rate
65.89

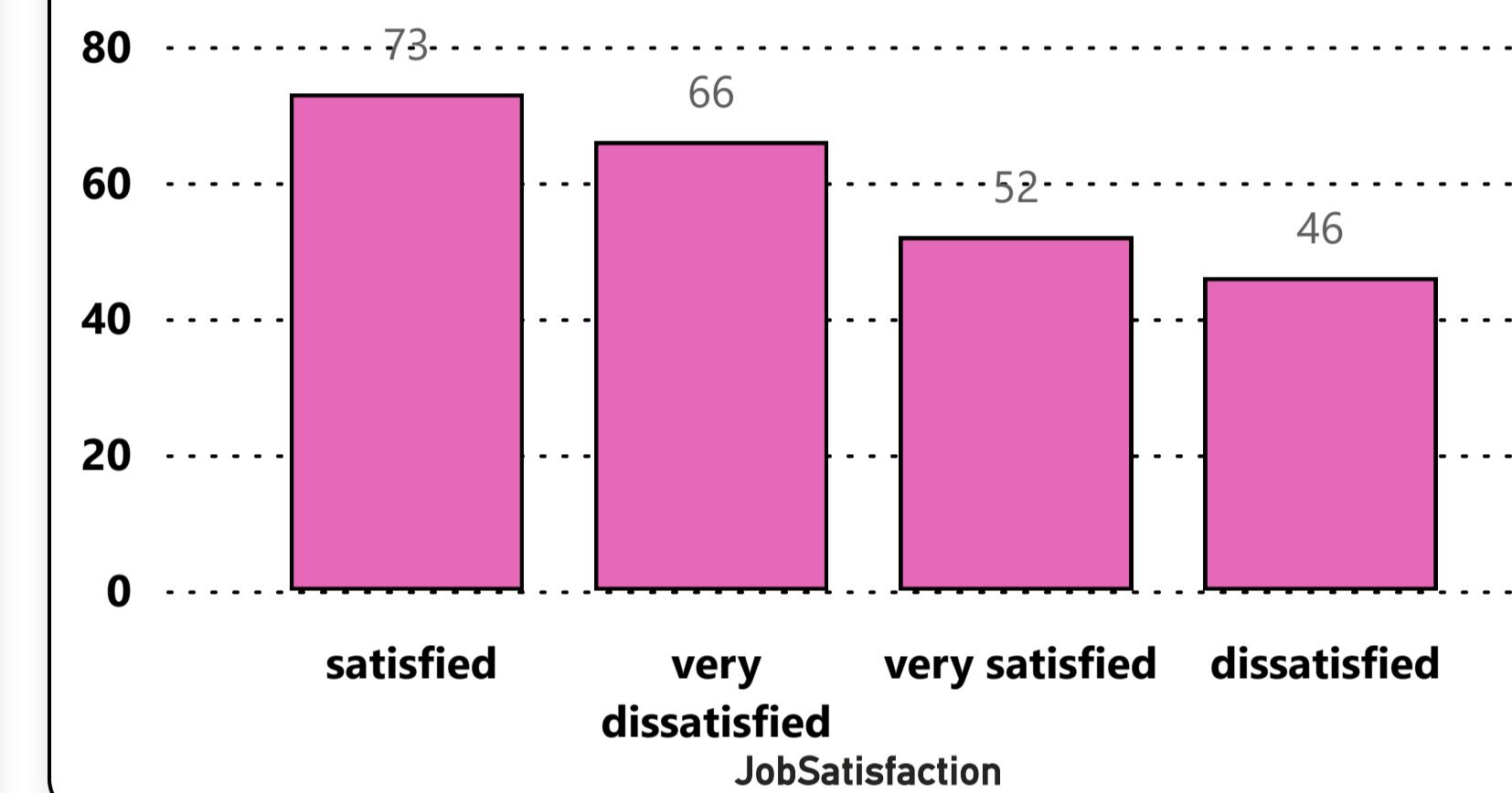
Sum of Attrition Count by EnvironmentSatisfaction



