

● Distribution

● Incomes and rate

● Happiness and attrition

● P&P attributes and attrition

● Education, evolution and attrition

● Travel and attrition

● Conclusion



1470
Employees



1233
Current employees
83,9 %



237
Former employees
16,1 %

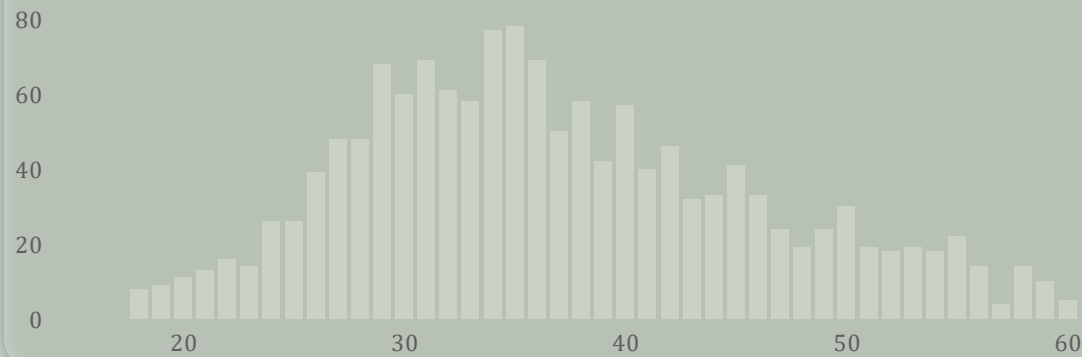


588
Females
40 %

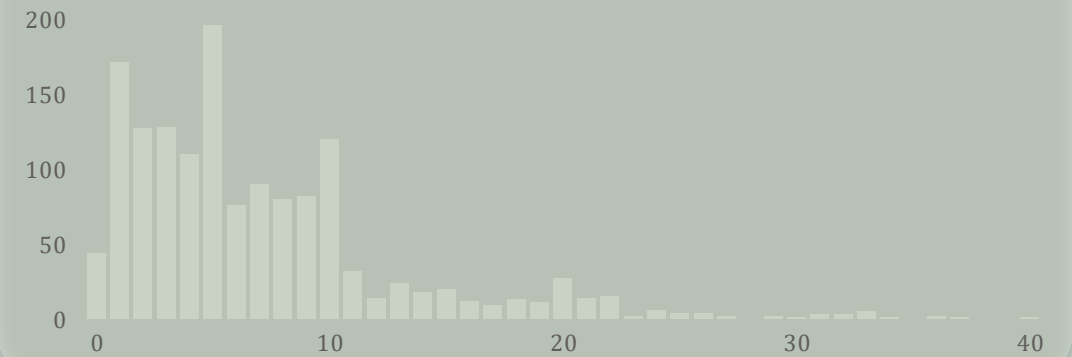


882
Males
60 %

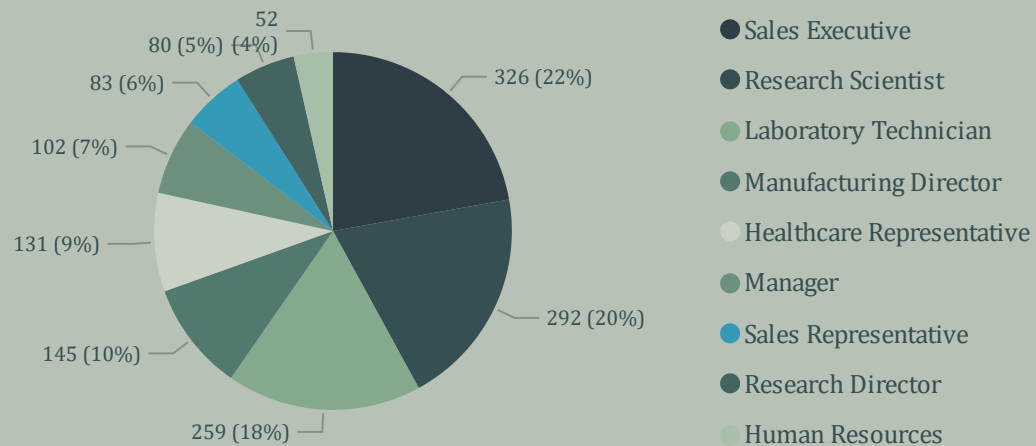
Age repartition



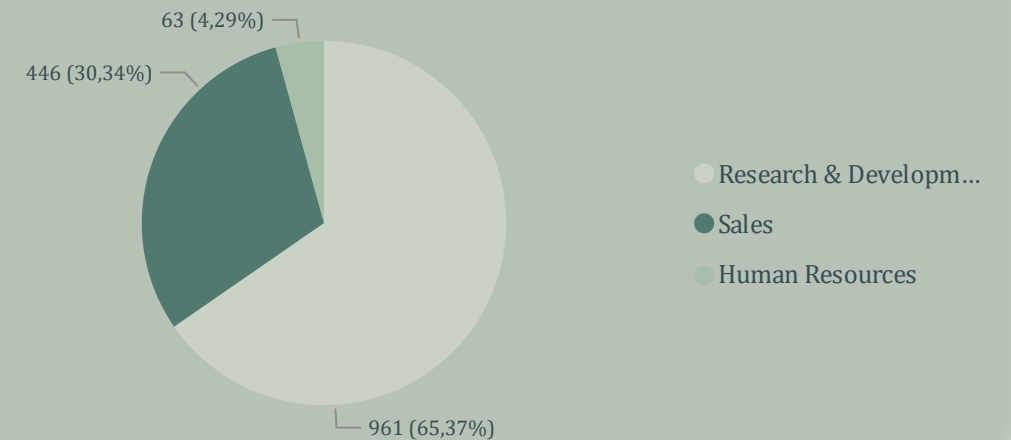
