

Healthcare Employee Attrition Report

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BUSINESS QUESTION

- What are the key drivers of employee attrition?
- Which tenure group is at the highest risk of leaving?

ACTION

- **Salary Adjustments & Benefits:** Offer competitive pay, bonuses, and benefits
- **Career Development:** give room for more promotions and training

OBJECTIVE

- Analyse employee attrition among different demographics, job roles, and departments.
- Determining the most significant factors that influence employee attrition

SUMMARY

- Total number of Employees 1,676
- Total Attrition 199
- Attrition rate 11.9%
- Retained Employees 1,477

- Nurse has the highest Attrition of 107 while Other has the highest Attrition rate of 16.3%
- New Employees have the highest Attrition
- The Maternity Department has the largest number of attrition
- 153 out of 199 attrition employees have a low Salary range

FACTS :

Year at Company

- New Employee: 124
- Experience Employee: 68
- Senior Employee: 5
- Legacy: 1
- Veteran Employee: 1

Attrition by Department

- Maternity: 98 Employees
- Cardiology: 74 Employees
- Neurology: 27 Employees

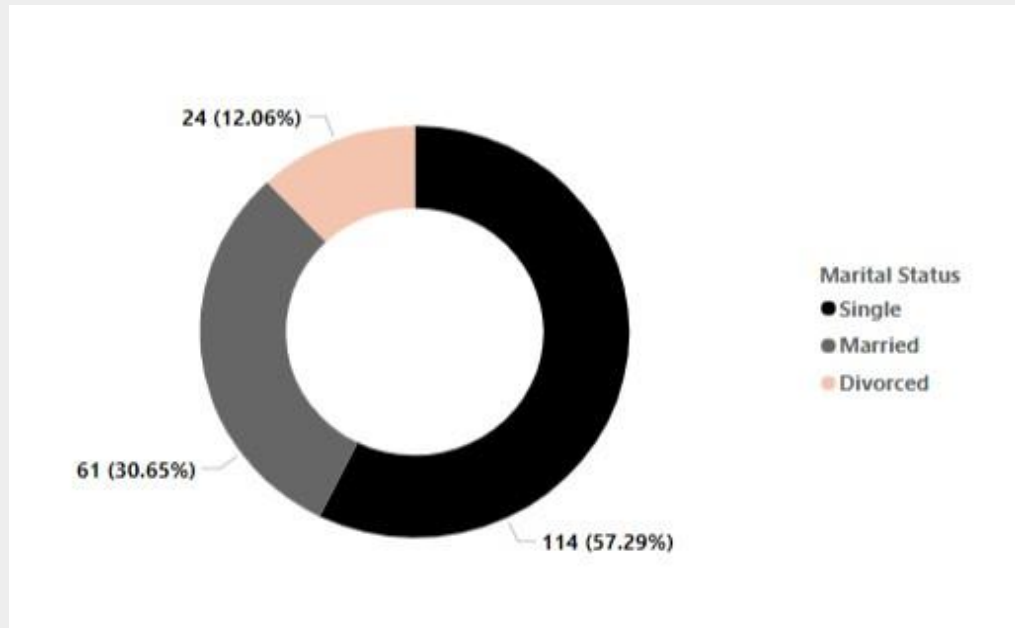
Attrition by Job Role

- Nurse: 107 Employees
- Other: 87 Employees
- Therapist: 4 Employees
- Administrative: 1 Employee

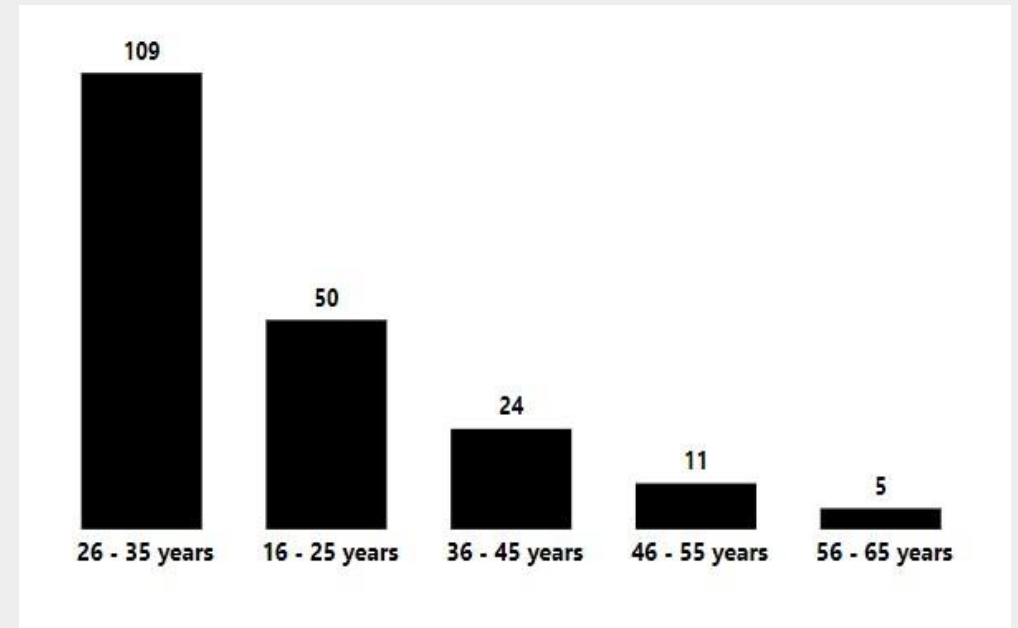
FACTS :

