

# Employee Attrition Overview

Education Level



All



OverTime



All



Age (groups)



All



MaritalStatus



All



BusinessTravel



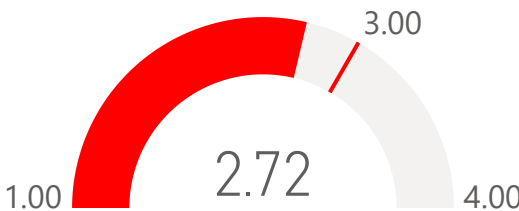
All



Employee Attrition Rate

16.1%

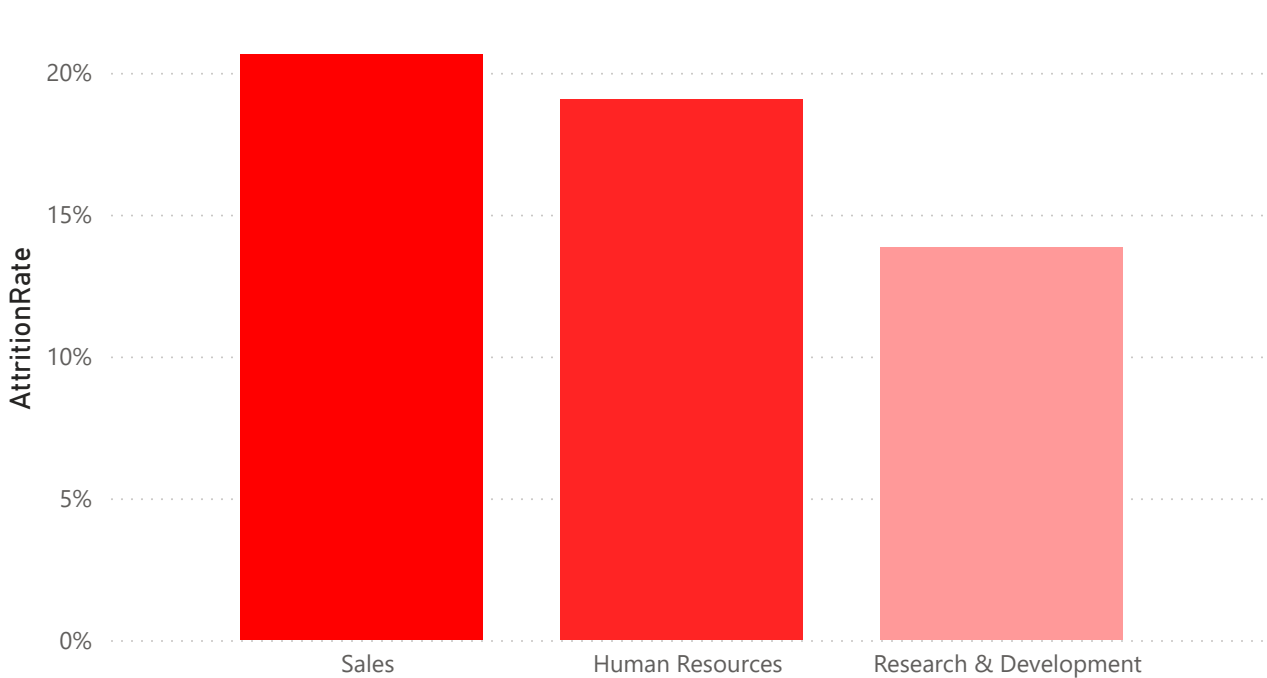
Average Satisfaction (1-4)