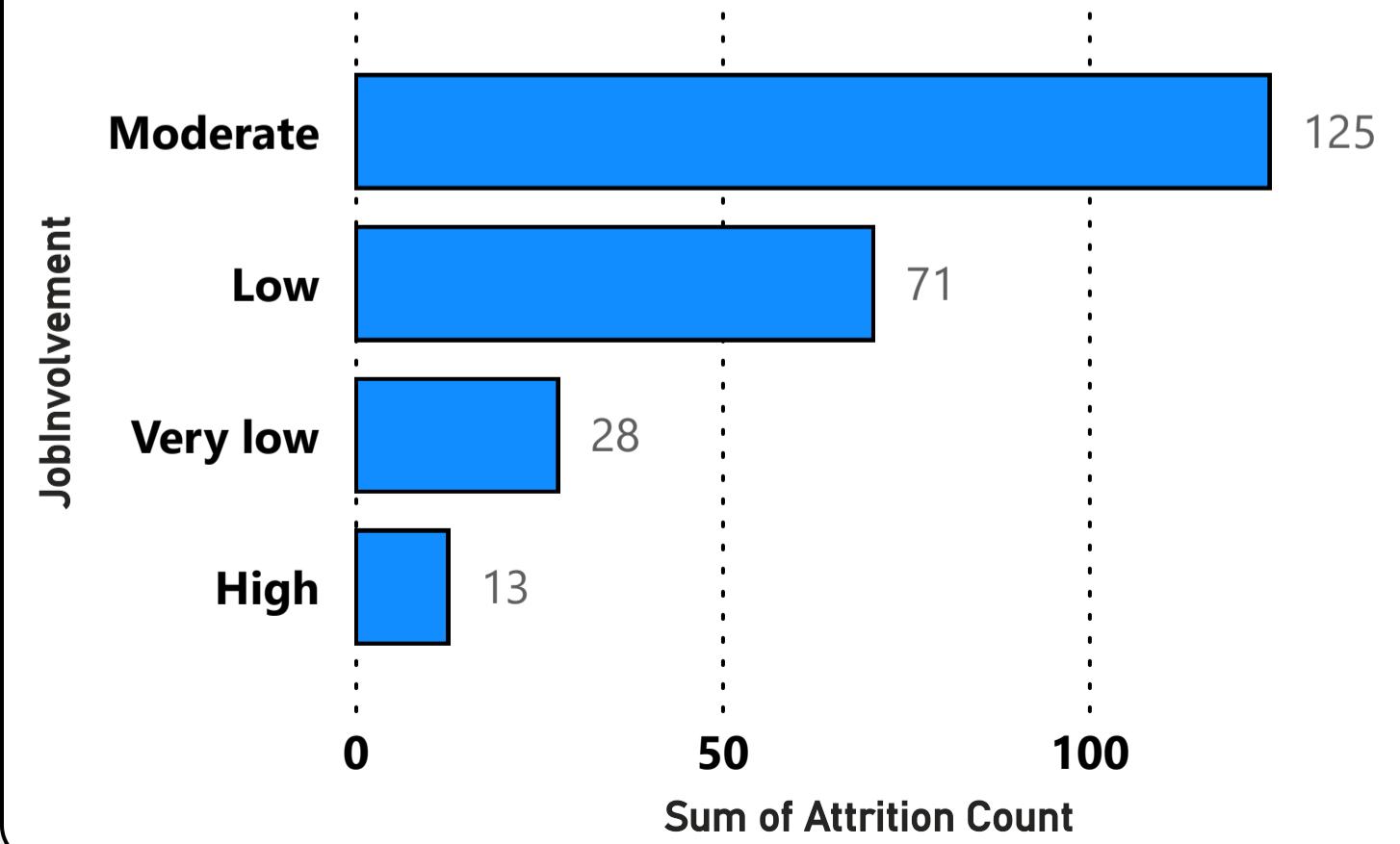
Sum of Attrition Count by Relationship Satisfaction



