

Exploratory Data Analysis

Analysing factors affecting the **Attrition**.





Group Members



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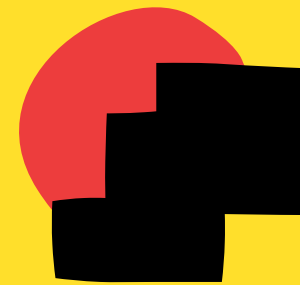
Tanya Mangath



Introduction

Our Approach





Hypothesis

Before analyzing the data, factors that we thought would contribute most to employee attrition were :

Monthly Income – If the income is low, employee will be more inclined to leave.

Overtime – Higher overtime results in lower satisfaction and ultimately attrition.

Job Satisfaction – Naturally, lower satisfaction will result in attrition.

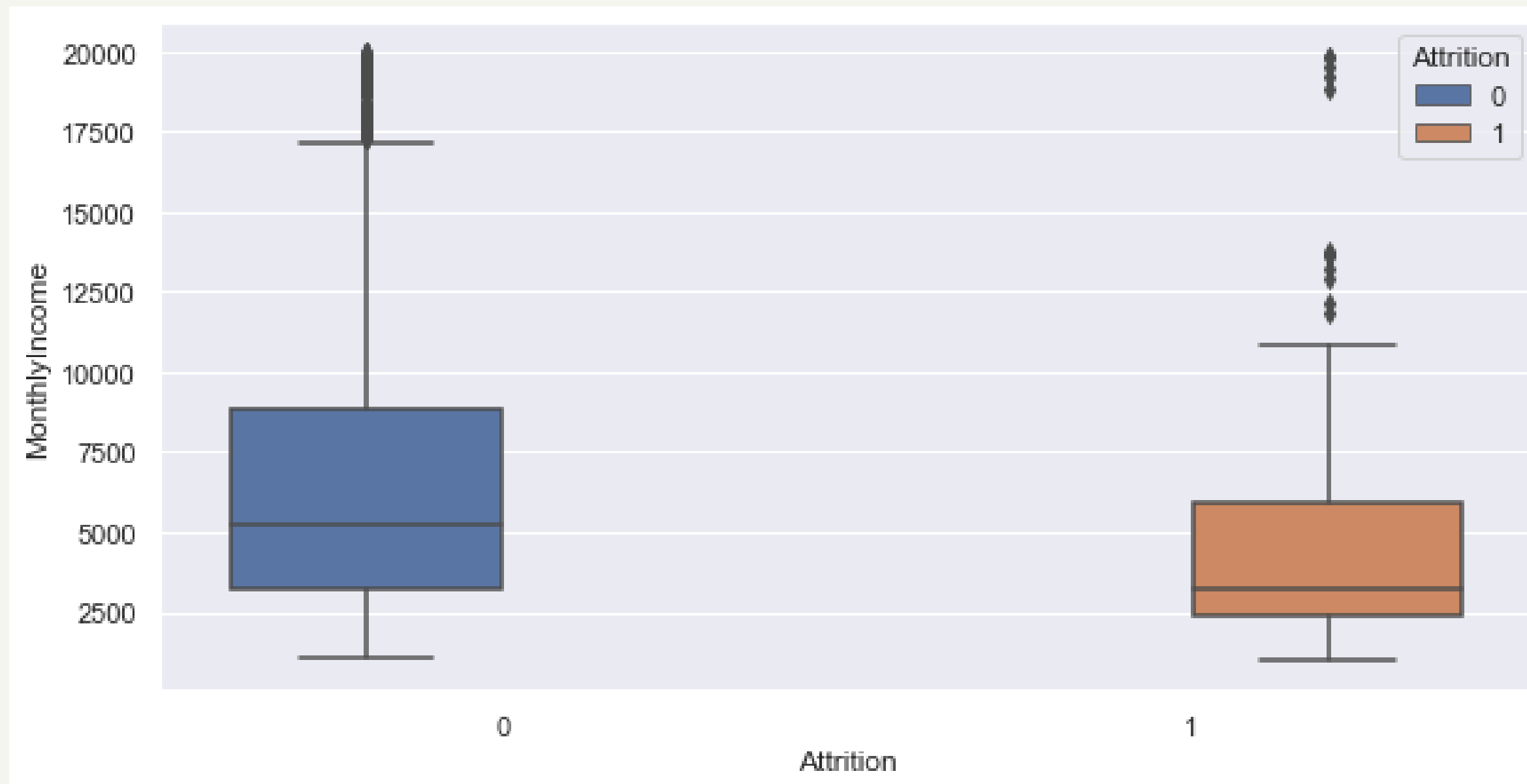
Promotion – No promotion over the years results in lower job satisfaction.