Seniority



Roles



Departments



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● Incomes and rate

9,56M
Total monthly incomes

6,5K
Average income

4,9K
Median income

1,0K
Minimum income
Research Scientist

20,0K
Maximum income
Manager

● Happiness and attrition

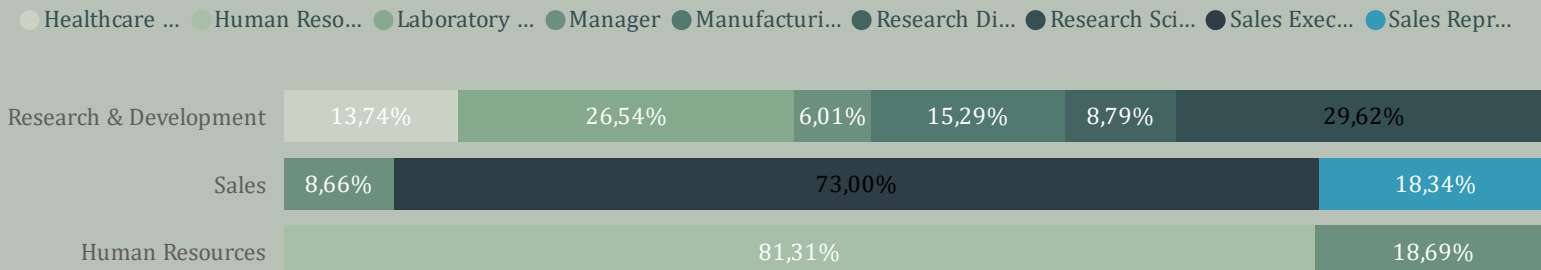
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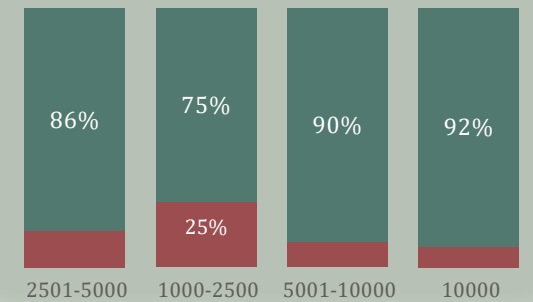
● Travel and attrition

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Rate distribution



Monthly income and attrition



21,04M
Total monthly rate

14,3K
Average rate

14,2K
Median rate

2,1K
Minimum rate
Healthcare Representative

27,0K
Maximum rate
Research Scientist

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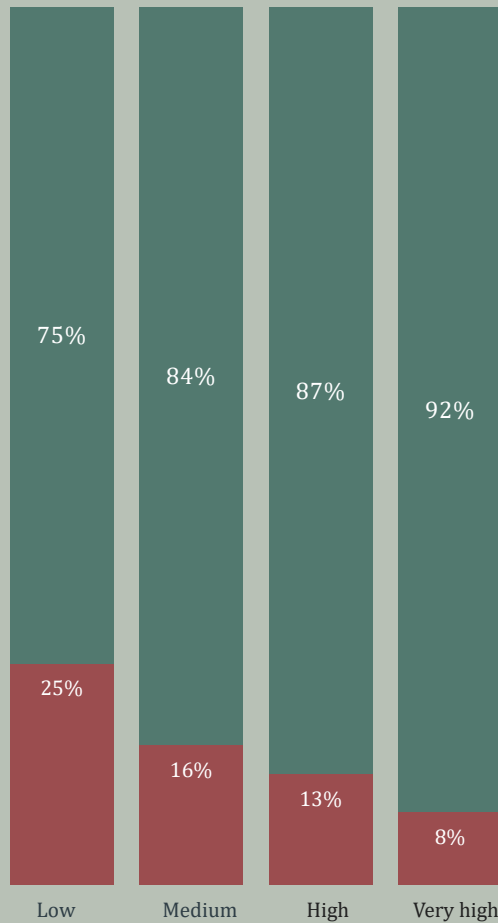


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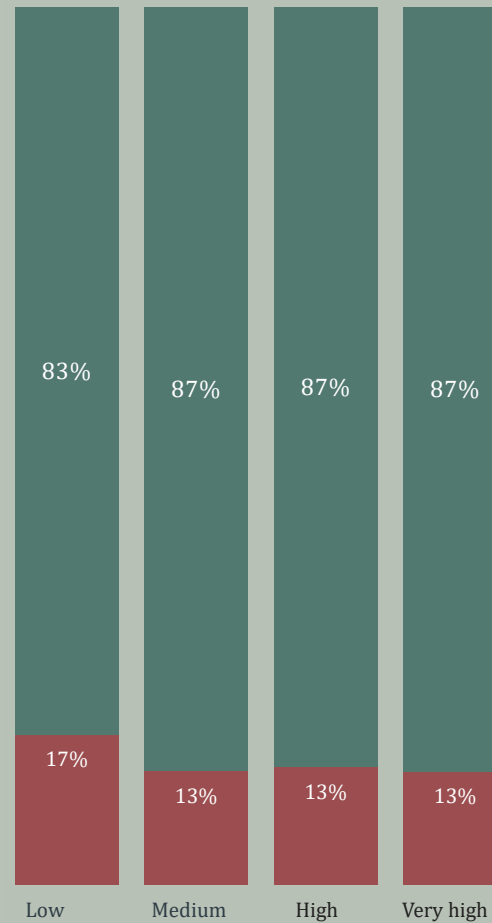


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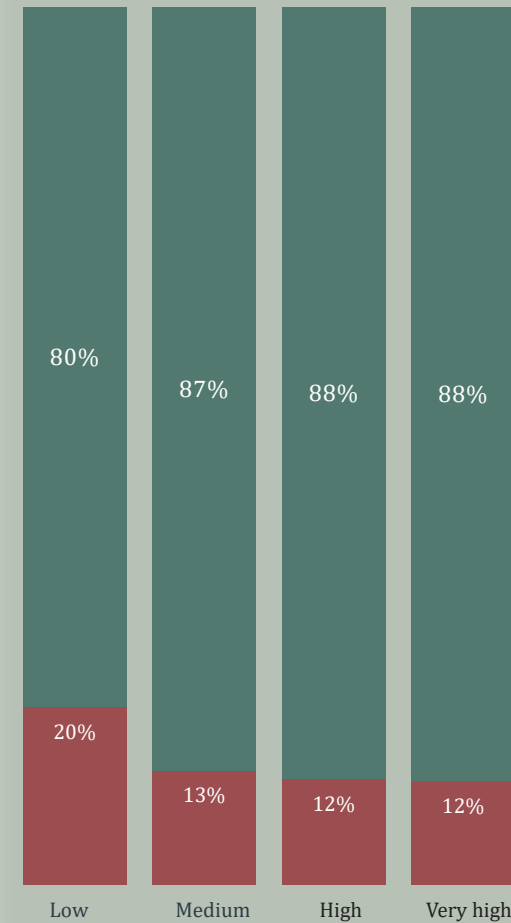
Job involvement



