# Intermediate Assignment

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START

Background

You are a Data Analyst at a large company named XYZ ltd. that has a job description to provide insight about employees and management. Someday you got E-mail from CHR that your **company experiencing significant challenges concerning employees from grand total of 4000 employees your annual attrition rate stand at 15%.** This leads to a considerable number of vacant positions that require filling with new talent from the market. **You are asked to comprehending and identifying potential solutions to reduce attrition rate by the following year.** You need to create report on upcoming meeting on Friday
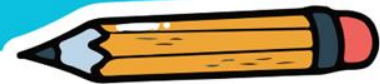
DARCI

Decision Maker
Chief of Human Resource

Accountable
Head of Data

Responsible
- HR Associate
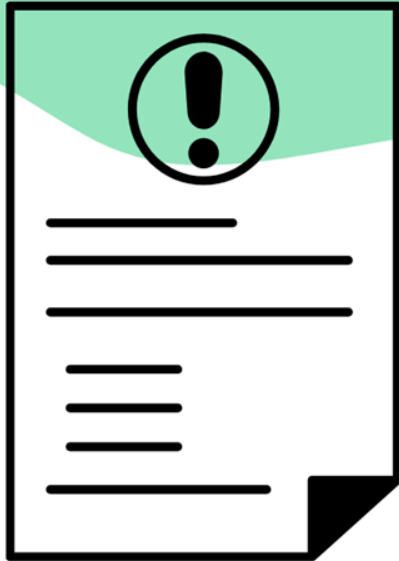- Data Analyst Associate

Consulted
- HR Team
- Marketing Team
- Engineering Team

Informed
- HR Team
- Engineering Team
- Marketing Team
- Business Team

Problem Statement

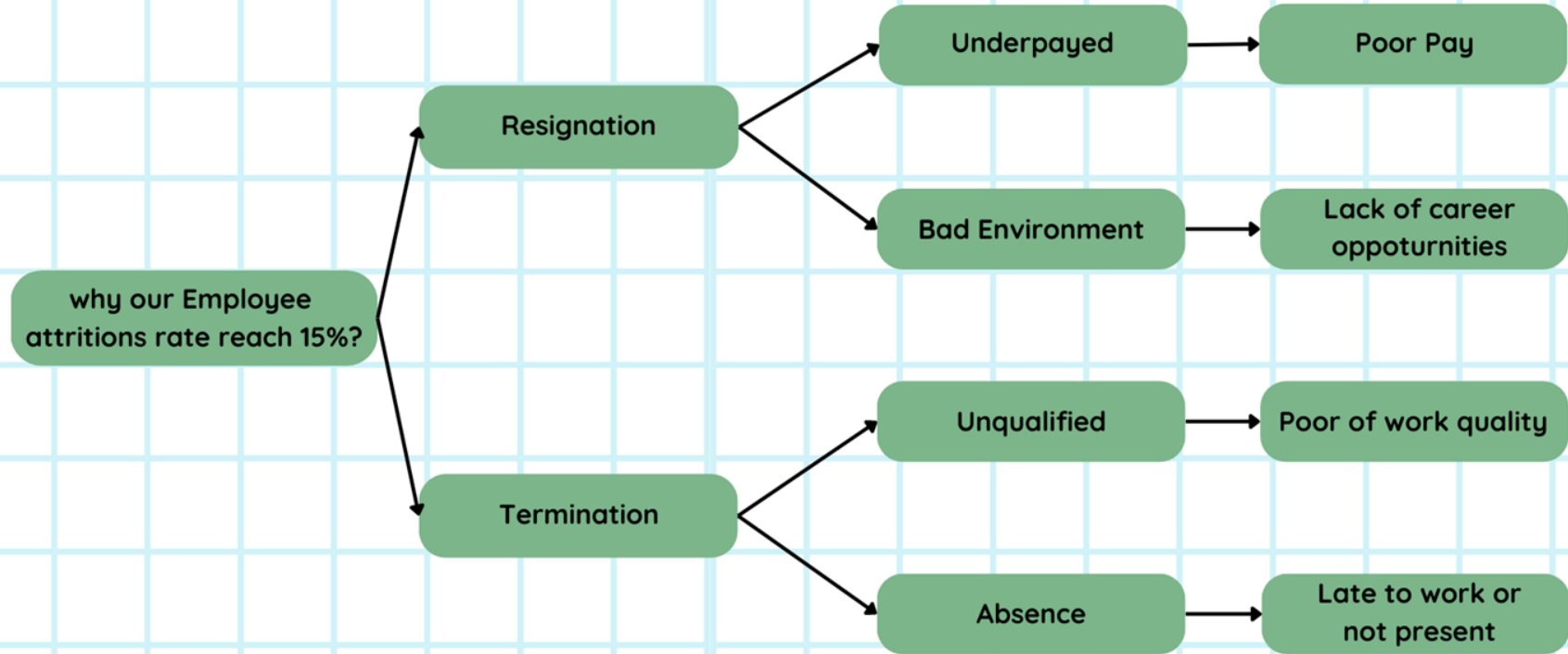How we can reduce our Attrition rate from 15% to 10% gradually in the Next year?