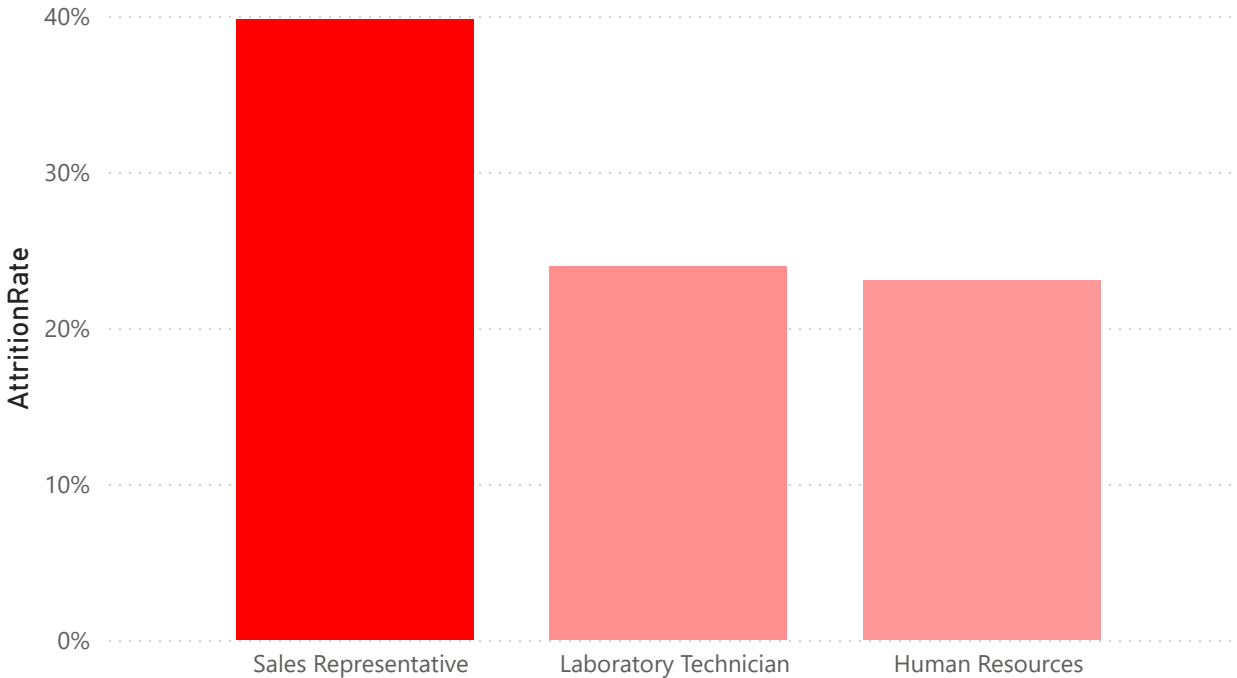
Number of Exited Employees

237

Departments with Highest Attrition Rate



Job Roles with Highest Attrition Rate



# Attrition by Department: Sales

JobRole

All

OverTime

No

Yes

Attrition

No

Yes

- **Sales Reps are the highest attrition risk** - those leaving earn \$440 less (\$2.36K vs \$2.8K) and have 40% shorter tenure (2.09 vs 3.46 years)
- **Sales Executives show inverse pattern** - leavers have higher income but lower tenure, indicating early-career flight risk
- **Critical retention window is 2-5 years**, suggesting onboarding and development program gaps
- **Overtime has a large impact** on the attrition rate across all roles in the Sales Department

Avg Attrition Rate

20.6%

Avg Income of Department

6.96K

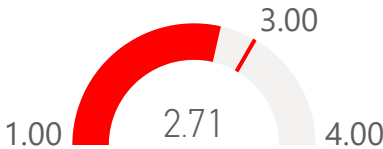
Avg Tenure

7.28

Avg Performance Rating

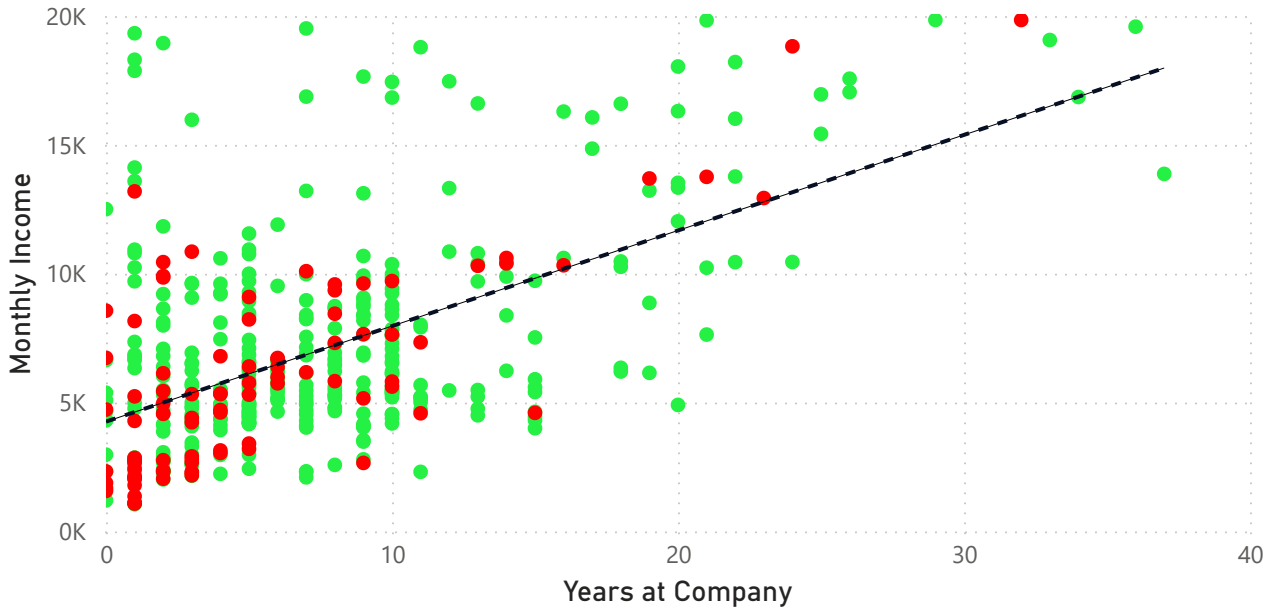
3.14

Average Satisfaction (1-4)