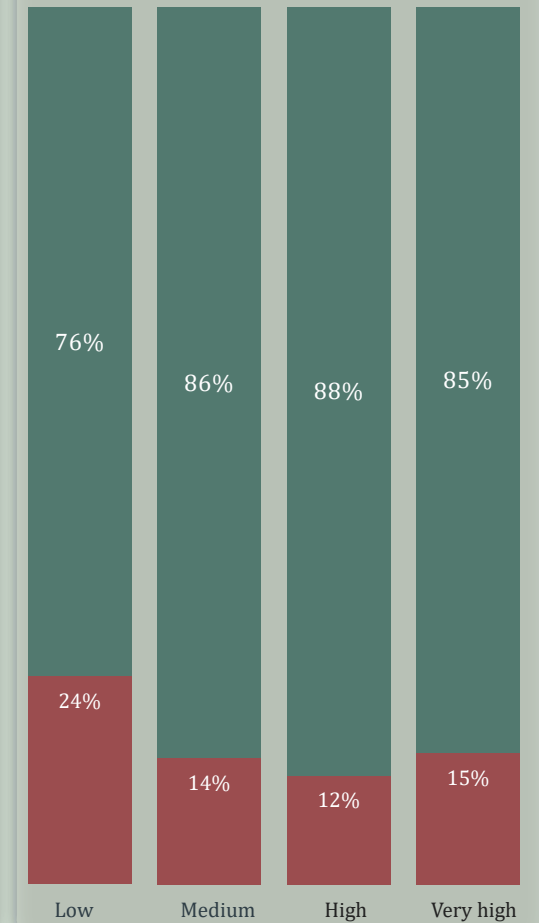
Relationship satisfaction



Environment satisfaction



Work-life balance



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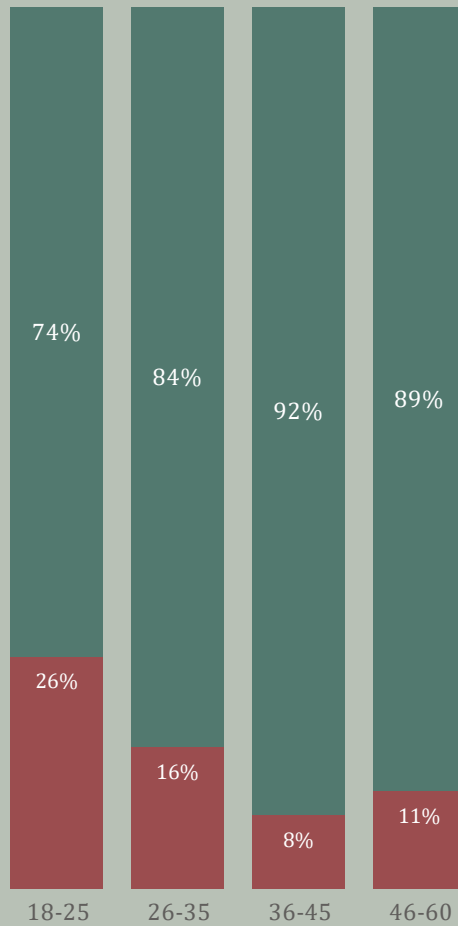


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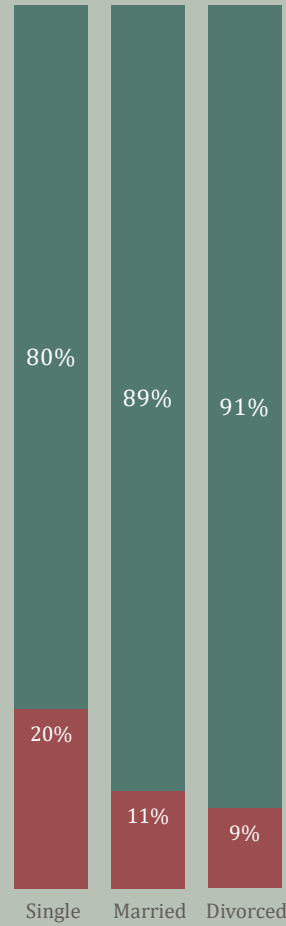


