

Visualizing Attrition

By Andrew Gossage



Q: What is Attrition?
A: It's a Problem!



The “Team”

Who am I?



Andrew Gossage

The problem

Attrition = Lost Employees / Average Employees

Attrition for all industries in 2020 was 57%*

The 2020 attrition rate for retail companies was 69.7%! *

Attrition can cause 'brain drain', higher training costs, etc.

*<https://www.bls.gov/news.release/jolts.t16.htm>



The solution

Q: Is there a solution?

A: Maybe.

A close-up photograph of a person's hand holding a purple marker, drawing on a whiteboard. The background is blurred, showing some bokeh lights. The text 'The Goal' is overlaid on the left side of the image.

The Goal

Create a tool to visualize attrition patterns and make predictions to help allocate resources.

The Process

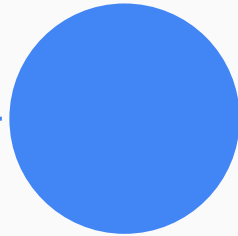
Step 1

Gather Data from
Employees



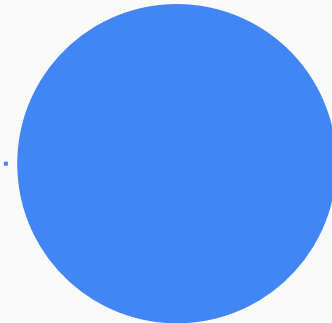
Step 2

Analyze the data and
make predictions



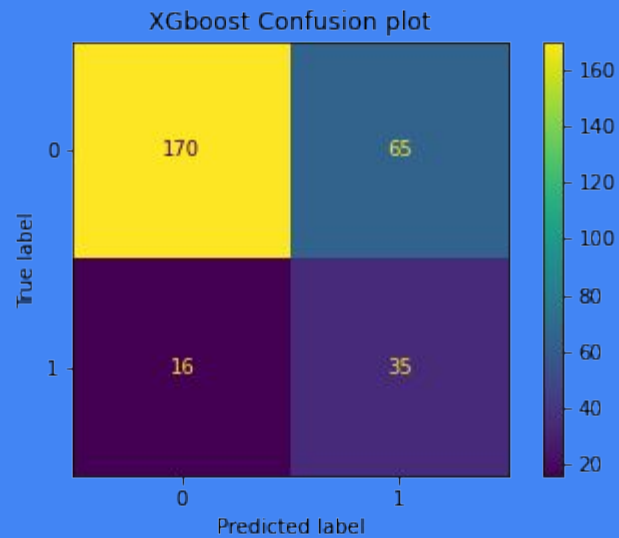
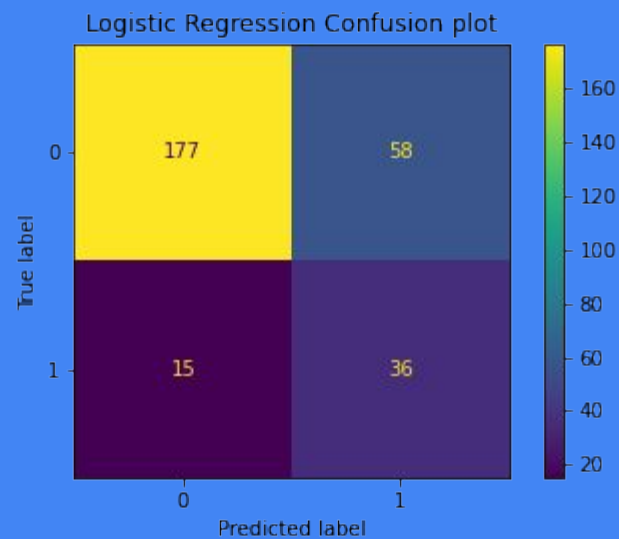
Step 3

Visualize the data and
predictions for better
decision making.





Demonstration



Custom Voting Logreg + XGBoost