Frequent Business Travel – Frequent business travel may result in disturbed work life balance which may indirectly result in attrition.



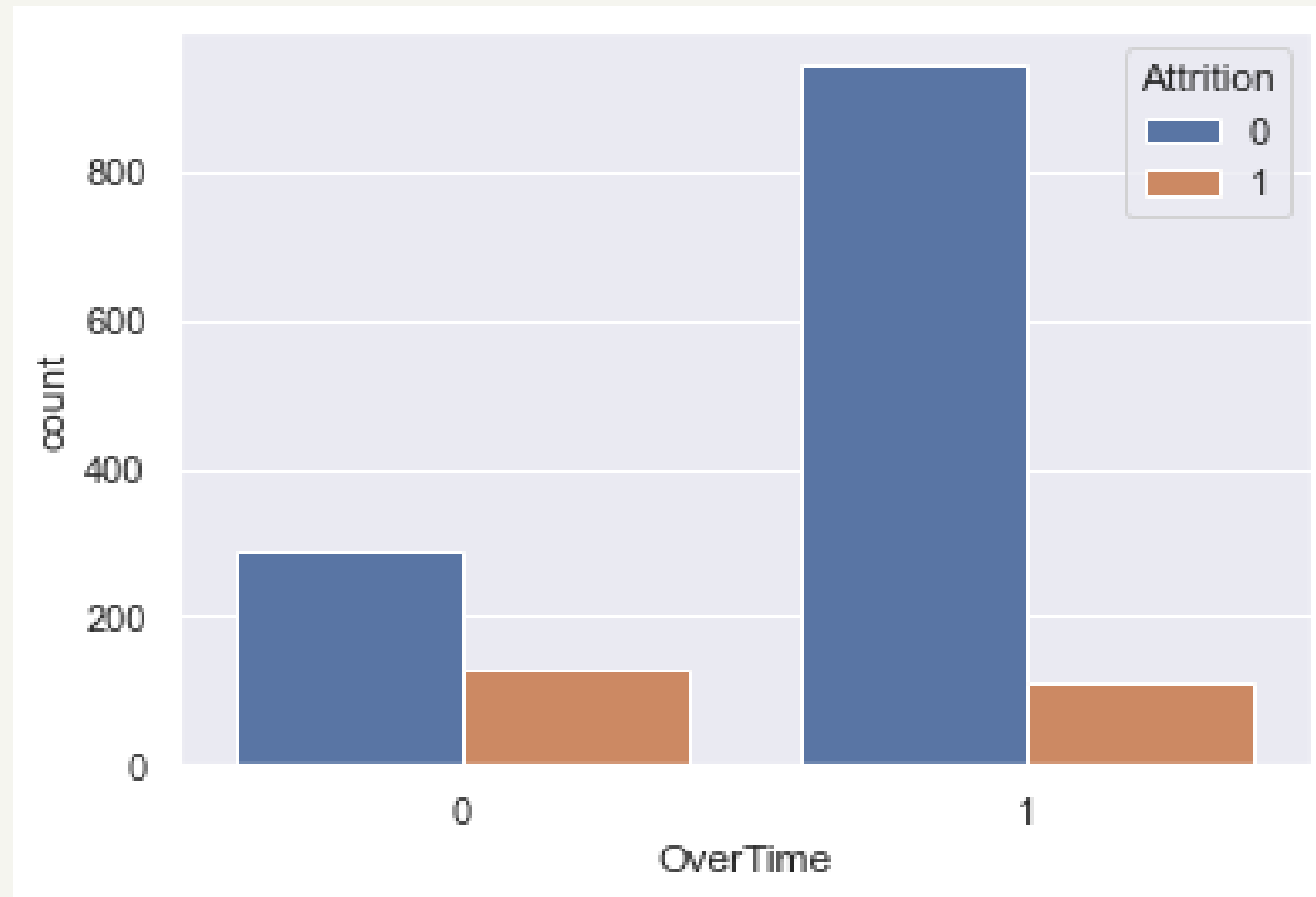