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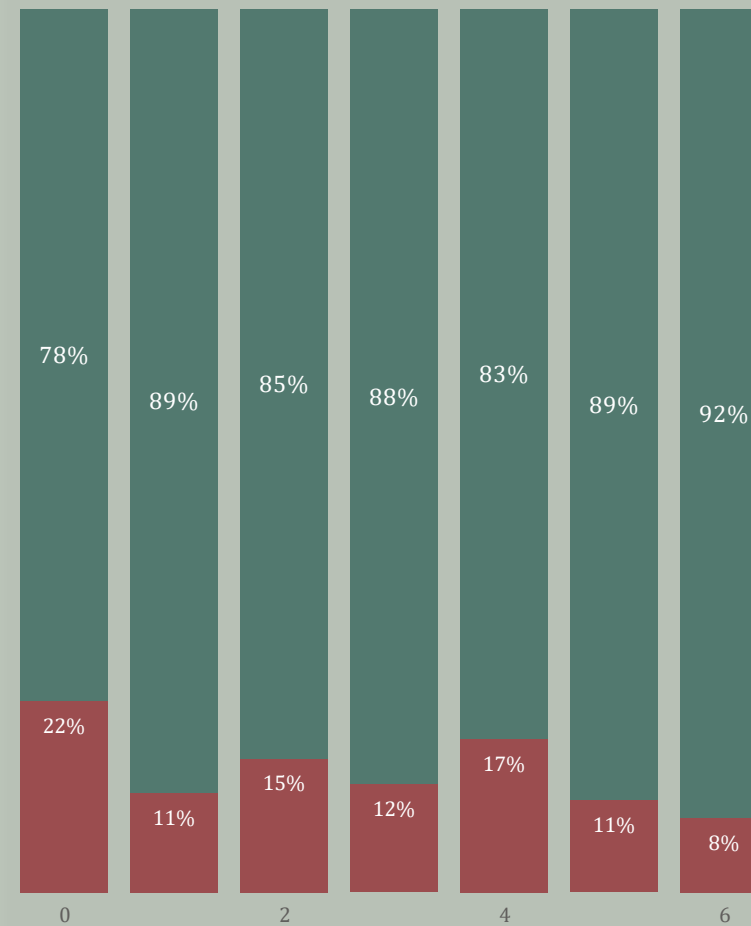
Age



