

HR Analytics Dashboard

The report mentioned below is based on the Dashboard you will find here.

Report:

Dashboard provides insights into attrition rate based on various factors:

- Bachelor's degree holders have highest attrition rate followed by Master's degree holders.
- Younger employees (18-25) have highest attrition rate.
- Sales department employees with salary range of \$100,001-\$150,000 have highest attrition rate.
- Attrition rate consistently increasing over the years.

In conclusion, the HR analytics dashboard provides valuable insights into the attrition rate of your organization based on various factors. By understanding the reasons for attrition, the HR team can take necessary actions to retain high-performing employees and improve employee satisfaction.

Suggestions:

Some suggestions that can help overcome the reasons for high attrition rate in the organization:

- Provide opportunities for growth: Employees seek career advancement opportunities, and organizations can offer training and development programs to help employees acquire new skills and progress in their careers. According to a LinkedIn survey, investing in employee career development can increase employee retention rates by 94%.
- Enhance work environment: Organizations can foster a positive work environment by improving communication, promoting a feedback culture, and acknowledging employee achievements. Harvard Business Review suggests that employees who feel heard in the workplace are 4.6 times more likely to be motivated to deliver their best work.
- Offer competitive compensation and benefits: Providing competitive salaries and benefits can help retain high-performing employees. Organizations can perform salary surveys and offer attractive compensation packages to attract and retain top talent.
- Improve management: Organizations can offer training and support to managers to develop leadership skills and strengthen relationships with their teams. A Gallup study indicates that managers can impact employee engagement scores by up to 70%.

By implementing these suggestions, organizations can create a positive work environment, offer growth opportunities to employees, and retain top talent. This, in turn, can help reduce the attrition rate and improve the overall performance of the organization.