Results

1 Monthly Income

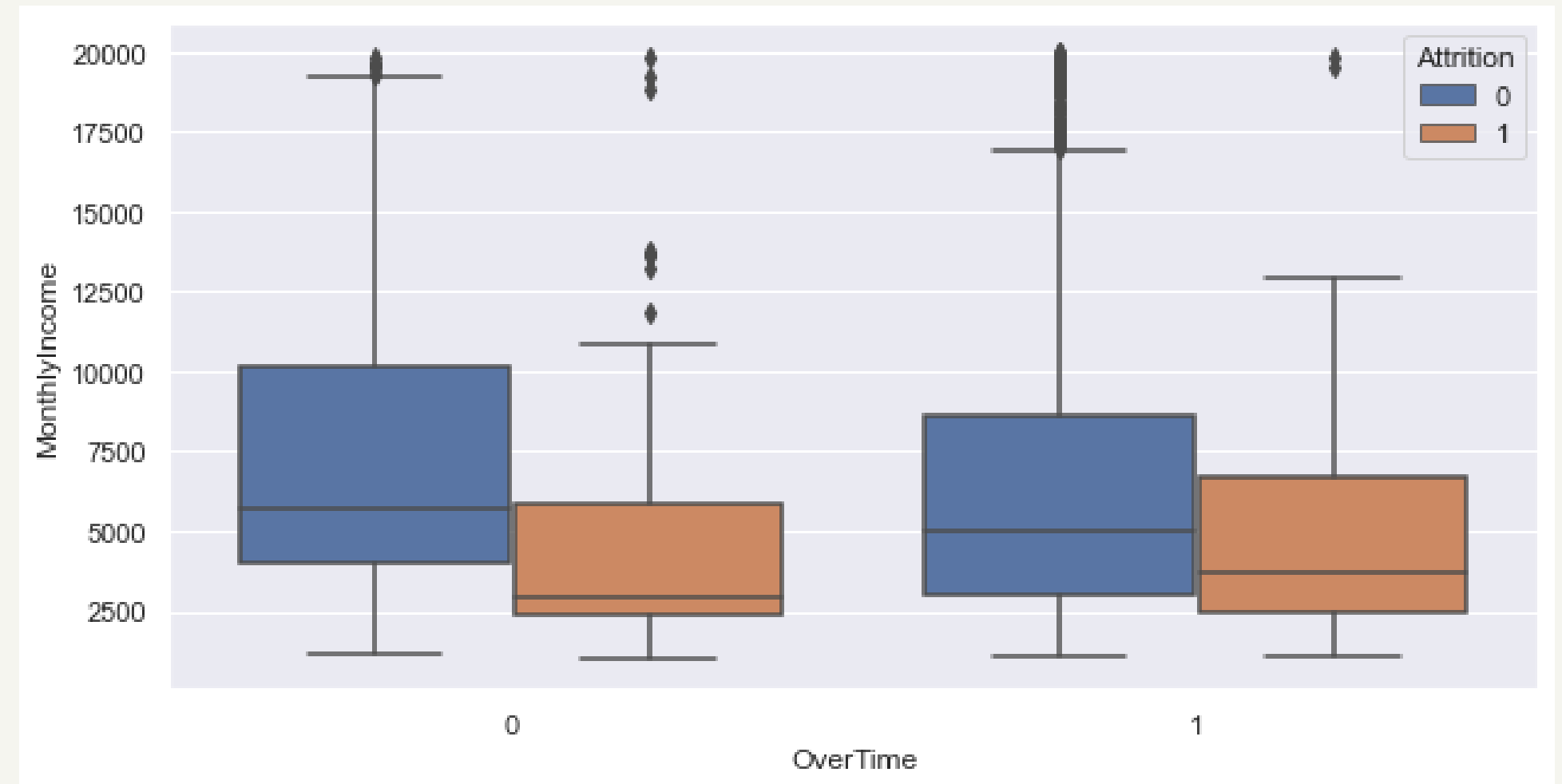


We observed that monthly income did contribute to attrition since all the employees who had left, had lower salaries.