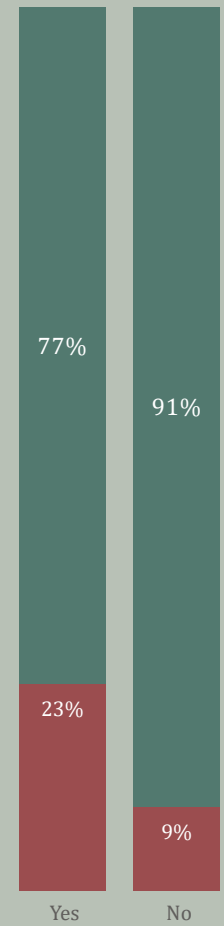
Marital status



Training times last year



Working overtime



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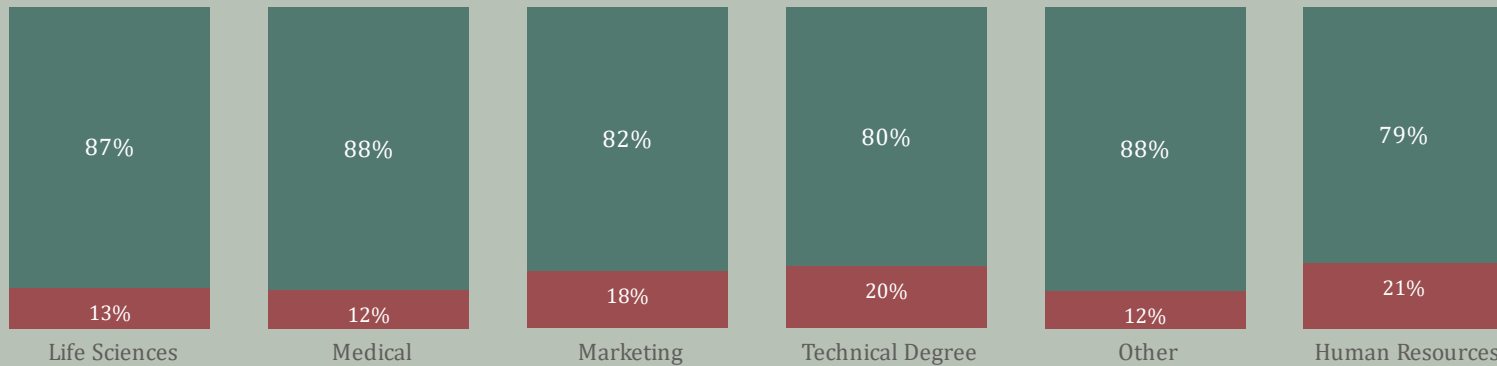


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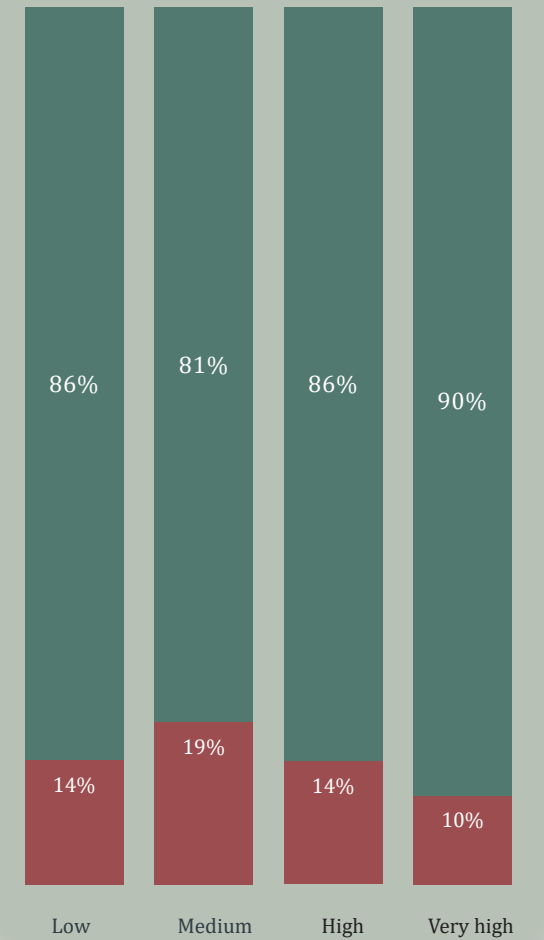


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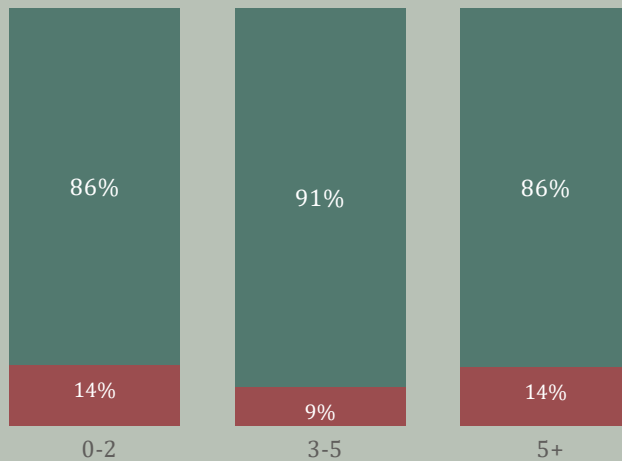
Education field