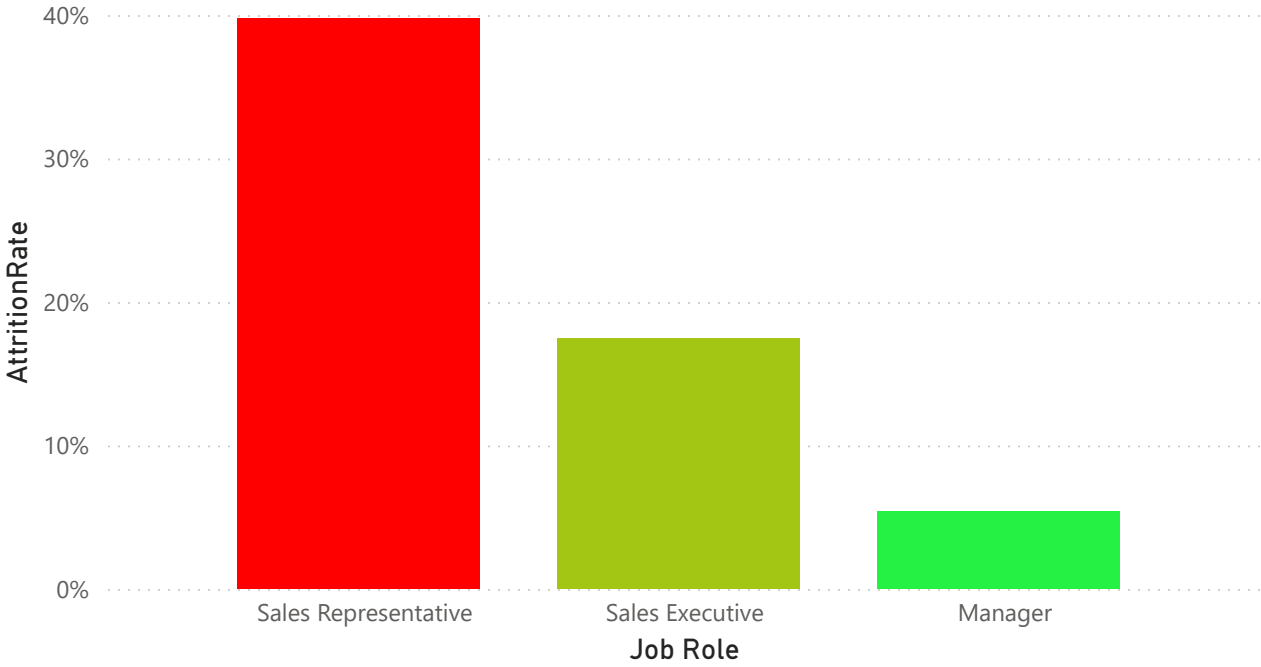


Attrition Trend: Income vs Years at Company

Attrition ● No ● Yes



Attrition Rate by Job Role (Sales Rep, Exec, Manager)



# Attrition by Department: Human Resources

JobRole

Human Resources

Attrition

No

Yes

OverTime

No

Yes

- **Massive compensation gap exists within HR** - Managers earn 327% more than Executives (\$18.09K vs \$4.24K), yet Executives face all the attrition risk
- **HR Executives who leave earn \$670 less** (\$3.72K vs \$4.39K) and have 27% shorter tenure (4.17 vs 5.68 years)
- **Performance ratings show minimal difference** between leavers (3.08) and stayers (3.15), suggesting compensation and career progression are stronger predictors
- **Department attrition of 19% exceeds company average** by 2.9%, concentrated entirely in the Executive tier.
- **Attrition Rate of Employees who work overtime more than double**

Avg Attrition Rate

23.1%

Avg Income of Department

4.24K

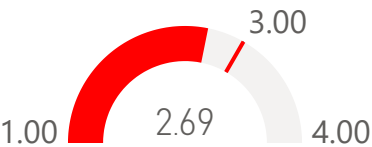
Avg Tenure

5.33

Avg Performance Rating

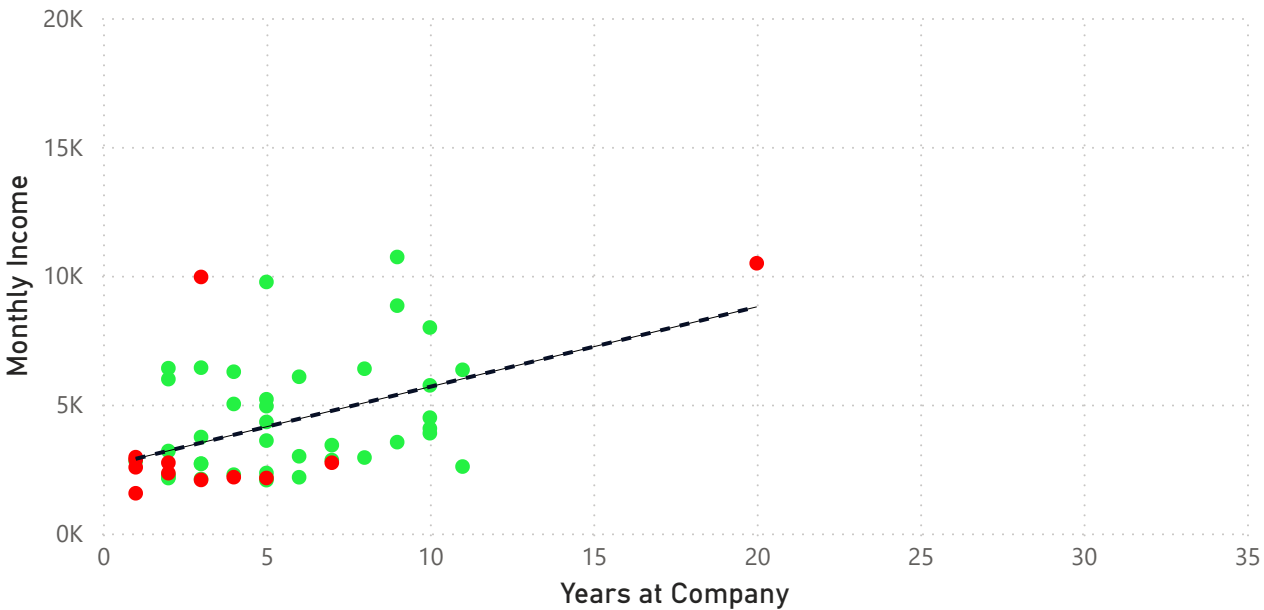
3.13

Average Satisfaction (1-4)

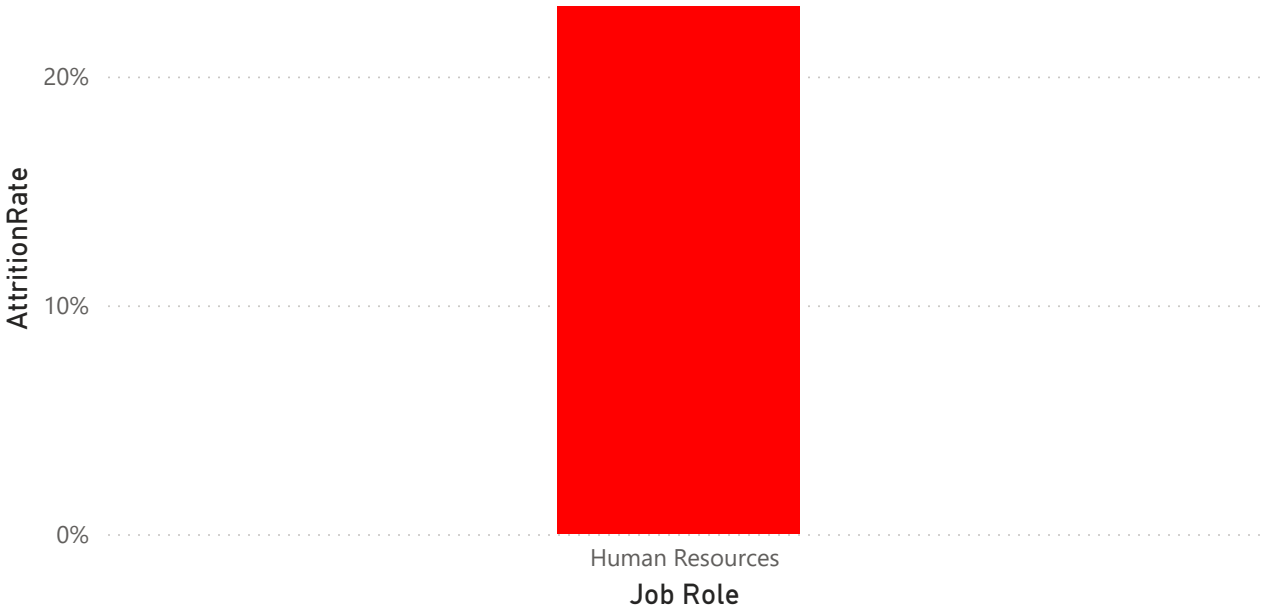


Attrition Trend: Income vs Years at Company

Attrition ● No ● Yes



Attrition Rate by Job Role



# Attrition by Department: Research & Development

JobRole

All

OverTime

No

Yes

Attrition

No

Yes

- **Performance is not the issue for Lab Techs** - leavers have nearly identical ratings to stayers, but earn below department average
- **Compensation drives Lab Tech departures, not capability** - suggesting systematic underpayment of competent performers
- **Lab Techs face crisis-level attrition at 23.9%** - nearly 50% above company average and highest departmental risk
- Employees are **3 - 4 times at risk of leaving** if they work overtime.

Avg Attrition Rate

13.8%

Avg Income of Department

6.28K

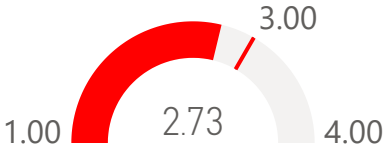
Avg Tenure

6.86

Avg Performance Rating

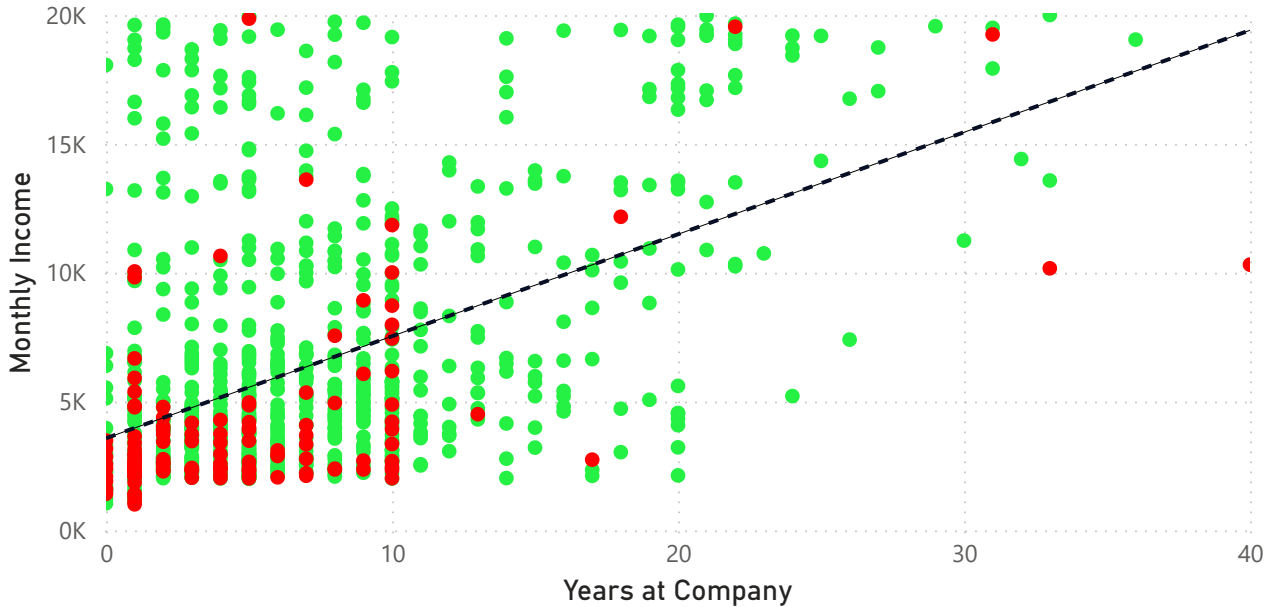
3.16

Average Satisfaction (1-4)

