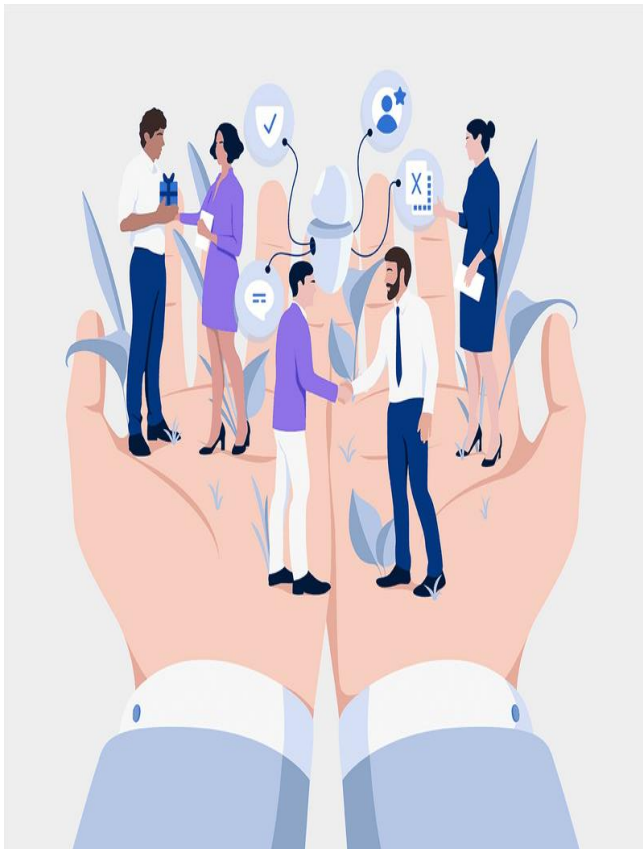




Information
Technology
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ATTRITION ANALYSIS

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TRACK: DATA MANAGEMENT



INTRODUCTION

In today's dynamic business landscape, understanding and mitigating employee attrition has become a critical imperative for organizational sustainability and growth. This report embarks on a strategic journey, guided by a comprehensive framework comprising three interlinked dashboards, to dissect the multifaceted phenomenon of employee attrition within our company. The flow between these dashboards facilitates a thorough exploration of attrition dynamics across various dimensions. Beginning with an overarching view provided by the first dashboard, we transition to a deeper dive into departmental specifics and job roles through subsequent dashboards. Employing a robust analytical framework, which integrates diagnostic and descriptive analyses, we delve deep into the intricate interplay of factors contributing to attrition. Our approach seeks to diagnose existing patterns through diagnostic analysis and provide a descriptive understanding of various dimensions of attrition dynamics. Furthermore, while predictive analysis may be conducted in subsequent phases, our primary focus is on uncovering actionable insights from the diagnostic and descriptive analyses to drive proactive decision-making and foster a resilient workforce.

INSIGHTS

It has been reported that the overall attrition rate across the company is **16%** which is above the normal range according to **Society for Human Resource Management's (SHRM)**, So an analysis is needed.

ON THE COMPANY LEVEL

- The maximum attired employees is **453** in the Research and Development department but this does not reflect the actual problem as the Human Resources department got the maximum attrition rate with **30%** with a difference of **15%** of the department behind it so we will drill through R&D department in department level.
- Gender **doesn't play** a crucial role in the attrition as the percentages for Male and female are very close **17%** and **15%** respectively.
- Age **plays a significance** role as the youth people (Under 25 year) contribute with **59%** of the total attrition rate across the company with attrition rate reaches **39%**.
- Home distance from the company actually has high values for the (far, nearby, very far) employees but actually the percentages are close (**18%, 16%, 13%**) so it may be considered **not a problem**.
- Salary Groups attrition rates indicates that employees with small salaries often leaves the company with highest attrition (**17%**).
- Years of experience either with company or overall years plays a very important role in the attrition as its notices that employees with (**0-5**) yeas of experience has the maximum attrition rate of (**21%**) and also after the employees exceeds a threshold of over (**20**) years also the attrition becomes higher than in between ranges with (**11%**).

ON DEPARTMENT LEVEL

HR Department (Highest Attrition Rate)

- Lab Technicians job role has the maximum attrition rate of (**46%**) and most education level that leaves the company whom have a **phD** with (**67%**) .



- Environment satisfaction are almost equalled between all segments so it not a factor and the environment is balanced.
- Involvement of the employee in this department make a difference as the least involved employees leaves the company with attrition rate (**46%**) as on the other hand the most involved employees stays (**14%**) ;This maybe because the HR department nature is a little bit light and need the employee to be more connected with his colleagues than other departments.

R&D Department

- Research Directors job role has the maximum attrition rate of (**27%**) and PhD level of education are the most segment in retention which makes sense in R&D department.
- Here is the opposite of HR as the involvement has almost no effect on attrition and this also makes sense as the R&D sector may need a some sort of independency, But the low and medium environmentally satisfied employees are the most attired with (**25%,23%**) with difference 10% of the others.

Sales Department

- HealthCare rep. job role has the maximum attrition rate of (**27%**) and college level of education are the most segment in attrition and most employees resides are with below college level.
- Same insights noticed like R&D for environment satisfaction, But for the involvement the edges (low, very high) have the most attrition rates.

EMPLOYEE LEVEL

From the employee point of view we can find by switching between their report that:

- 1- Most of them was environmentally satisfied, involved and have a high performance.
- 2- Most of them have higher both average working hours and total overtime through the year than others.
- 3- Its noticed that their absent days makes a spike the month before the month they left the company.

RECOMMENDATIONS

1. HR Department (Highest Attrition Rate):
 - Implement targeted retention strategies within HR.
2. Lab Technicians Job Role (Highest Attrition Rate within HR Department):
 - Offer career advancement opportunities and additional training.
3. Research Directors Job Role (Highest Attrition Rate within R&D Department):
 - Develop leadership development programs tailored for research directors.
4. HealthCare Rep. Job Role (Highest Attrition Rate within Sales Department):
 - Provide ongoing training and support for sales representatives.
5. Salary Groups:



- Conduct a comprehensive salary review for pay parity and competitiveness.
6. Years of Experience:
 - Establish mentorship programs for employees with less than 5 years of experience.
 7. Environment Satisfaction:
 - Invest in improving workplace culture and organizational climate.
 8. Employee Involvement:
 - Create opportunities for increased employee involvement in decision-making.
 9. Absenteeism Patterns:
 - Implement support programs for employees facing personal or health-related challenges.
 10. Employee Performance:
 - Recognize and reward high-performing employees and provide career growth opportunities.

These points offer targeted strategies to address specific insights and improve overall attrition rates within the company.

CONCLUSION

In conclusion, our analysis highlights critical areas for addressing high attrition rates within the company. By implementing targeted strategies such as enhancing career development opportunities, improving workplace culture, and providing ongoing support, we can effectively mitigate attrition and foster a more engaged and resilient workforce. These initiatives will not only reduce turnover but also contribute to long-term organizational sustainability and growth.