Final Analysis and Recommendations:

# KPI: Number of Employees

## Analysis:

The number of employees has been consistently decreasing over the past few quarters.

## Recommendation:

The organization should focus on employee retention strategies. This may include conducting exit interviews to identify reasons for attrition, implementing employee engagement initiatives, improving the onboarding process, providing growth and development opportunities, and enhancing the overall work environment.

# KPI: Total Attrition

## Analysis:

There has been a sudden spike in attrition rate within a particular department.

## Recommendation:

Conduct a thorough analysis to identify the reasons behind the high attrition rate in that department. This may involve conducting employee surveys, engaging in one-on-one discussions with employees, and identifying any issues related to job satisfaction, workload, management, or career progression. Based on the findings, develop targeted retention strategies such as training and development programs, improving communication channels, or providing career advancement opportunities.

# KPI: Attrition Rate

## Analysis:

The attrition rate exceeds the industry benchmark.

## Recommendation:

Benchmark the organization's attrition rate against industry standards to understand the severity of the issue. Analyze the reasons for high attrition, such as low compensation, lack of work-life balance, limited growth opportunities, or unsatisfactory company culture. Develop a comprehensive retention strategy that addresses these issues, including competitive compensation packages, flexible work arrangements, talent development programs, and employee recognition initiatives.

# KPI: Active Employees

## Analysis:

The number of active employees significantly decreases following a period of high attrition.

## Recommendation:

Conduct a detailed analysis to understand the impact of attrition on the organization's operational efficiency and workload distribution. Assess if the remaining employees are overloaded and at risk of burnout. Implement strategies such as workload balancing, reskilling or upskilling programs, and considering hiring additional staff to ensure workload distribution is manageable and employee productivity and well-being are maintained.

# KPI: Average Age

## Analysis:

The average age of employees is significantly skewed towards one age group.

## Recommendation:

Assess the potential impact of age imbalance on the organization, such as knowledge gaps, succession planning, or lack of diversity. Develop initiatives to attract and retain employees from diverse age groups, such as targeted recruitment strategies, mentorship programs, and knowledge sharing platforms that encourage cross-generational collaboration.

# Department-wise Attrition - Pie Diagram

## Analysis:

One department consistently experiences higher attrition compared to others.

## Recommendation:

Conduct an in-depth analysis of the department to understand the underlying causes of high attrition. Address any issues related to leadership, work environment, career growth, or compensation. Implement measures such as targeted employee engagement initiatives, training and development programs, and performance recognition systems to improve employee satisfaction and reduce attrition.

# Education-wise Attrition - Bar Graph

## Analysis:

Employees with higher education levels show a higher attrition rate.

## Recommendation:

Investigate the reasons behind the higher attrition rate among employees with higher education levels. Consider factors such as job satisfaction, career opportunities, alignment of skills and qualifications, or potential mismatch between employee expectations and organizational reality. Develop strategies to address these concerns, such as career advancement programs, opportunities for skill utilization, and providing a challenging and fulfilling work environment.

# Job Satisfaction by Job Role

## Analysis:

Certain job roles consistently show lower job satisfaction compared to others.

## Recommendation:

Conduct job satisfaction surveys, focus groups, or individual discussions to gather feedback from employees in the identified roles. Identify specific pain points and implement targeted interventions to improve job satisfaction, such as addressing workload issues, providing clear career paths, enhancing communication and recognition, and creating a positive work environment conducive to job satisfaction.

By implementing these recommendations, the organization can improve employee retention, enhance job satisfaction, and create a positive work culture, leading to improved overall organizational performance