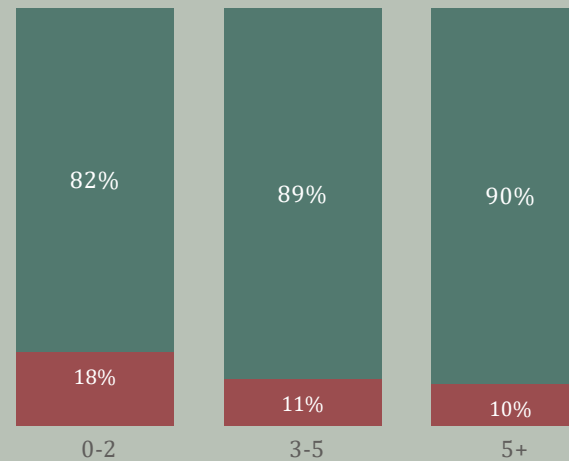
Job satisfaction



Years since last promotion



Years with current manager



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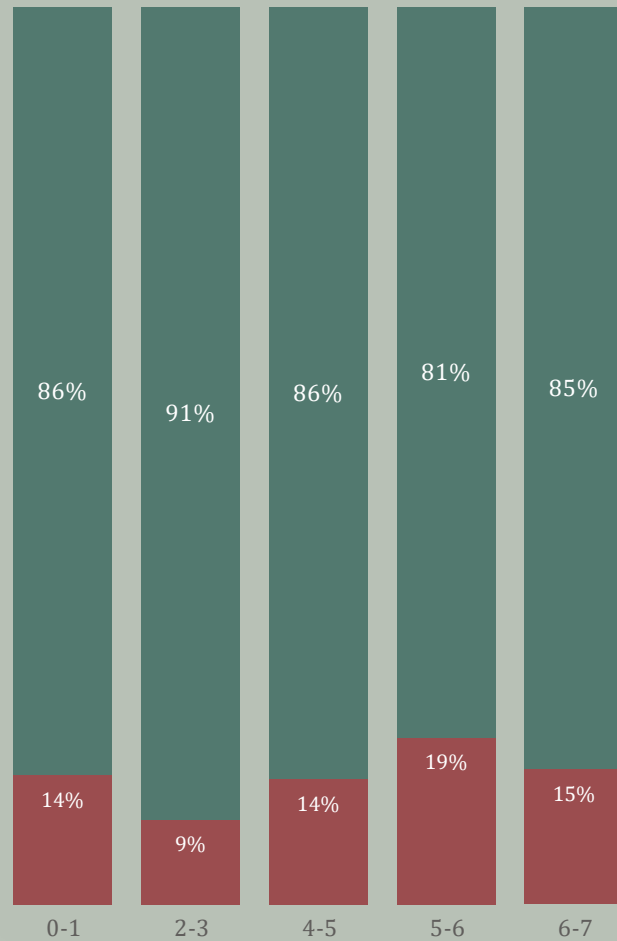


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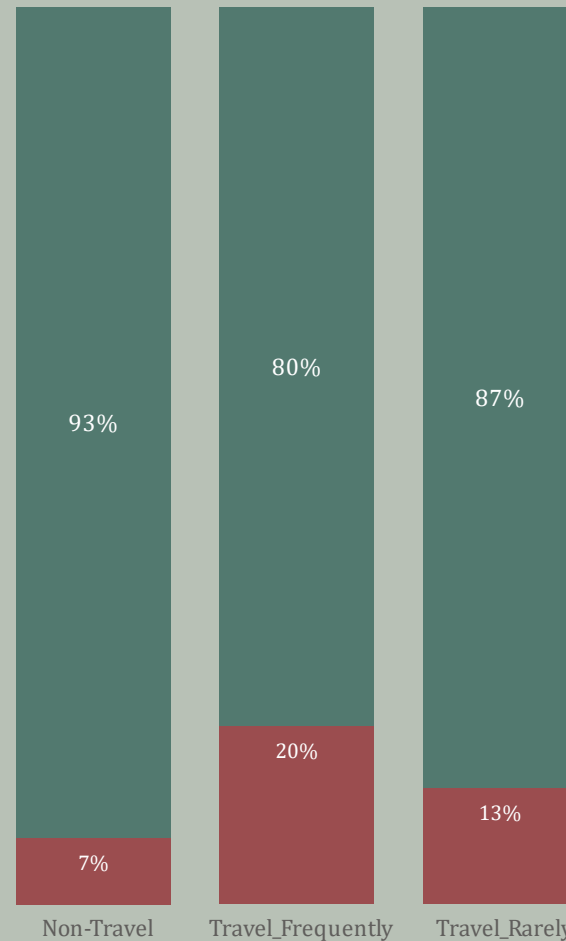