2 Over Time ➤

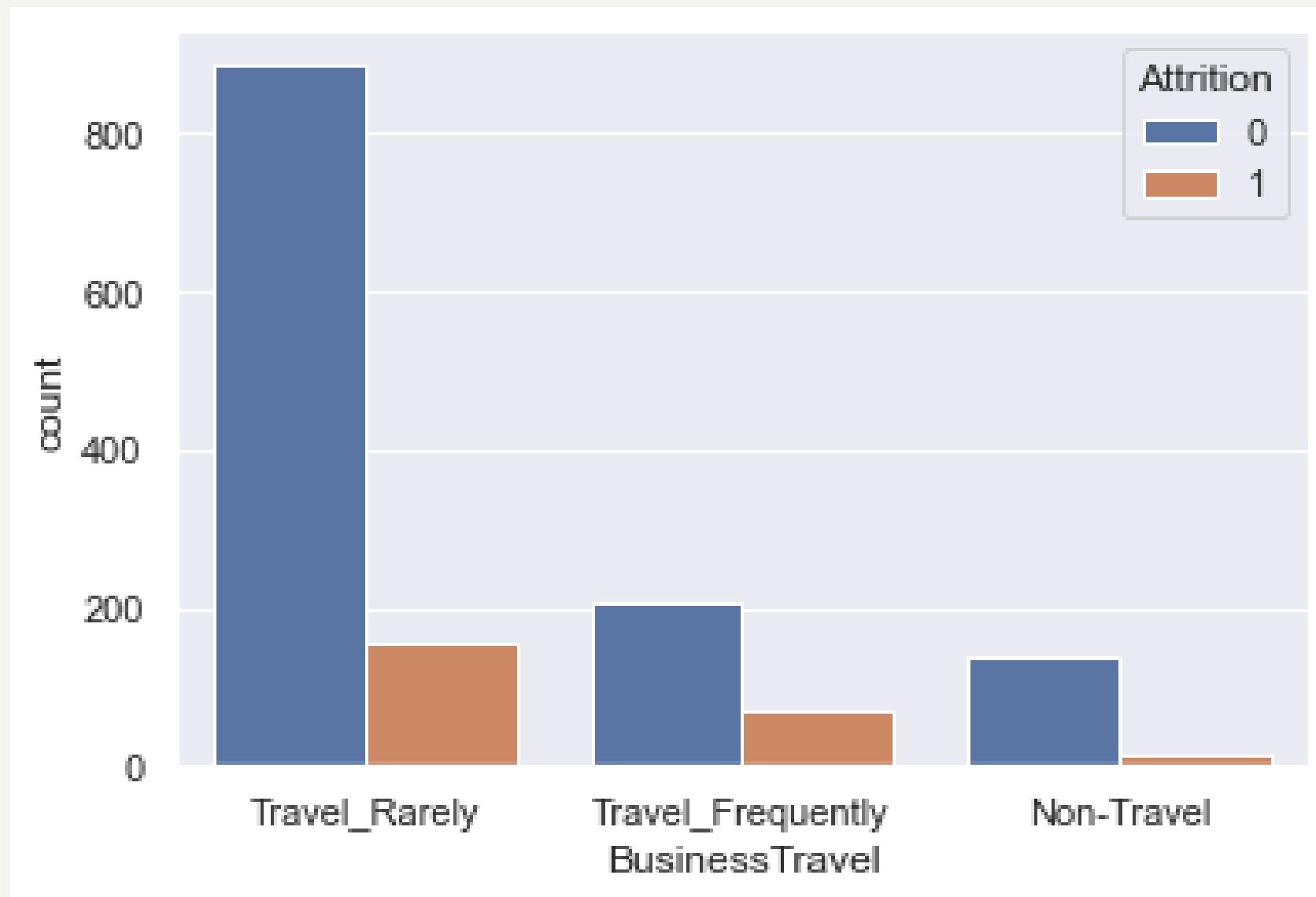


From the first graph, it can be observed that almost half the employees who left worked over time.