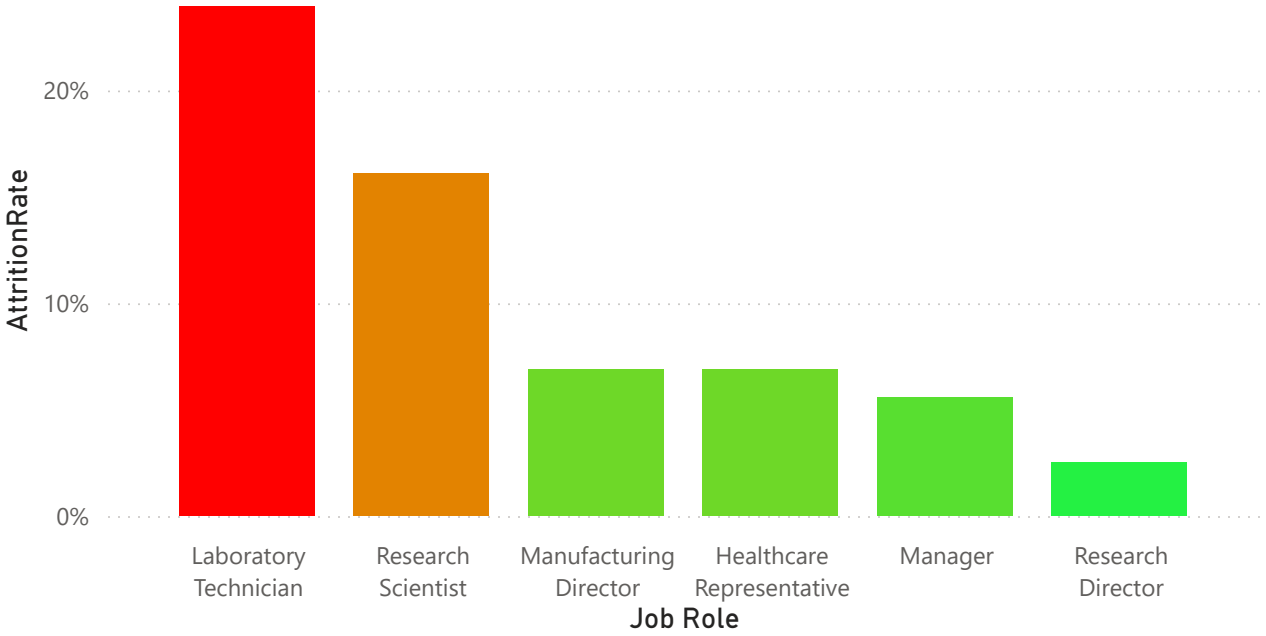


Attrition Trend: Income vs Years at Company

Attrition ● No ● Yes



Attrition Rate by Job Role



# Who's Leaving: Sales Representatives Breakdown

StockOptionLevel

☐ 0

☐ 1

☐ 2

☐ 3

Age (groups)

☐ 20s

☐ 30s

☐ 40s

☐ 50s and above

MaritalStatus

☐ Divorced

☐ Married

☐ Single

- More than **60%** of Sale Reps who left are in their **20s or Single**
- The **Performance Rating** of Sales Rep who left are between **High - Very High**
- Majority of Sales Reps who left have a **Stock Option Level of 0**
- Most Sales Reps who left have a **Monthly Income of around \$2000 and have a Bachelor education**

Average Performance Rating (1-4)