Younger employees are leaving at the highest rate

Marital Status



Age Range



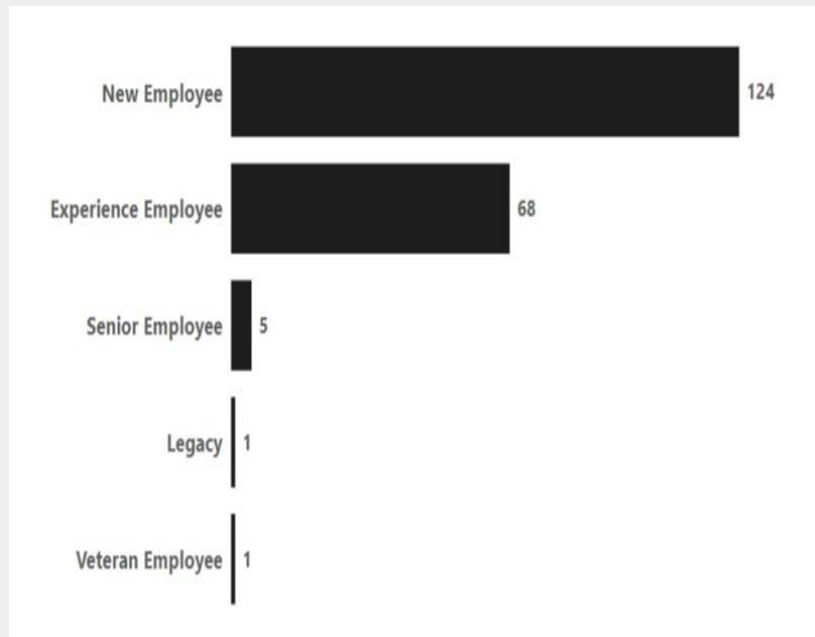
INSIGHT

An attrition rate of **11.9%** is generally considered good, as it falls within the typical range of the healthcare sector, which is often cited as between 10% and 18%.

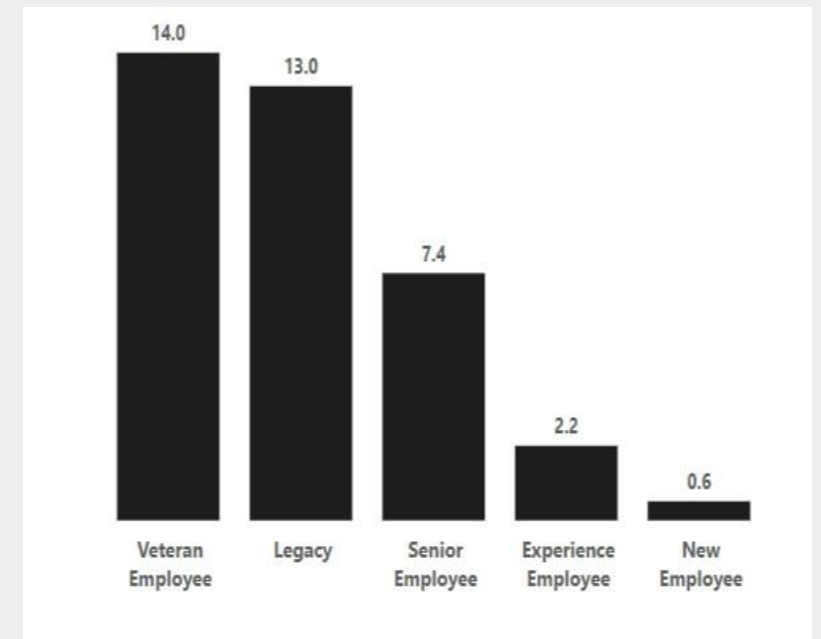
INSIGHT

- New Employee has the lowest year of promotion,
- Also has the highest Attrition rate.