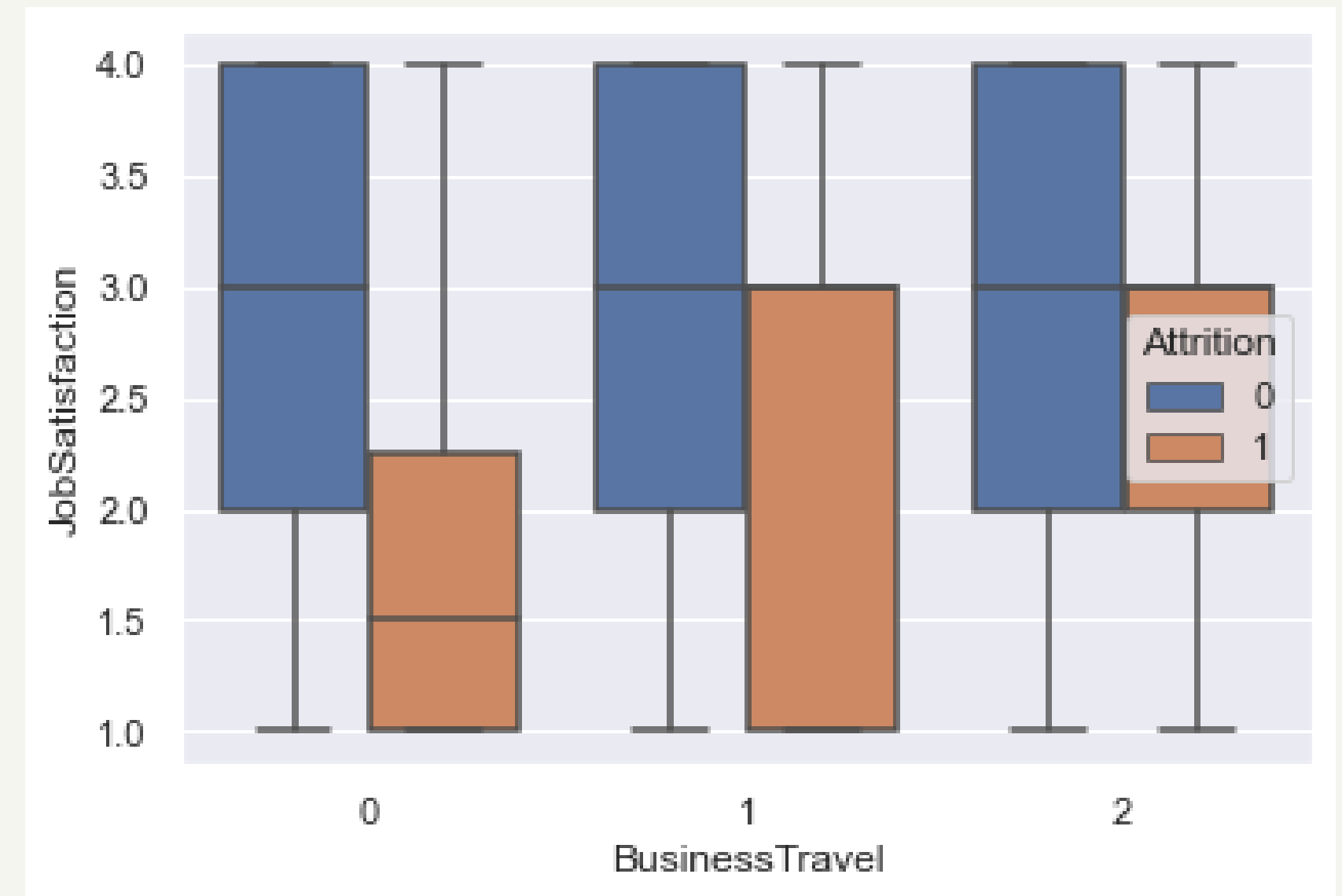


From the second graph, it is clear that employees who worked over time had lower salaries, which is a vital factor for attrition.

