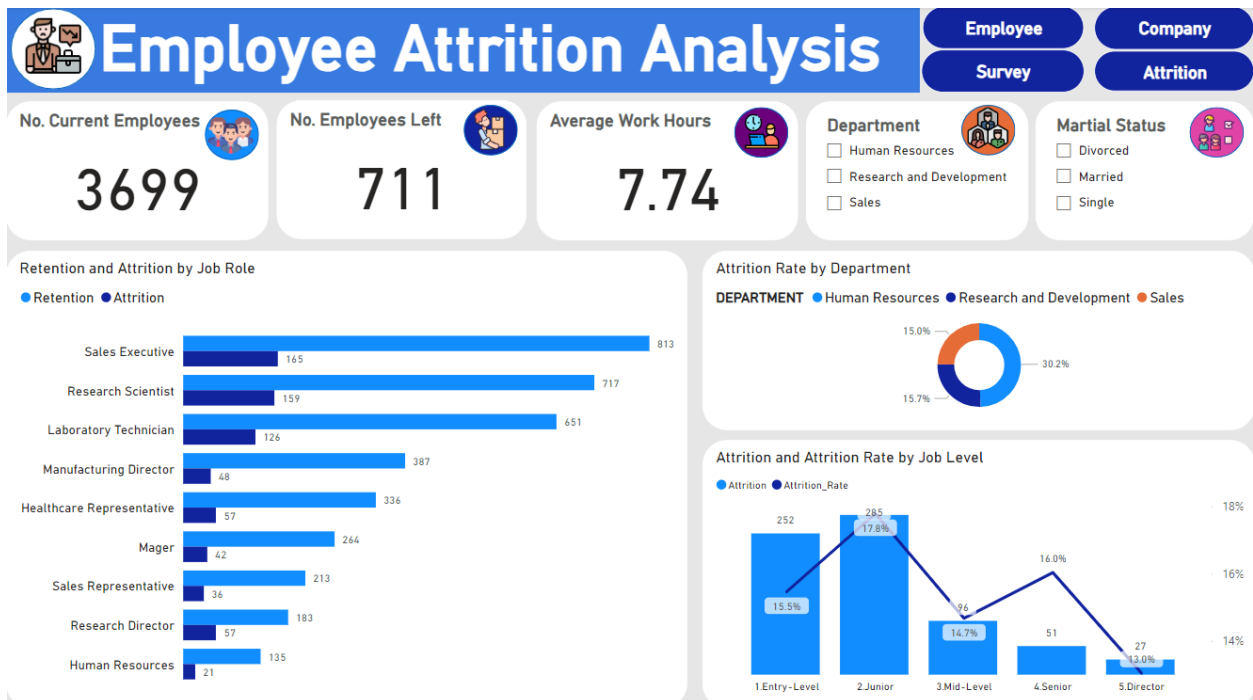
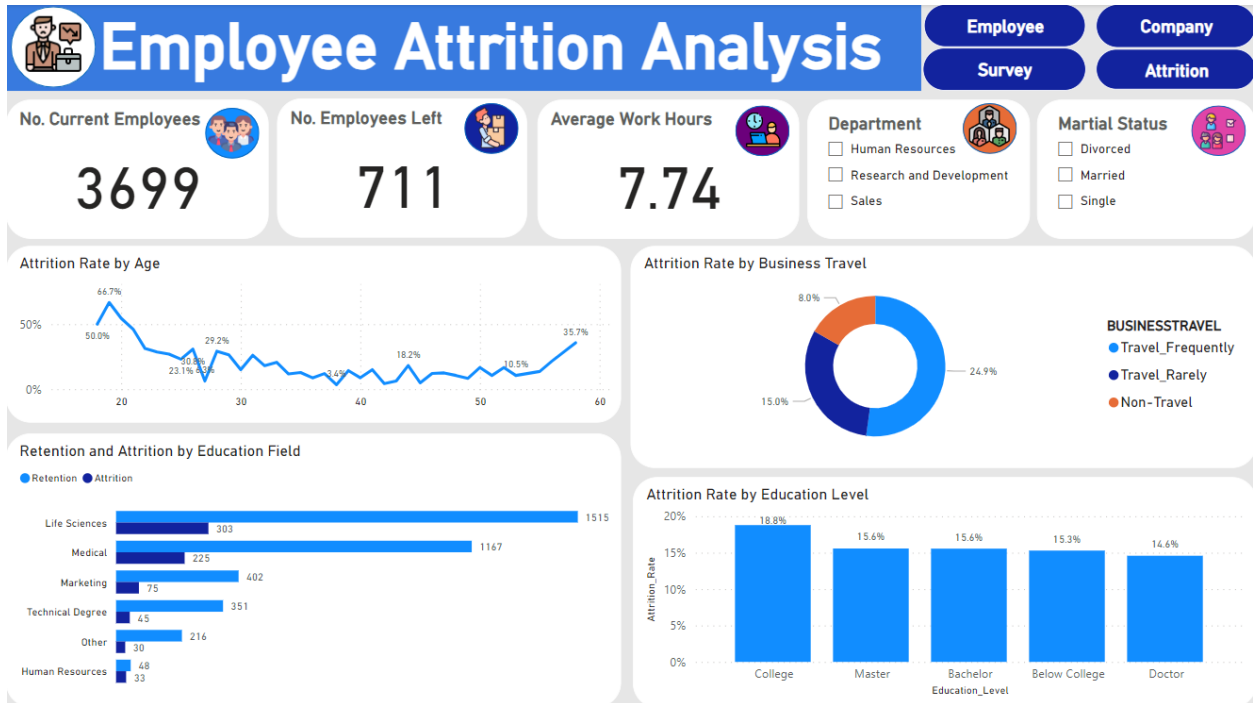


