HR – Employee Attrition

Source – MeriSKILL Internship

Features:

1. Age – 18 to 60 yrs
2. Attrition – Yes or No
3. Business Travel – Non Travel , Travel Frequently, Travel Rarely
4. Daily Rate – 102 to 1499 – daily pay rate
5. Department – HR | R&D | Sales
6. Distance from Home - 1 to 29km
7. Education – 1 to 5 – Below clg| clg| Bachelor| Master | Doctor
8. Education Field – HR | Life science| Marketing| Medical| Other| Technical Degree
9. Employee Count – 1
10. Employee Number – 1 to 2068
11. Environment Satisfaction – 1 to 4 – Low| Medium| High| Very High
12. Gender – Female & Male
13. Hourly Rate – 30 to 100 – hourly pay rate
14. Job Involvement – 1 to 4 – Low| Medium| High| Very High
15. Job Level – 1 to 5
16. Job Role –
17. Job Satisfaction – 1 to 4 - Low| Medium| High| Very High
18. Marital status – Married | Single| Divorsed
19. Monthly Income – 1009 to 19999
20. Monthly Rate – 2094 to 26999 pay rate
21. Number of Companies Worked – 0 to 9
22. Over 18 – Y
23. Over Time – Yes | No
24. Percent Salary Hike – 11 to 25
25. Performance Rating – 3 & 4 – Low | Good | Excellent| Outstanding
26. Relationship Satisfaction – 1 to 4 - Low| Medium| High| Very High
27. Standard hours – 80
28. Stock Option Level – 0 to 3 – 0 being lowest, 3 being highest
29. Total Working years – 0 to 40
30. Training times last year – 0 to 6
31. Work Life Balance – 1 to 4 – Bad | Good | Better| Best
32. Years At Company – 0 to 40
33. Years in Current Role – 0 to 18
34. Years since last promotion – 0 to 15
35. Years with Current manager – 0 to 17

Attrition splits:

1. Experience- Total Industry experience, years in company, Total company worked, Training completed
2. Employee wellness – employee satisfaction, job satisfaction, work life balance, job involvement, performance rating, Overtime
3. Demographic – distance, gender, age, race, marital status, Education level, Tenure, job Level, Department, Region, Salary, Work schedule

Key Insights :

1. **Job Role and Distance**: Employees with longer commuting distances from home tend to exhibit higher attrition rates, suggesting a correlation between distance and the decision to leave the company.
2. **Tenure and Training**: Employees with 0 to 5 years of tenure, especially those who underwent a 2 to 3-year training period, are more inclined to explore alternative opportunities, indicating a trend towards seeking growth and development elsewhere.
3. **Salary Hike Impact**: Employees who received a salary hike within the range of 11 to 14% demonstrate the highest attrition rates, implying a potential dissatisfaction with compensation relative to expectations.
4. **Age Group Dynamics**: The age group of 23 to 35 years exhibits the highest attrition rates, signaling a phase where individuals may be more inclined towards career exploration or change.
5. **Overtime and Attrition**: Employees who work overtime are more likely to leave the company, suggesting a potential strain on work-life balance leading to dissatisfaction and eventual departure.

Dashboard:









