INFORMATION TECHNOLOGY INSTITUTE

EMPLOYEE ATTRITION ANALYSIS

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PROJECT OVERVIEW

ABC Corporation is a multinational company facing challenges with employee attrition.

The company is keen on understanding the factors contributing to attrition to develop strategies for retention and talent management.

IDENTIFY KEY DRIVERS OF ATTRITION

Determine the primary factors influencing employee attrition within the organization

SEGMENTATION ANALYSIS

Analyse attrition rates across different segments such as departments, job roles, genders, education levels, etc., to identify high-risk groups

DASHBOARD AND REPORTING

Design an interactive dashboard to present insights and recommendations to stakeholders effectively

DIMENSIONAL MODELING

IDENTIFY BUSINESS PROCESS

The **attrition** is the primary business process we are focusing on.
As such, our attention will be directed towards key metrics, specifically the **attrition rate** and **total attrition**.

DECLARE THE GRANUALITY

In the context of our model, we Identify the **employee** as our grain.

IDENTIFY THE DIMENSIONS.

We defined three primary **dimensions** for analyzing attrition:
1. Employee Information
2. Employee Survey Data
3. Employee Key Performance (KPIs)

MODELING   2024

Attrition Dashboard
According to Employee Info

Total Employees	Total Attrition	Attrition Percentage	Average Years In Company
4410	**711**	**16.12%**	**7.01**

Attrition Rate by Education Field
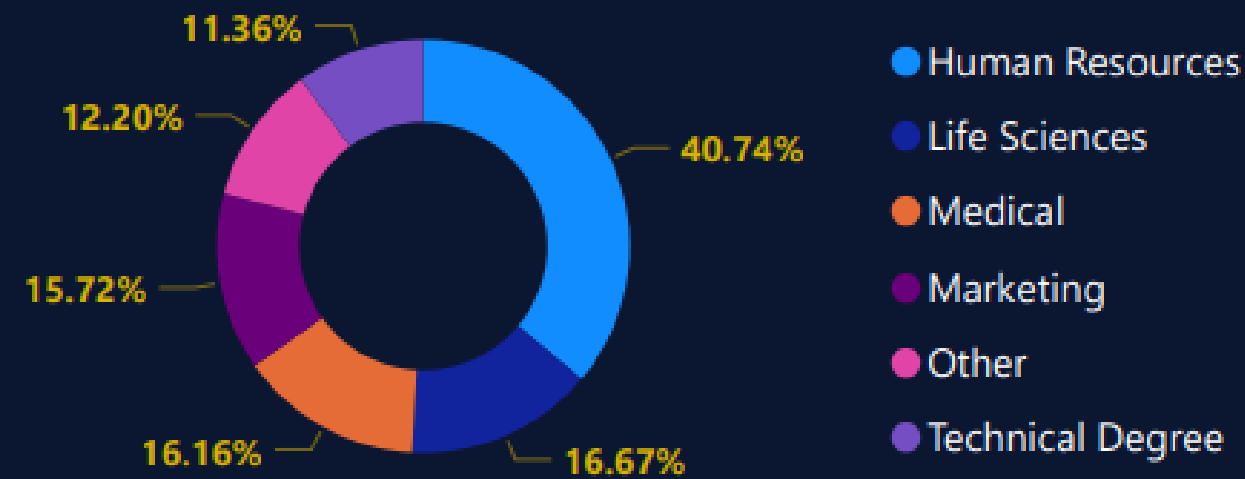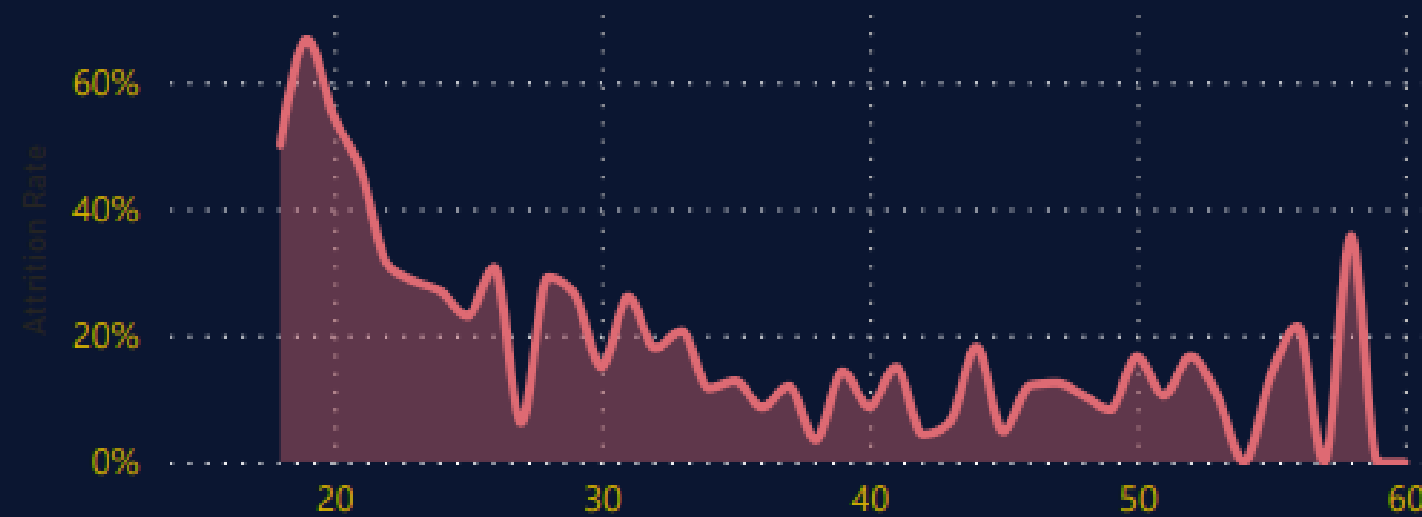
- 40.74% — Human Resources
- 16.67% — Life Sciences
- 16.16% — Medical
- 15.72% — Marketing
- 12.20% — Other
- 11.36% — Technical Degree

Legend:
- ● Human Resources
- ● Life Sciences
- ● Medical
- ● Marketing
- ● Other
- ● Technical Degree

Attrition Rate by Age

Y-axis: Attrition Rate (0% – 60%)
X-axis: 20, 30, 40, 50, 60

Gender
- ☐ **Female**
- ☐ **Male**

Department
- ☐ **Human Resources**
- ☐ **Research and Develop...**
- ☐ **Sales**

Attrition Rate by Salary Range

Salary Range	Attrition Rate
UP TO 20K	24.24%
Btw 50-80K	17.65%
Btw 20-50K	16.34%
+ 80K	13.65%

Attrition Rate by Distance From Home

Far	Near	Very Far
18.33%	16.28%	12.75%
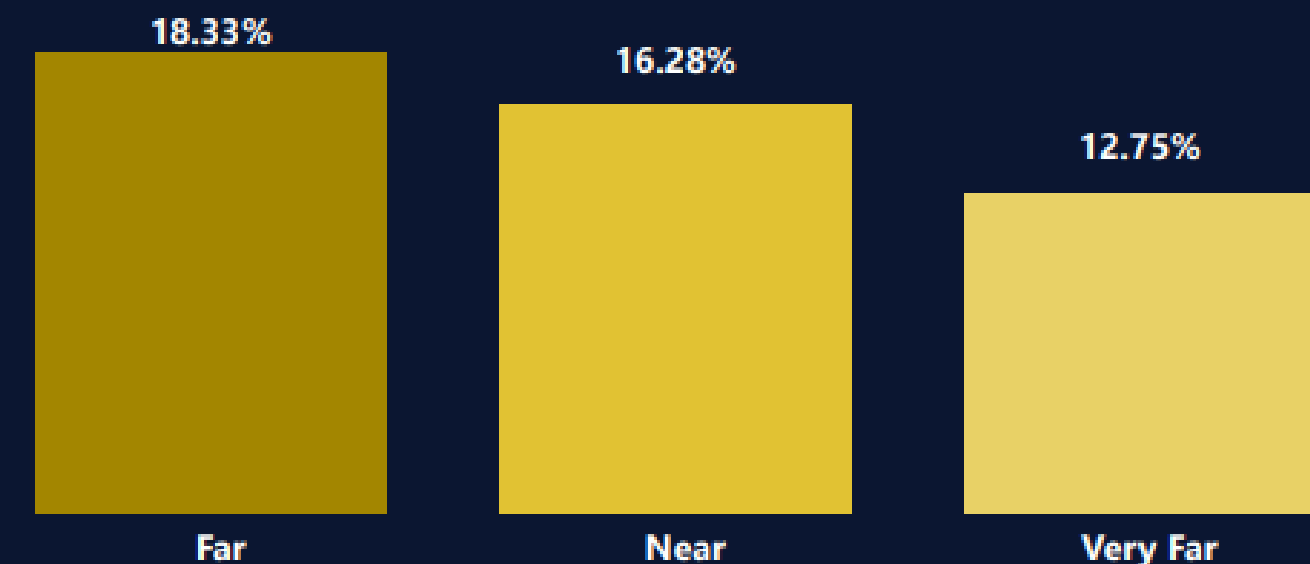
Attrition Dashboard
According to Employee Survey

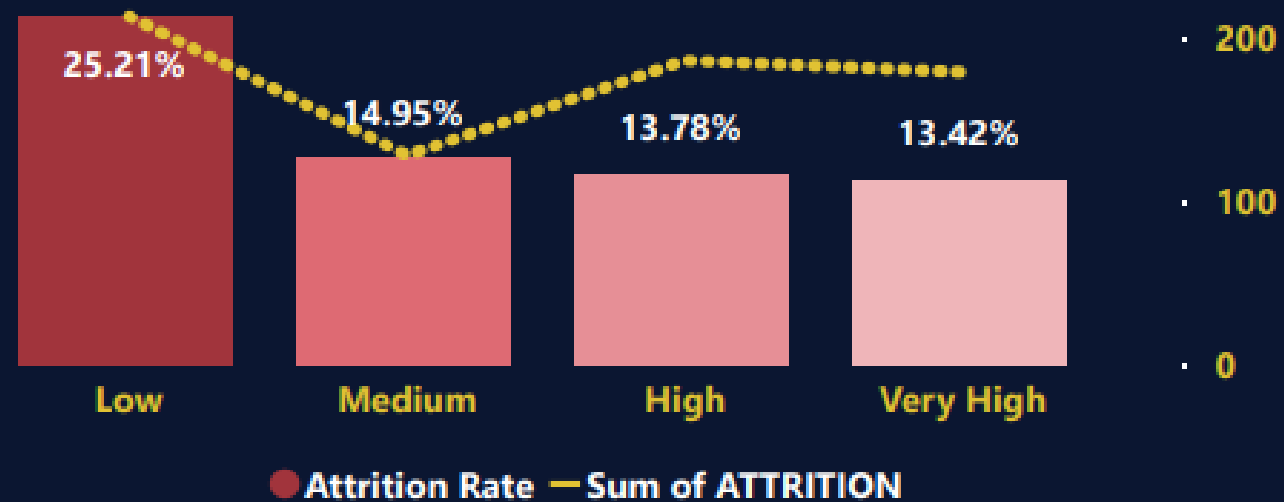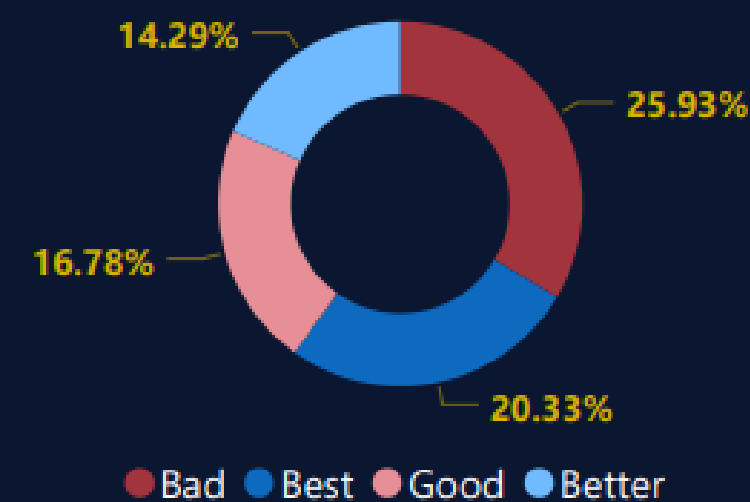| Total Employees	Total Employee By High Job Satisfaction	Total Employee By High Job Work Life Balance	Total Employee By High Environment Satisfaction
4410	**2690**	**3083**	**2684**

Attrition Rate by Environment Satisfaction

- Low: 25.21%
- Medium: 14.95%
- High: 13.78%
- Very High: 13.42%

● Attrition Rate —Sum of ATTRITION

Total Attrition by Work Life Balance

- 25.93%
- 20.33%
- 16.78%
- 14.29%

● Bad ● Best ● Good ● Better

Gender
- ☐ **Female**
- ☐ **Male**

Department
- ☐ **Human Resources**
- ☐ **Research and Develop...**
- ☐ **Sales**

Attrition Rate by Job Involvement

- Low: 21.69%
- Very High: 18.06%
- Medium: 16.00%
- High: 15.32%

Attrition Rate by Job Satisfaction

- Low: 22.91%
- High: 16.55%
- Medium: 16.43%
- Very High: 11.41%

● Attrition Rate —Sum of ATTRITION
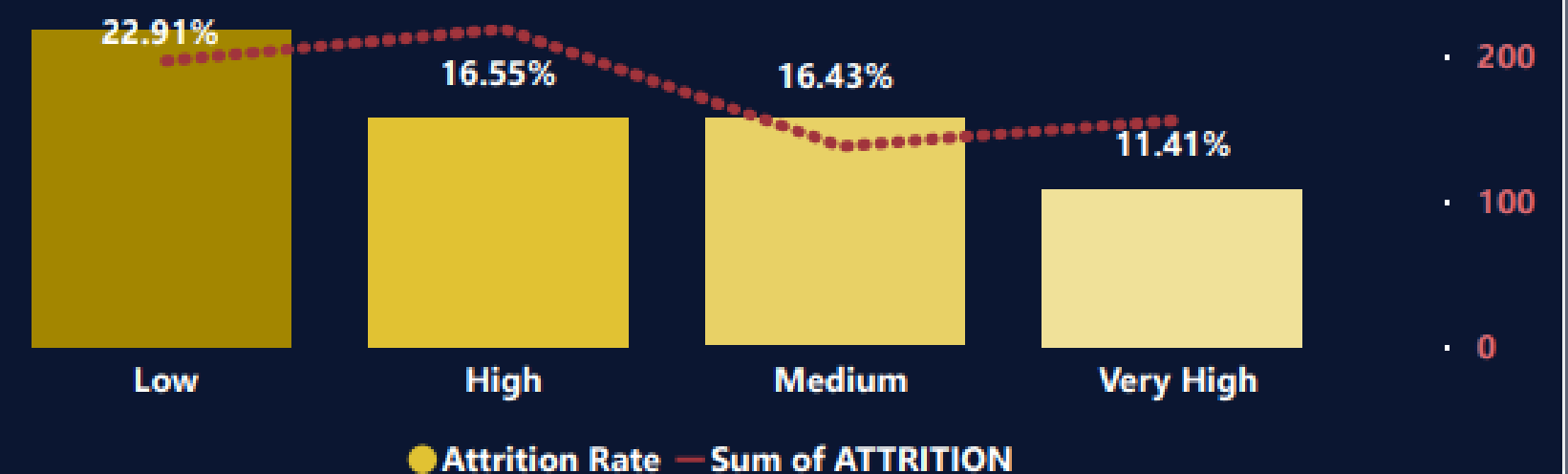
Attrition Dashboard
According to Employees KPIs