Objective

▶ To reduce our Attrition rate from 15% to 10% in the next year?

▶ To Comprehend and Identifying potential solutions to reduce from 15% employee attritions

Root Cause - Issue Tree

why our Employee attritions rate reach 15%?

Resignation

- Underpayed → Poor Pay
- Bad Environment → Lack of career oppoturnities

Termination

- Unqualified → Poor of work quality
- Absence → Late to work or not present

Hypothesis

Possible Root Cause	Hypothesis
Poor Pay	If we pay more salary to our employee, then it could reduce our attritions rate to 10% by the next of the year
Lack of Oppoturnities	If we could repair of promote system on our company, then it could reduce our attritions rate to 10% by the next of the year
Poor of work quality	If we could hire more competent employee, then it could reduce our attritions rate to 10% by the next of the year
Late to work or not present	If we could hire more live close to office employee, then it could reduce our attritions rate to 10% by the next of the year

Hypothesis - Prioritizations

Possible Root Cause	Hypothesis	Prioritizations
Poor Pay	If we pay more salary to our employee, then it could reduce our attritions rate to 10% by the next of the year	High : Because from the Data we check that our employee left because they was not paid enough
Lack of Oppoturnities	If we could repair of promote system on our company, then it could reduce our attritions rate to 10% by the next of the year	High : Because we can check the data that there is senior employee that stuck in the same positions
Poor of work quality	If we could hire more competent or training our employee , then it could reduce our attritions rate to 10% by the next of the year	High : Because as the result of existing data attrition employee is from Research and Development division that could not handle his own job and keeping up their job
Late to work or not present	If we could hire more live close to office employee, then it could reduce our attritions rate to 10% by the next of the year	Middle Priority : Because as the seen from data there some distance office from home there is employees working on our company still living outside city from the office

Metrics Recommendation

Possible Root Cause	Hypothesis	Prioritizations	Metrics	Metrics Reasoning
Poor Pay	If we pay more salary to our employee, then it could reduce our attritions rate to 10% by the next of the year	High : Because from the Data we check that our employee left because they was not paid enough	• Employee Satisfaction rate	• Employee Satisfaction determines how happy our employee to stay with our company, we could do some more meeting or some interview probably every two months to get more detail about how is employee feels about our company and we can offer more so they could do the same to company
Lack of Oppoturnities	If we could repair of promote system on our company, then it could reduce our attritions rate to 10% by the next of the year	High : Because we can check the data that there is senior employee that stuck in the same positions	• Company performance rate	• Company performance rate is how to appreciate senior or competent employee by these metrics so we could considering promoting employee by seen this metrics and also how well employees are perform versus how engaged and valued they feel in our company
Poor of work quality	If we could hire more competent or training our employee , then it could reduce our attritions rate to 10% by the next of the year	High : Because as the result of existing data attrition employee is from Research and Development division that could not handle his own job and keeping up their job	• Training Completion rate • Employee Performance rate	• Training Completion rate is a metrics that has count of employee who completed a given and how many training has given • Employee Performance rate is metrics that could track how many task has given and how many task that is actually done
Late to work or not present	If we could hire more live close to office employee, then it could reduce our attritions rate to 10% by the next of the year	Middle Priority : Because as the seen from data there some distance office from home there is employees working on our company still living outside city from the office	• Absence Rate	• Absence rate is the average number of days employees are absent in given time period with this metrics could track employees which employee that late arrived on office or missing out so we can see where did he life is it far or not or just lazy, so Human Resource could be more considerate where recruiter is lived