Employees Attrition Analysis

Dashboard



Employee Attrition Analysis

Employee

Company

Survey

Attrition

No. Current Employees

3699

No. Employees Left

711

Average Work Hours

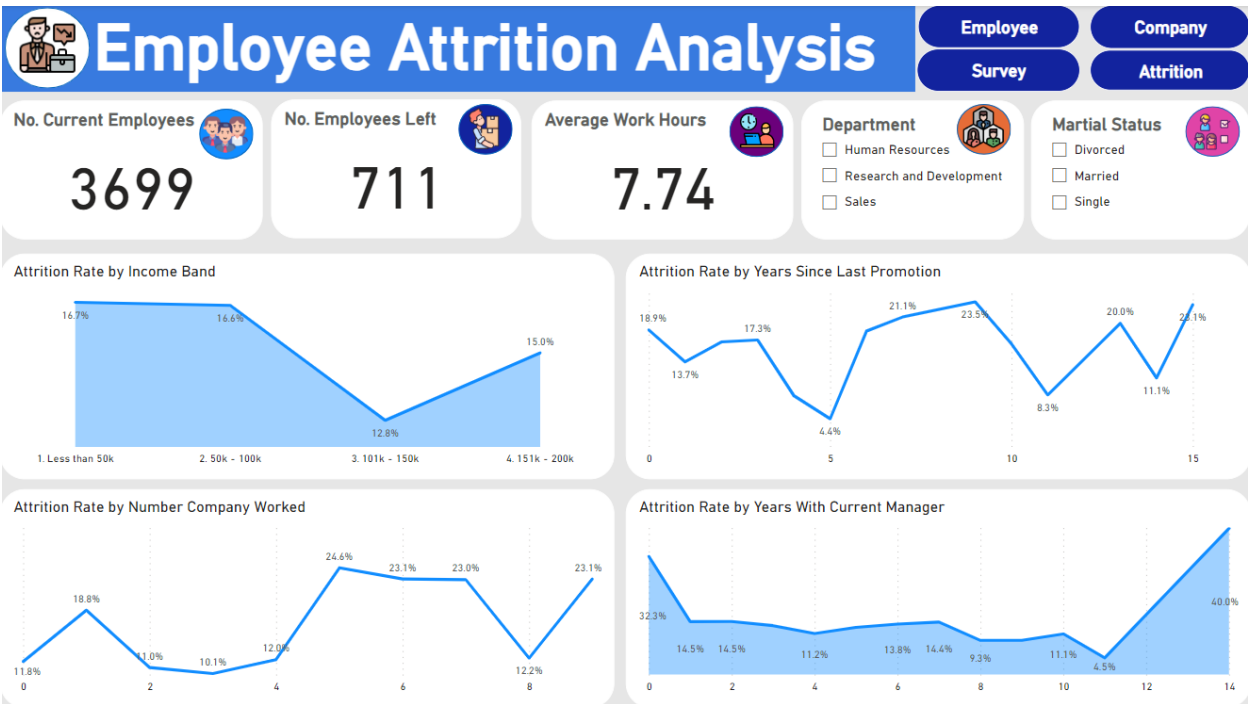
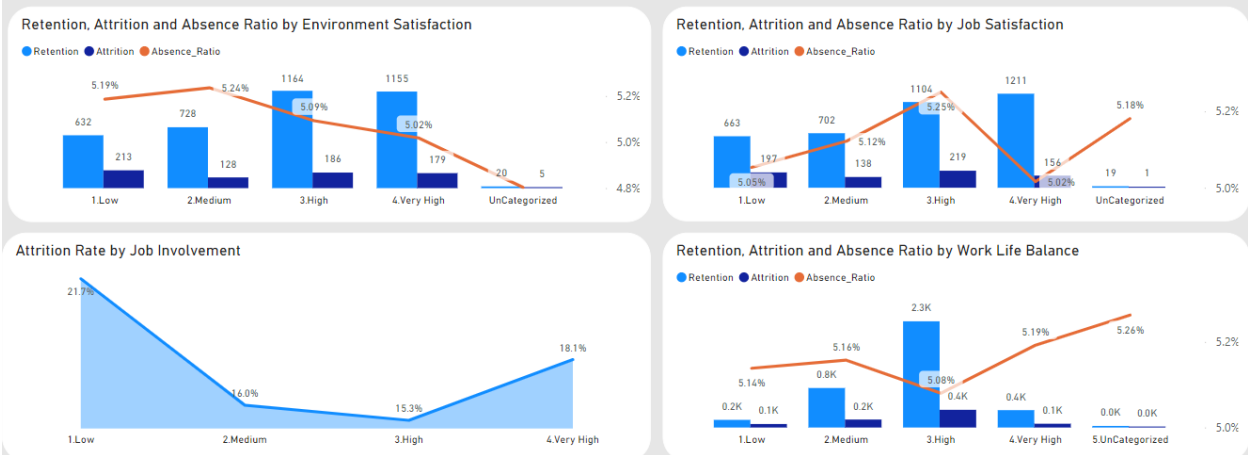
7.74