3 Business Travel ➤

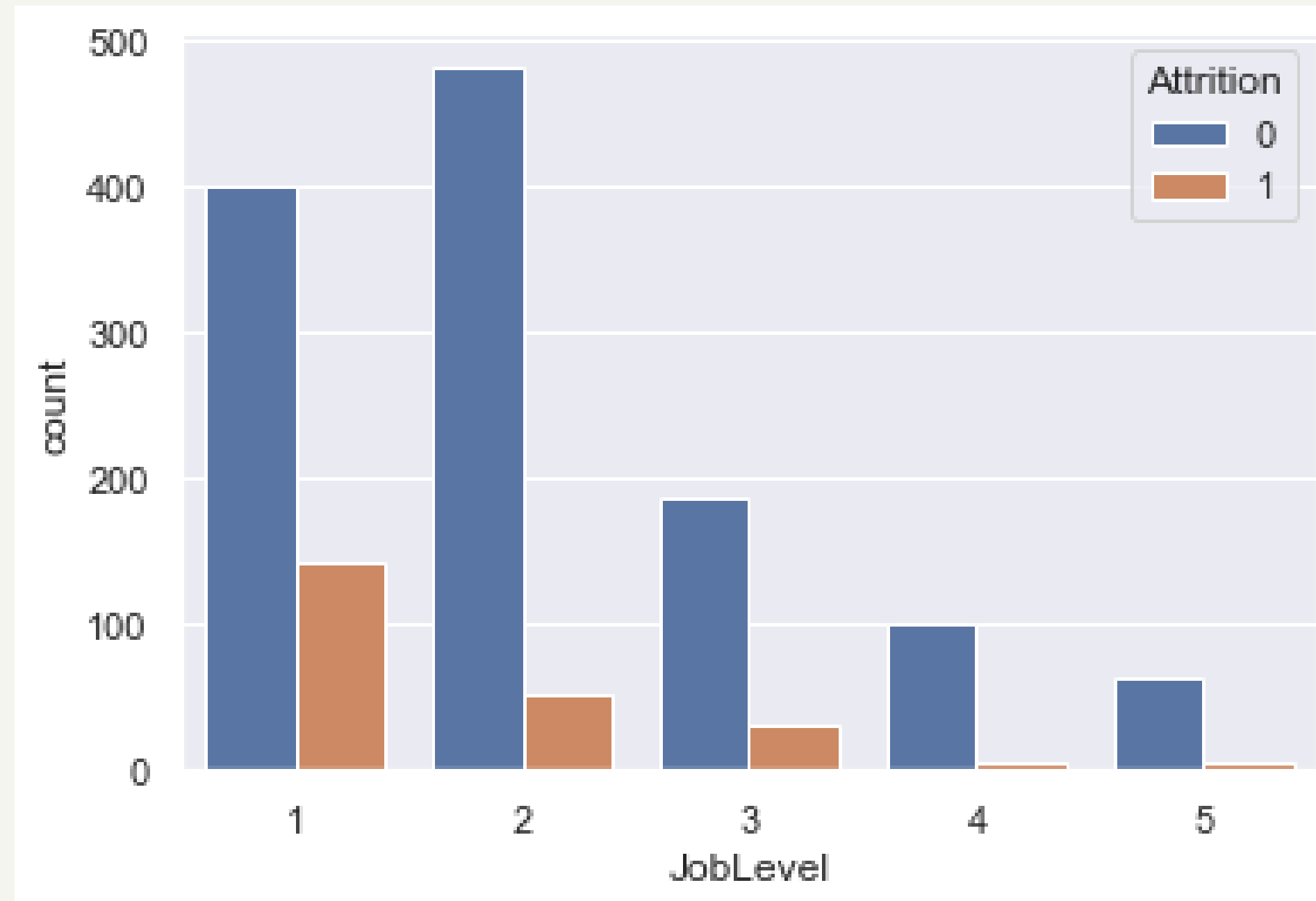


An interesting factor for attrition is that highest attrition was observed in employees who travelled rarely.



