

# HR Analytics Summary

This HR Analytics dashboard was developed to address the lack of visibility into key workforce metrics faced by the HR department. The dashboard consolidates employee data into meaningful KPIs and visual insights, enabling data-driven decision-making related to workforce planning, attrition management, and employee engagement.

## Workforce Overview :

The organization has a **total employee count of 1,470**, out of which **1,233 are currently active employees**. This provides HR with a clear view of the current workforce capacity and helps in evaluating productivity and operational strength.

## Attrition Analysis :

The dashboard identifies **237 employee exits**, resulting in an **overall attrition rate of 16.12%**. This metric enables the organization to assess employee turnover and compare it with industry benchmarks. Attrition is observed to be higher among **male employees (150)** compared to **female employees (87)**, indicating a potential gender-based trend that may require further investigation.

## Department-Wise Attrition :

Attrition is highest in the **R&D department**, followed by **Sales**, while **HR shows the lowest attrition levels**. This insight helps HR focus retention strategies on departments with higher employee turnover and identify underlying causes such as workload, role expectations, or career growth limitations.

## Age and Demographic Insights :

The **average employee age is 37 years**, reflecting a balanced workforce with a strong mid-career presence. The age group **25–34 years** has the highest number of employees and also contributes significantly to overall attrition. Younger employees (under 25) and older employees (over 55) show comparatively lower attrition rates.

## Gender-Based Attrition by Age Group :

Attrition trends across age groups reveal that:

- The **25–34 age group** experiences the highest attrition for both genders.
- Male attrition is consistently higher across most age brackets.
- Attrition declines significantly after the age of 45, indicating higher retention among senior employees.

### **Education Field-Wise Attrition :**

Employees from **Life Sciences and Medical backgrounds** show the highest attrition, followed by Marketing and Technical Degree holders. This insight helps HR understand which educational backgrounds may require targeted engagement and retention initiatives.

### **Job Satisfaction Analysis :**

Job satisfaction ratings highlight variations across roles:

- **Sales Executives and Research Scientists** have higher employee counts but also show mixed satisfaction levels.
- Roles with lower satisfaction scores can be flagged for managerial review, workload balancing, or career development programs.

## **Business Recommendations**

Based on the insights derived from the HR Analytics dashboard, the following strategic recommendations are proposed to improve workforce stability, employee engagement, and overall organizational performance:

### **1. Targeted Attrition Reduction Programs**

Since the **overall attrition rate is 16.12%**, with higher attrition observed in **R&D and Sales departments**, HR should conduct focused exit analysis and employee feedback sessions in these areas. Introducing role-specific retention initiatives such as career progression plans, mentorship programs, and workload optimization can help reduce turnover.

### **2. Retention Strategy for Mid-Career Employees (25–34 Age Group)**

The **25–34 age group** shows the highest employee count as well as the highest attrition. This indicates a critical need to retain mid-career professionals. HR should implement structured learning paths, internal job mobility, leadership development programs, and competitive compensation reviews to improve long-term retention.

### **3. Gender-Focused Engagement Initiatives**

Male employees exhibit higher attrition across most age groups. HR should analyze job roles, work-life balance, and performance pressure in male-dominated roles. Introducing flexible work policies, mental health support, and recognition programs may help address this trend.

#### **4. Education-Specific Retention Measures**

Employees from **Life Sciences and Medical backgrounds** show higher attrition levels. HR can introduce domain-specific upskilling, research funding opportunities, and clearer career ladders to retain talent from these educational streams.

#### **5. Improve Job Satisfaction Through Role-Based Interventions**

Job satisfaction varies significantly across job roles. Roles with lower satisfaction ratings should be prioritized for managerial intervention through:

- Role clarity and expectation alignment
- Improved performance feedback mechanisms
- Recognition and reward systems

Regular satisfaction surveys and pulse checks can help track improvements over time.

#### **6. Workforce Planning and Succession Strategy**

With an **average employee age of 37**, the organization has a balanced workforce but should proactively plan for leadership succession. Identifying high-potential employees and preparing them through leadership training ensures continuity and reduces dependency on external hiring.

#### **7. Data-Driven HR Decision Making**

The dashboard should be used as a continuous monitoring tool. HR leaders should review KPIs monthly to track trends, evaluate the impact of HR interventions, and make informed decisions backed by data rather than assumptions.