Number of Exited Sales Rep

33

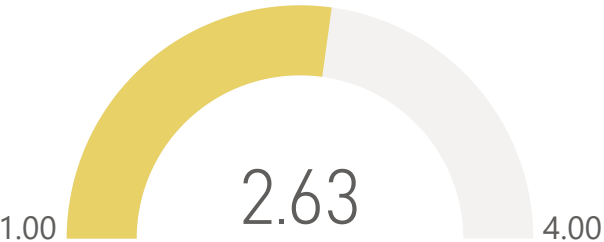
Avg Tenure Before Leaving

2.09

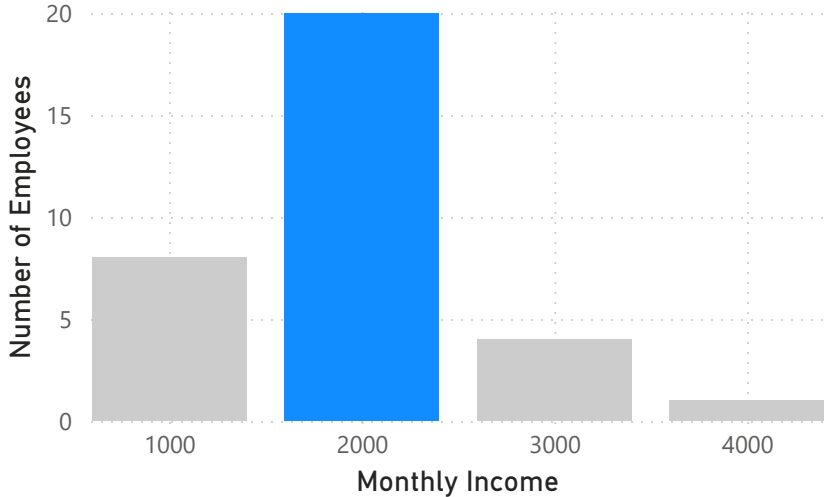
Avg Monthly Income of Leavers

2.36K

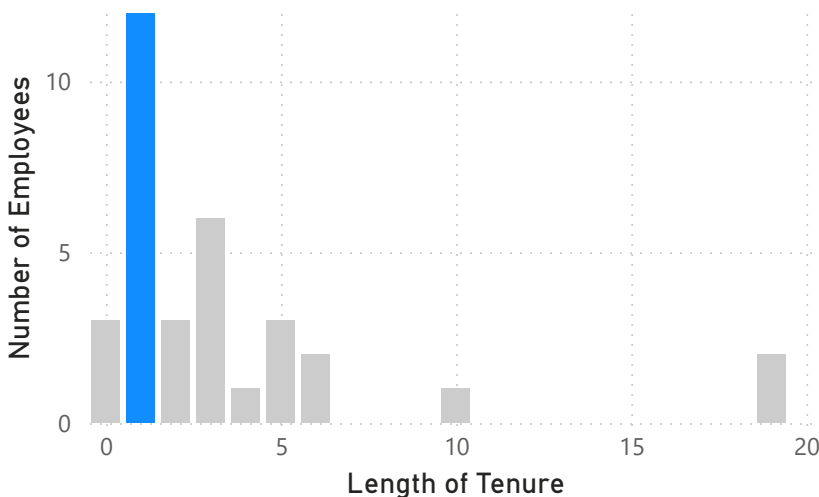
Average Satisfaction (1-4)



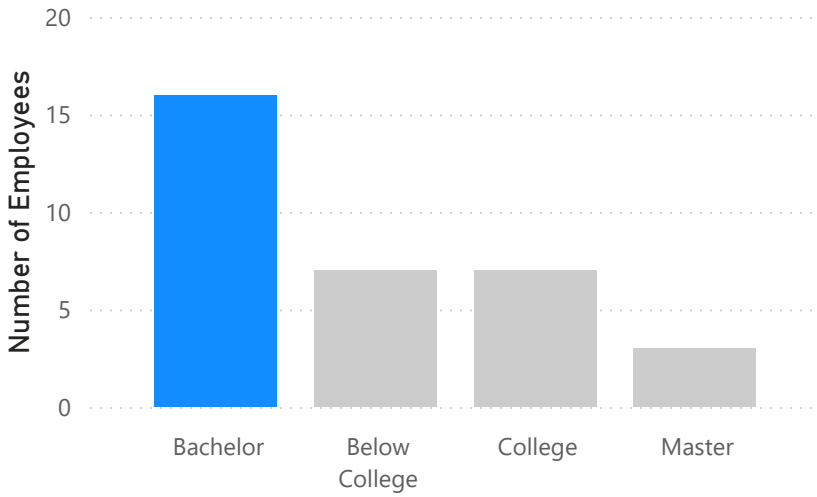
Income Distribution of Exited Sales Reps



Tenure Distribution of Exited Sales Reps



Education Breakdown of Exited Sales Reps



# Who's Leaving: Human Resources Breakdown

StockOptionLevel



Age (groups)



MaritalStatus

☐ 0

☐ 1

☐ 3

☐ 20s

☐ 30s

☐ 40s

☐ Divorced

☐ Married

☐ Single

- **Half** of HRs who left are in their **20s or Married**
- **Performance Rating** of HRs who left are between **High - Very High**
- More than 80% of HRs who left have a **Stock Option Level of 0 or 1**
- Most Lab Techs who left have a **Monthly Income of around \$2000 and have a Bachelor education**

Average Performance Rating (1-4)