Lower satisfaction among employees who travelled rarely supports that the employees who left wanted to travel more.

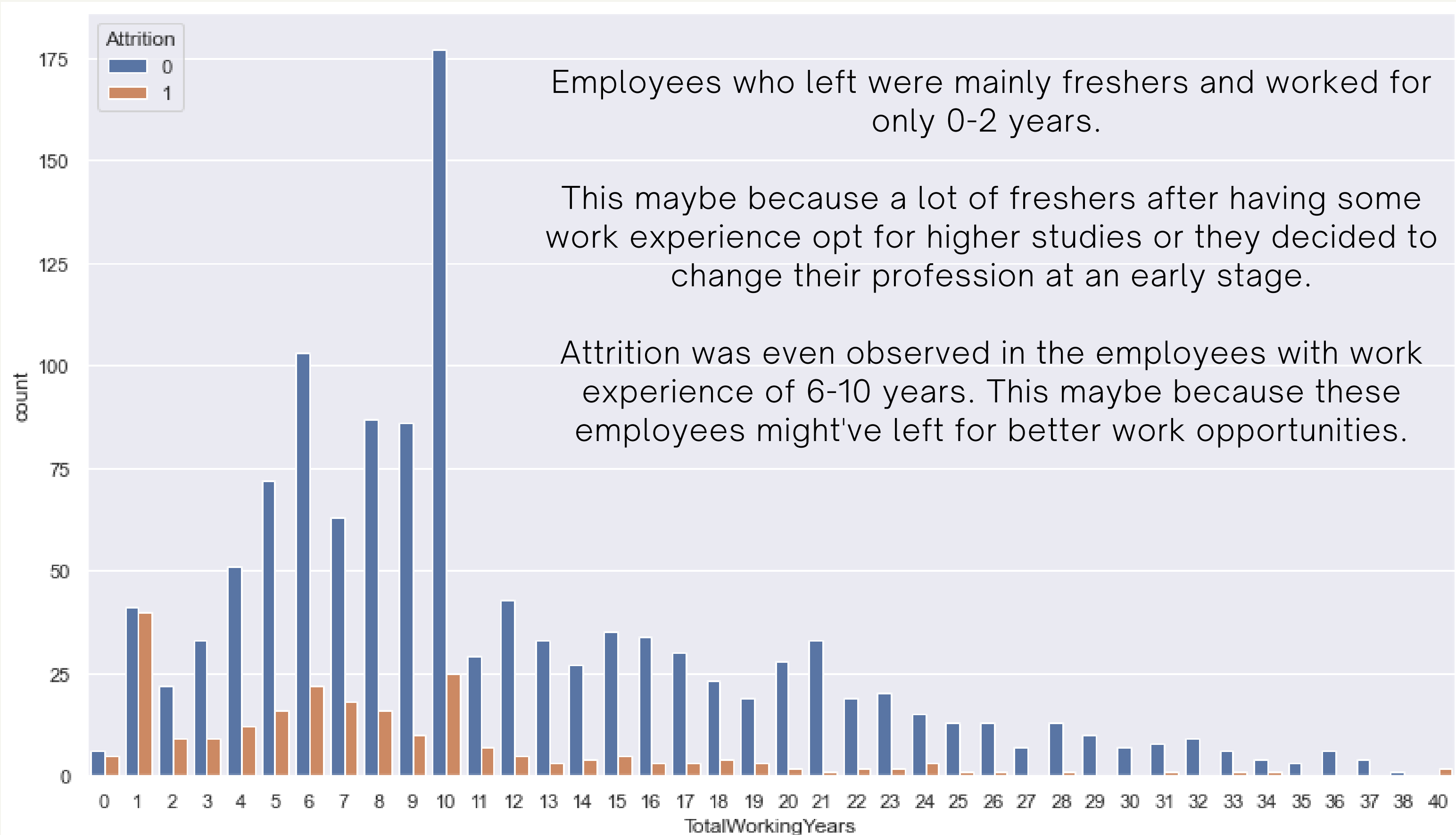
4 Job Level

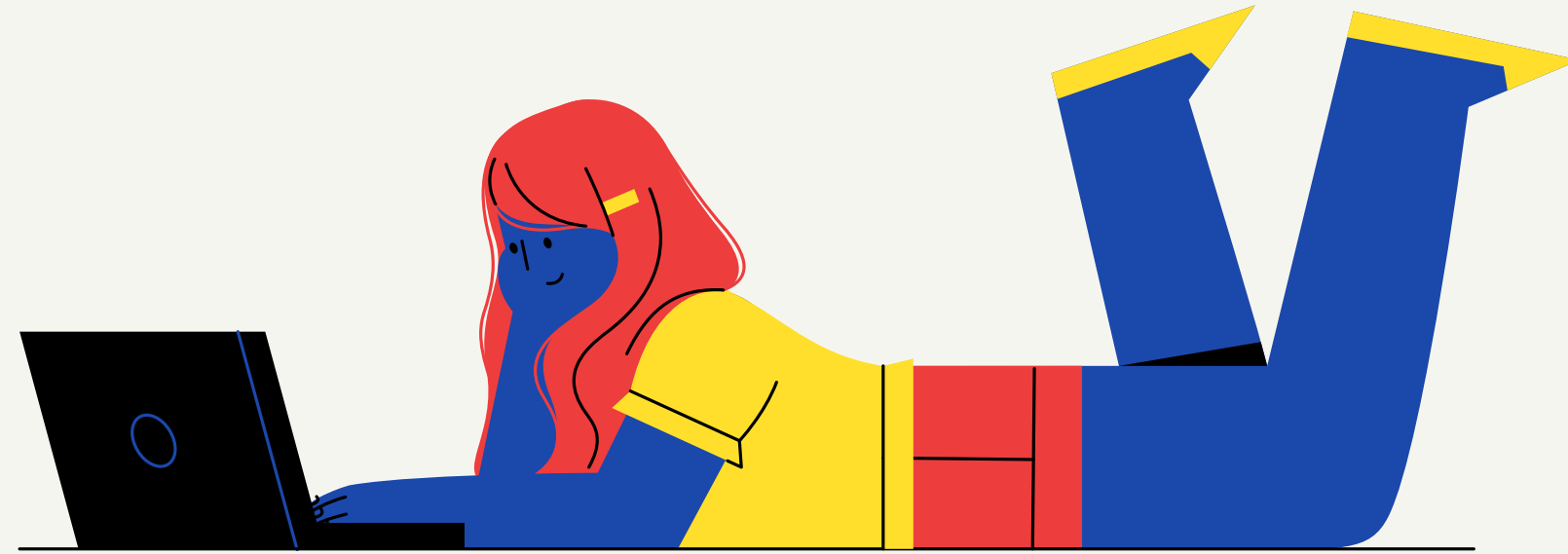


As we can see, attrition was observed in the lower job levels. This may be due to lower salaries at lower levels, kind of work assigned to them or maybe some dissatisfaction working in the organisation.

This also tells us that employees at a higher level were satisfied and loyal to the organisation.

5 Total Working Years





Conclusion



We observed that *income, overtime, business travel, job level and total working years* were the 5 major contributors to the attrition.

UNCOVERED KEY
RESEARCH TRENDS

Project highlights

The most interesting factor was business travel. Comparing to our hypothesis, it turned out that non travel resulted in attrition and not in maintaining work life balance. It even resulted in lower satisfaction among employees.

NEW UNDERSTANDING OF
THE PROBLEM

Significant discovery

Promotion, frequent travel and job satisfaction did not majorly contribute to attrition as per our hypothesis. Instead, it was working years, non travel and job level that contributed the most.

DISAGREEMENTS WITH
THESIS STATEMENT

Interpretation of findings





We'd love to hear your feedback
or suggestions for future analysis.
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Thank you.