Total Employees	Average Overtime Hours	Average Working Hours	Average Absent Days
4410	**0.83**	**7.69**	**12.73**

Attrition Rate by AVG Working Duration
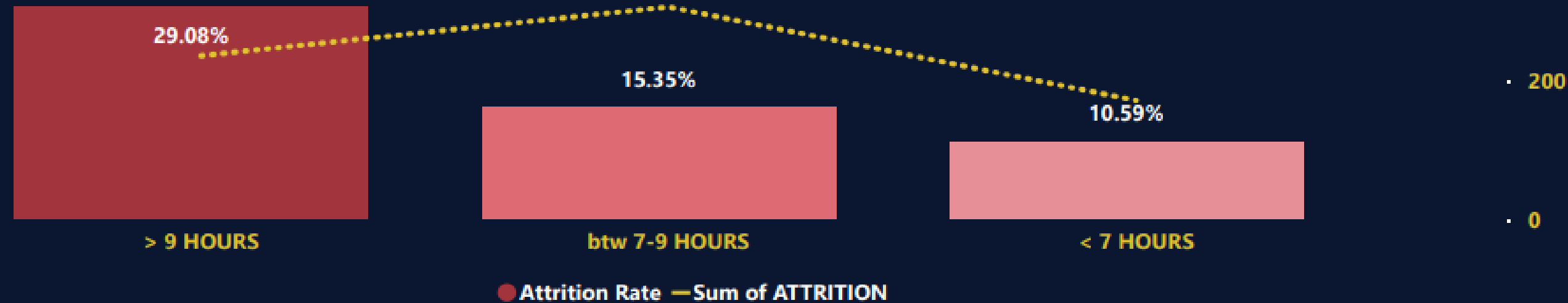
29.08% — > 9 HOURS

15.35% — btw 7-9 HOURS

10.59% — < 7 HOURS

● Attrition Rate — Sum of ATTRITION

Gender
☐ **Female**
☐ **Male**

Department
☐ **Human Resources**
☐ **Research and Develop...**
☐ **Sales**

Attrition Rate by Total Absent Days

< 5 Days	**19.35%**
btw 5-10 Days	**16.71%**
btw 15-20 Days	**16.41%**
btw 10-15 Days	**15.97%**
> 20 Days	**9.70%**
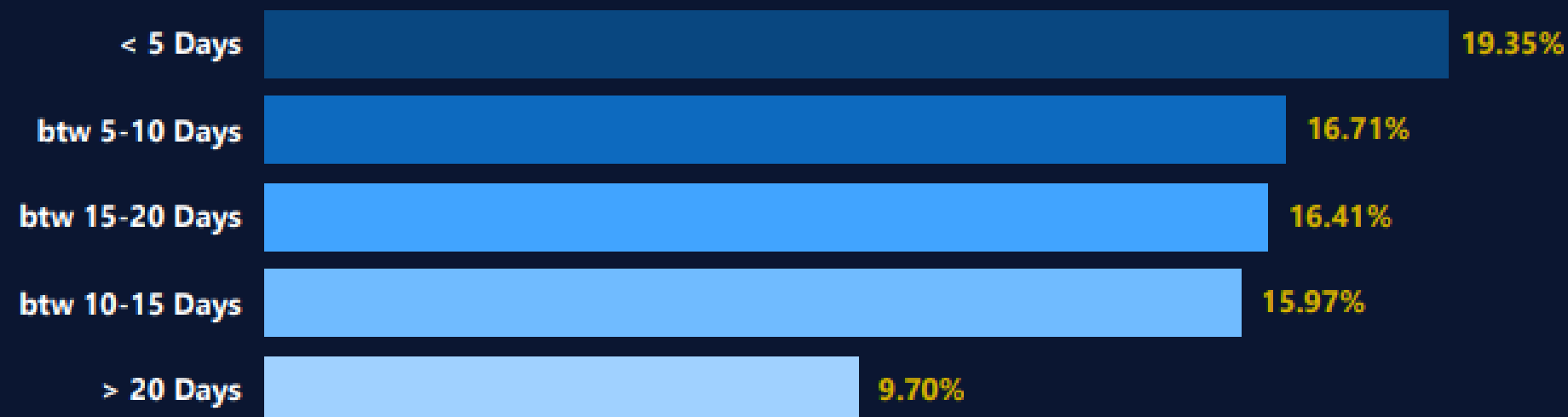
Attrition Rate by AVG Over Time Duration