Number of Exited Sales Rep

12

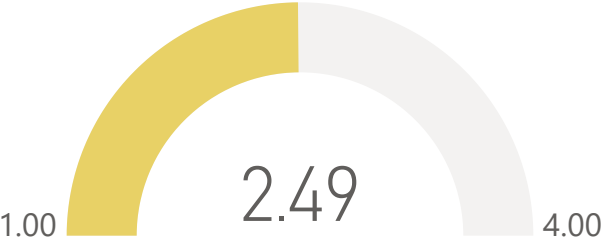
Avg Tenure Before Leaving

4.17

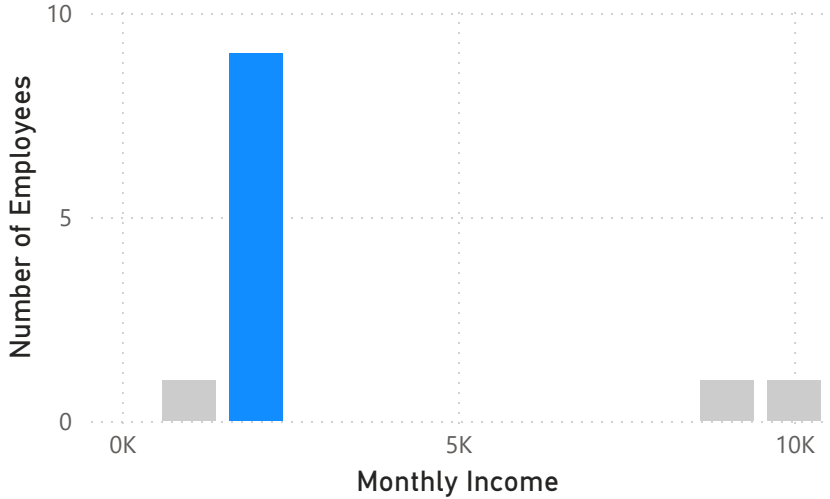
Avg Monthly Income of Leavers

3.72K

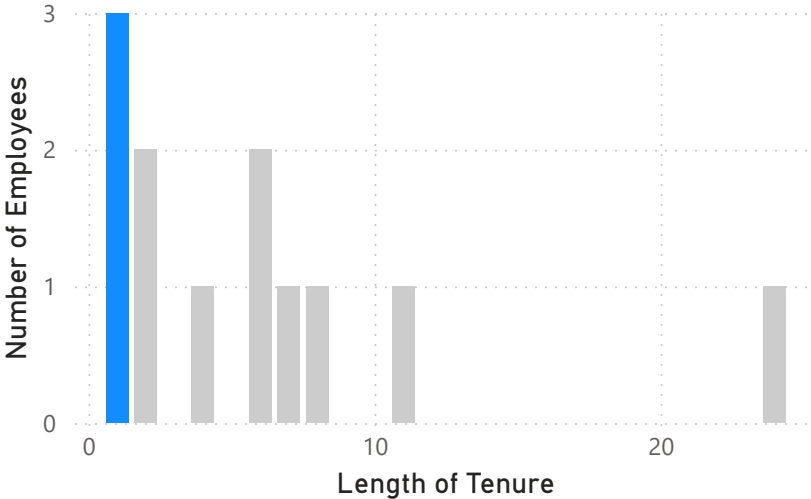
Average Satisfaction (1-4)



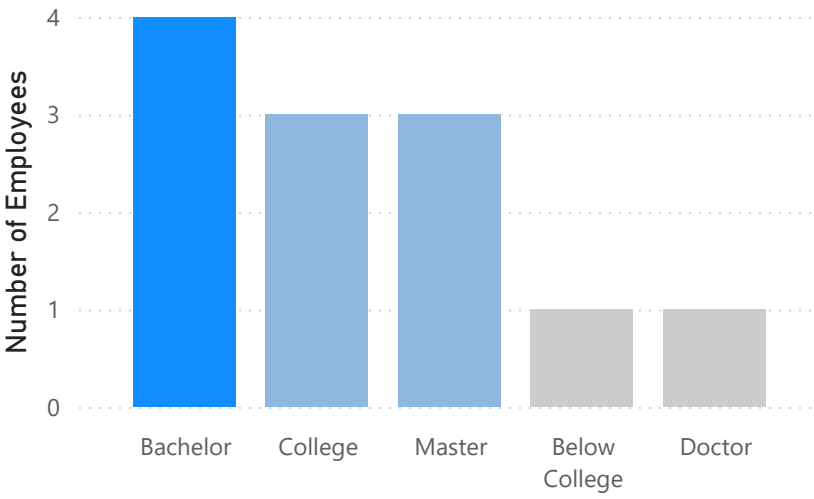
Income Distribution of Exited Human Resources



Tenure Distribution of Exited Human Resources



Education Breakdown of Exited Human Resources



# Who's Leaving: Laboratory Technician Breakdown

StockOptionLevel

- ☐ 0
- ☐ 1
- ☐ 2
- ☐ 3

Age (groups)

- ☐ 20s
- ☐ 30s
- ☐ 40s
- ☐ 50s and above

MaritalStatus

- ☐ Divorced
- ☐ Married
- ☐ Single

- **Half** of Lab Techs who left are in their **20s or Single**
- **Performance Rating** of Lab Techs who left are between **High - Very High**
- **90%** of Lab Techs who left have a **Stock Option Level of 0**
- Most Lab Techs who left have a **Monthly Income of around \$2000 and have a Bachelor education**

Average Performance Rating (1-4)