Department

☐ Human Resources
 ☐ Research and Development
 ☐ Sales

Martial Status

☐ Divorced
 ☐ Married
 ☐ Single



Key Findings and Recommendations

1. Attrition Rate by Age:

Key finding:

Ages between 18 – 22 have high attrition rates with a percentage of 50 - 67 %

Recommendations:

- Provide mentorship programs pairing younger employees with experienced mentors to foster career guidance and engagement.
- Offer flexible work arrangements or work-life balance initiatives tailored to the needs and preferences of younger age groups.
- Implement programs or benefits that appeal to younger employees to improve retention.

2. Attrition Rate by Department:

Key finding:

Human Resources department has the highest attrition rates with a percentage of 30 %

Recommendations:

- Implement career development programs specific to the Human Resources field, such as HR certification courses or specialized training workshops.
- Conduct exit interviews or surveys to understand the reasons behind attrition in this department and take corrective actions.

3. Attrition Rate by Job Level:

Key finding:

Entry – level and Junior employees have the highest attrition rates with a percentage of 18 %

Recommendations:

- Create a transparent performance review process with clear criteria for promotions and career advancement, especially for entry-level and junior positions.
- Establish a feedback mechanism where employees can express their career aspirations and receive guidance on achieving their goals within the organization.
- Provide clear career growth paths, mentorship programs, and opportunities for skill development to retain these employees.

4. Attrition Rate by Income Band:

Key finding:

Employees with income less than 50k have the highest attrition rates with a percentage of 17 %

Recommendations:

- Conduct market research to ensure that compensation packages for employees below 50k are competitive and aligned with industry standards.
- Conduct salary benchmarking and adjust compensation strategies to ensure competitiveness and employee satisfaction.

5. Attrition Rate by Years with current manager:

Key finding:

Employees that didn't change their manager for more than 12 years have the highest attrition rates with a percentage of 25 – 40 %

Recommendations:

- Provide opportunities for manager training and development to improve leadership skills and employee-manager relationships.
- Encourage regular performance discussions between managers and employees to identify career development opportunities and address any concerns or challenges.

6. Attrition Rate by Years since last promotion:

Key finding:

Employees that didn't get a promotion for more than 6 years have the highest attrition rates with a percentage of 24 %

Recommendations:

- Implement a promotion track program outlining milestones and criteria for promotion eligibility to motivate employees and provide clear advancement paths.
- Recognize and celebrate career milestones, achievements, and contributions of employees who have not received promotions recently to boost morale and retention.