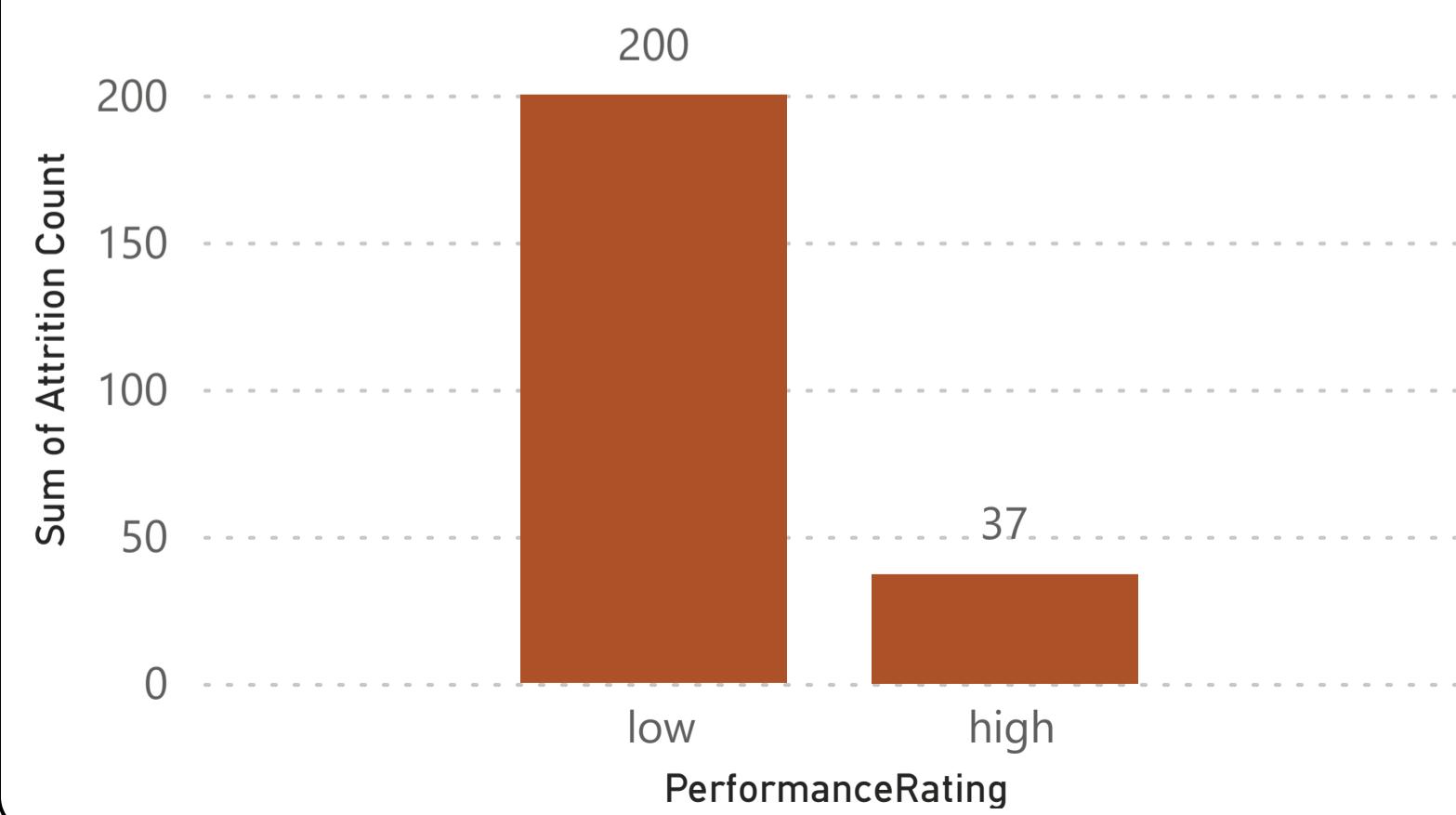
Sum of Attrition Count by JobSatisfaction



Sum of Attrition Count by JobInvolvement



Sum of Attrition Count by PerformanceRating



Sum of Attrition Count by WorkLifeBalance