Number of Exited Sales Rep

62

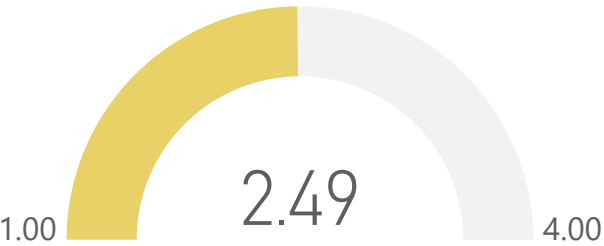
Avg Tenure Before Leaving

3.16

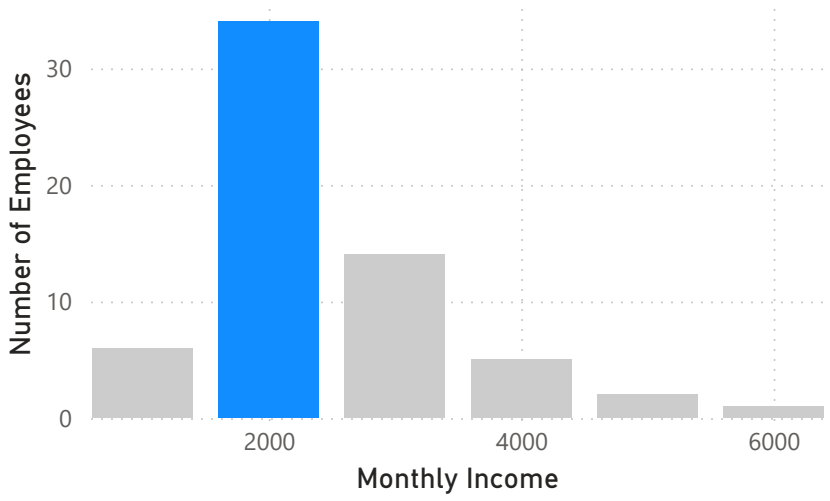
Avg Monthly Income of Leavers

2.92K

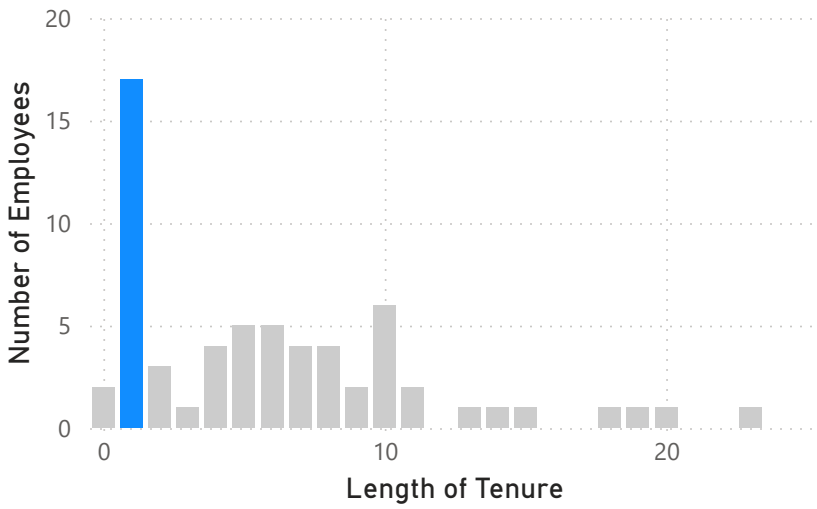
Average Satisfaction (1-4)



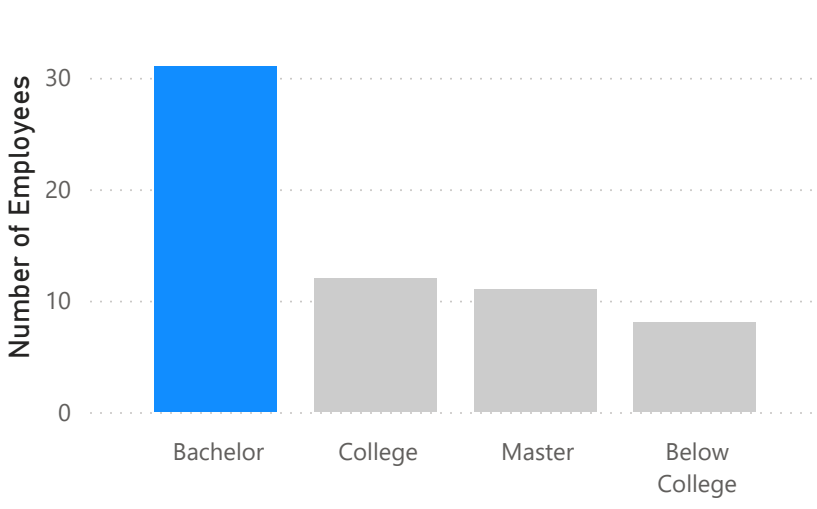
Income Distribution of Exited Lab Techs



Tenure Distribution of Exited Lab Techs



Education Breakdown of Exited Lab Techs





# Insights Summary & Recommendations



## CRITICAL FINDINGS

### Compensation Drives Departures, Not Performance

- **Sales Reps** leaving earn \$440 less despite similar performance ratings
- **HR Executives** departing earn \$670 less than peers
- **Lab Techs** show identical performance but below-average income
- **Pattern indicates systematic underpayment of capable talent**

### Career Progression Bottlenecks Create Flight Risk

- **HR Department:** 327% salary gap between Executives (\$4.24K) and Managers (\$18.09K) with zero Manager attrition
- **Sales:** Early-career Executives leaving despite higher income suggests promotion ceiling
- **R&D:** Lab Techs (23.9% attrition) see limited pathway to Research Scientists (16.1% attrition)

### Years 2-5 Represent Peak Vulnerability Window

- Across all departments, attrition concentrates when employees should reach full productivity



## STRATEGIC IMPERATIVES

### Immediate Actions (0-30 Days)

- **Emergency salary audits** for Sales Reps <\$2.8K, Lab Techs below department average
- **Merit-Based Salary Bands:**
  - Create **performance-linked salary ranges** within each role (e.g., Lab Tech Level 1-3 based on ratings)
  - **Automatic salary reviews** for employees rated 3.5+ who fall below income band midpoint
  - **Performance bonuses** tied to specific metrics: Sales (revenue targets), R&D (project milestones), HR (employee satisfaction scores)

### Medium-Term Solutions (30-90 Days)

- **Transparent promotion timelines** (e.g., "Lab Tech to Research Scientist: 3-4 years with 3.2+ rating")
- **Retention programs targeting years 2-5** - structured development and recognition
- **Skills-based advancement** rather than just tenure requirements
- **Market benchmarking** against industry standards for all high-attrition roles