Year at Company



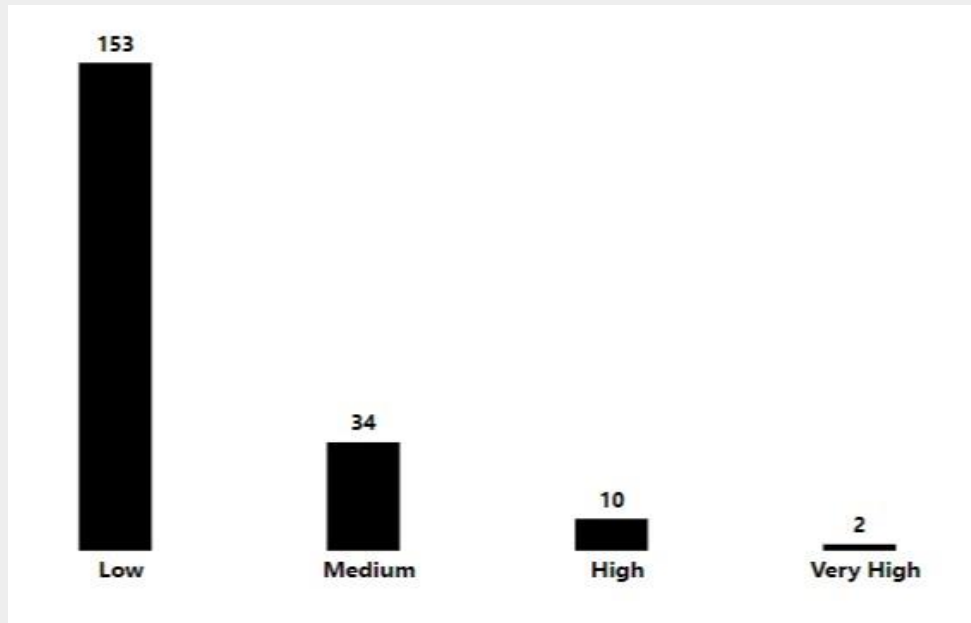
Year of Promotion



INSIGHT

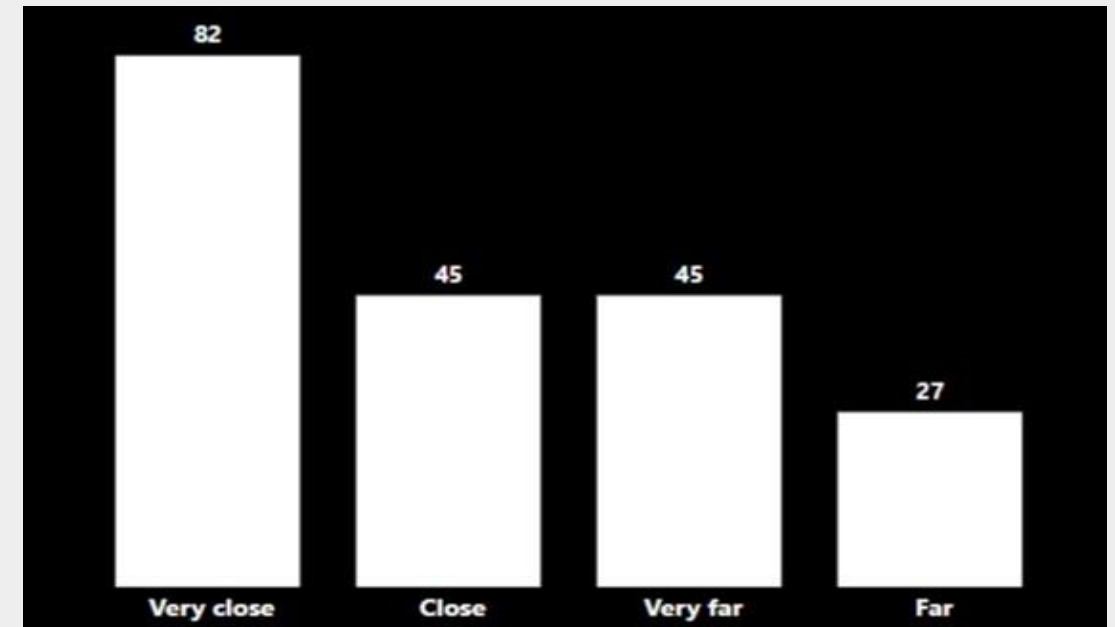
77% of employees who leave the company earn low salaries which is a key factor in their attrition.

Monthly Income Range



- Attrition came mainly from people who stayed within a short distance.
- This suggests that distance is not the sole factor for attrition

Distance from Home



Job role | Job satisfaction | Performance rating | Training times

- Performance rating average of 3.2 which meets expectations.
- An average job satisfaction score of **2.5** suggests that employees are neither fully satisfied nor completely dissatisfied but lean towards dissatisfaction.
- An average training score of **2.6** on a scale of **1 to 6** implies that the training effectiveness and quality are **below average**; the training is not meeting expectations for most employees.

	Sum of Attrition rate	Average of Training Times	Average of Job Satisfaction	Average of Performance Rating
Administrative	1	2.00	2.00	3.00
Nurse	107	2.58	2.51	3.19
Other	87	2.71	2.46	3.14
Therapist	4	1.50	2.75	3.00
Grand Total	199	2.61	2.49	3.16

CONCLUSION

Promotion, Low job satisfaction, and salary are major drivers of attrition :

- There is a negative strong relationship between attrition and years of promotion i.e. as one variable increases other variable decrease. There is a tendency for attrition to decrease as employees receive promotions over time.
- Attrition will likely decrease as monthly salary increases, indicating a strong negative correlation.

RECOMENDATION

- More training time should be given to the new employee
- Frequent review of Monthly salary
- Regular promotion, mainly for new employee



THANK YOU



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