

Hr Attrition Analysis | Overview



Overview



Attrn Analysis



Empt Details



Geo Details



Emp Details

Male

Female

HR

R & D

Sales

Total Employee

1,470

Active Employees

1,233

Resigned Employees

237

Retention Rate

83.88%

Resignation Rate

16.12%

OverTime Attritions

127

Insights:

- 1) The total number of employees is 1470
- 2) The attrition or the resignation rate is 16.12%
- 3) The Retentaion Rate is 83.88%
- 4) The people working for overtime are more than 50% more likely to resign

Strategies:

The people who are working for the over time might have the less salary or they might not feel like better work life balance so the company should work on those areas.

Hr Attritions Analysis | Attrition Analysis



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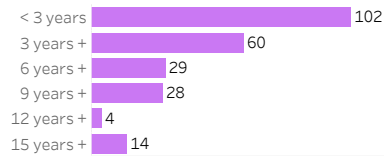
R & D

Sales

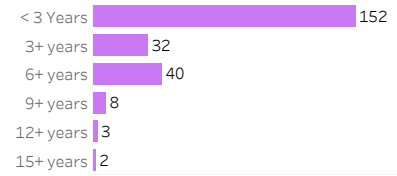
Resigned Employees
237

Resignation Rate
16.12%

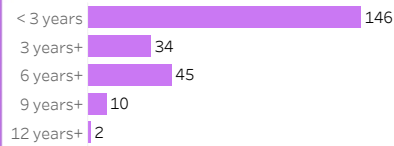
Attritions By Tenure At Company



Attritions By Tenure At Current Role



Attritions by Years with current Manager



Insights:

- 1) Out of 237 people who resigned 102 were newbies i.e, new joiners are more likely to leave
- 2) 152 out of 237 people who left were working for the current role for less than 3 years
- 3) 146 out of 237 people who left were newly joined to the current manager, i.e, more you work with the same manager more you are likely to stay

Strategies:

- 1) Review the policies meant for the newbies. Create the good working environment for the new joiners
- 2) Try to assign the new joiners to the better performing managers and assign them to the role they want by measuring their performance on that role.

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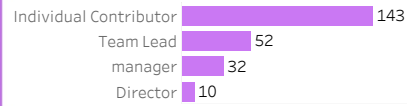


Geo Details



Emp Details

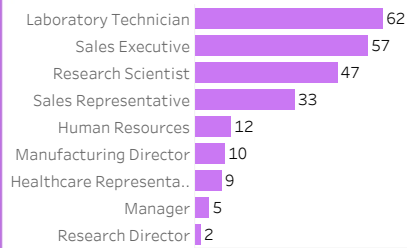
Attritions By Job Level



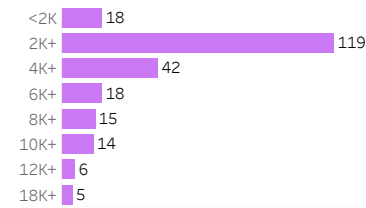
Attritions By Department



Attritions By Sub-Department



Attritions By Salary



Insights:

- 1) individual Contributors have the higher attrition rate than the others
- 2) Employees having salary below average are more likely to leave reason might be better salary opportunity
- 3) Employees from Research and development department are more likely to leave reason might be the carrer change and same thing goes for the lab technician

Strategies:

- 1) Give the salary hike based on the performance of the employee in regular basis
- 2) Conduct frequent review session from individual contributor to know about their feelings
- 3) Additional benifits will also help on the retentions

Employee Attritions Analysis || Geographic Details

Male

Female

HR

R & D

Sales



Overview



Attrn Analysis



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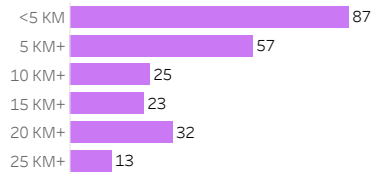
Resigned Employees

237

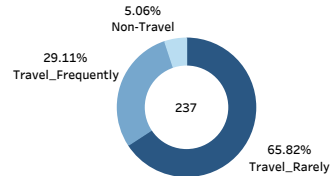
Resignation Rate

16.12%

Attritions By Distance From Home



Attritions By Travel Frequency



Insights:

- 1) Employee who lives at the less distance from the company are more likely to leave the company reason might be in that area there are many other companies which are providing better benefits
- 2) Employees who travel to the office rarely are more likely to leave the company reason might be they are working online or taking work from home and recent study says the employees feels more stress and pressure in online jobs.

Strategies:

- 1) When employees are made to work from home , make sure to give them work life balance which will do better in growth of both employee and the company itself



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Insights

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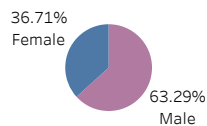
Resigned Employees

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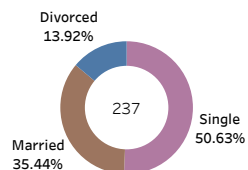
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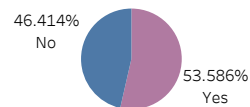
Attritions By Sex



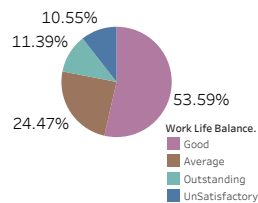
Attritions By Marritial Status



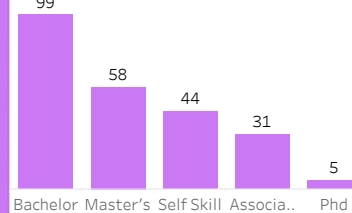
Attritions By Overtime



Attritions By Work Life Balance



Attritions By Education Level



Hr Attrition Analysis || Employee Details Insights



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Insights:

- 1) More than 63% of 237 people who resigned are male, reason might be the number of male employee is higher than female
- 2) Maximum number of attritions we can see is of the employee aging between 30-35 i.e., 69 followed by age range between 24-29, reason might be the career change or the better benefits
- 3) Around 50% of the total resignation are from people who are singles, reason might be they are easy to move and they might want to move around in search of better benefits
- 4) Around 53% of the total resignation has come from employees who were working overtime, the reason might be the salary
- 5) This is little dicy, I mean around 53% of the people who have rated the worklife balance as good have left the company, there we might want to look at other metrics
- 6) 99 of total resignation have come from people who have done their studies till Bachelor's, reason might be the company have the higher number of employees who have done the Bachelor's and they might want to switch the career and go the higher package as the experience comes.

Strategies:

- 1) The company should think about balancing the number of males and females in the company as the female seems to be more loyal than males
- 2) Should revise the terms of benefits and hike of salary for the age group between 24-35 as they have the fresh mind to work and could be more beneficial to the company
- 3) Should review the policies and benefits to the people who are singles which might not be practical so in this case we need to think about overall revision of policies and the benefits
- 4) The freshers policy need some revision over here also as most of the people who have done till bachelor's might have the dicy thoughts on money and the benefits