13.22%

29.95%

28.00%

● **> 2 HOURS**
● **btw 1-2 HOURS**
● **btw 0-1 HOURS**
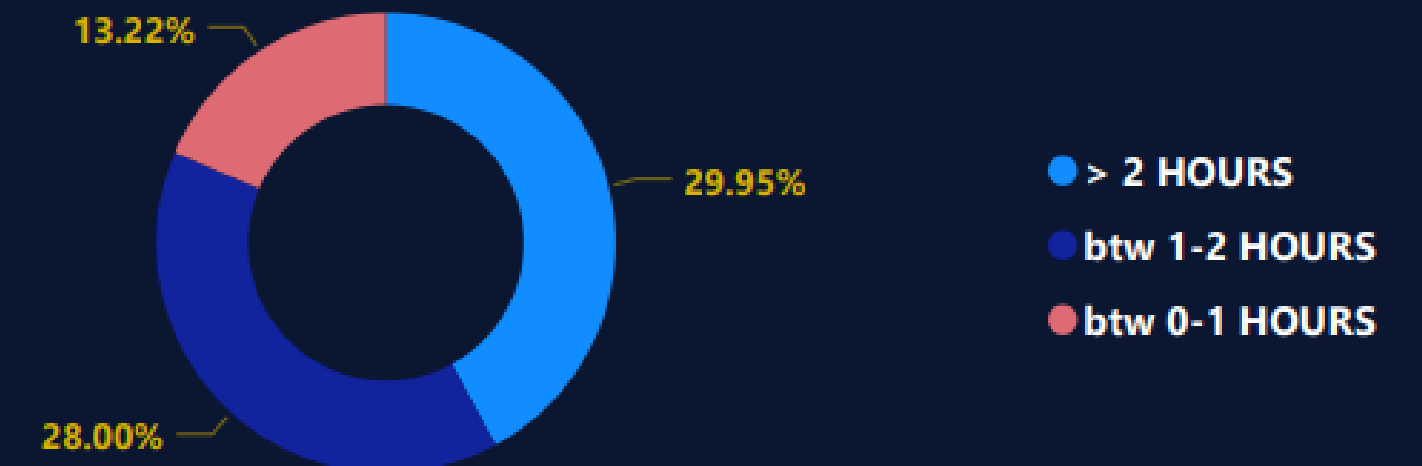
KEY FINDINGS AND INSIGHTS

Younger employees with **college** degrees tend to leave the company more often than older employees with higher education.

The highest attrition rate, at **36.1%**, is observed among employees with a background in the **Human Resources** field,

The segment with the **lowest** salary range, up to 20K, have the highest attrition rate, reaching **24.2%**.

People with **Bad** work life Balance, **Low** Job Satisfaction and **low** Environment Satisfaction represent the majority of attrition rate with percentages of **31.38%**, **22.9%** and **25.21%** respectively.

Employees with the **highest** AVG Working Duration, **Highest** AVG Overtime Hours and the **Fewest** with Absent days are likely to be the highest in the attrition rate

RECOMMENDATIONS

01

- For Younger Employee, Provide career development paths and mentorship.
- Review salaries and offer advancement opportunities For employees in the lowest salary range

02

- Offer remote work options and transportation assistance for Employees reside far from home
- Encourage participation in decision-making and offer training For employees with low job involvement

04

- Conduct regular feedback sessions and provide stress management resources for those with work-life balance, job satisfaction, and environment issues.

03

- Implement workload management and encourage breaks for those with high working duration and overtime