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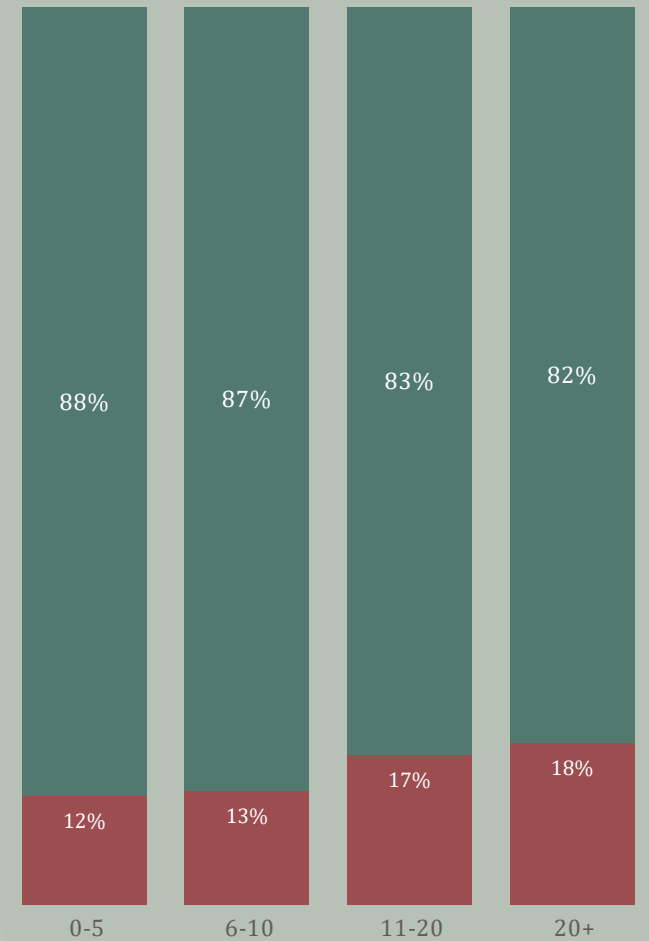
Number of companies worked for



Business travel



Distance from home



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After analyzing the 35 variables related to our **1470 employees**, we can draw some insights into the elements that have the greatest impact on **attrition** in our company.

Low job involvement, **low environmental satisfaction**, and **work-life balance** are significant **causes of attrition**, with rates ranging between 20% and 25%. Other key factors include the **absence of training opportunities** during the past year, **frequent business travel**, and **overtime work**. A **monthly salary under 5000 \$** does not allow employees to be retained.

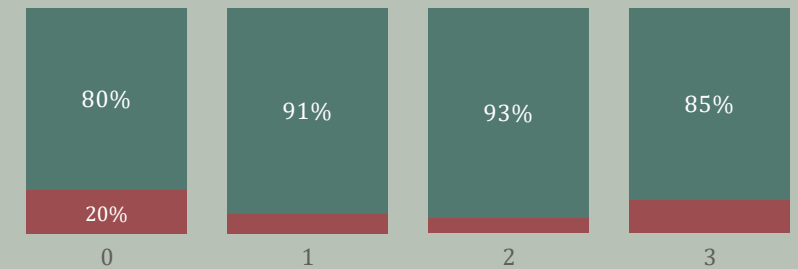
However, professional factors are not the only ones linked to **high attrition**. **Younger employees** are more likely to leave, as are those who are **single** (this is correlated with young people, just as low stock options correlate with seniority). Unsurprisingly, the **farther** employees live from their workplace, the more likely they are to leave.

On the other hand, some variables might have been expected to strongly correlate with attrition, but that is not the case. Factors such as percentage salary hikes, job satisfaction, performance ratings, the number of companies previously worked for, and years without promotion do not show a clear relationship with higher attrition rates.

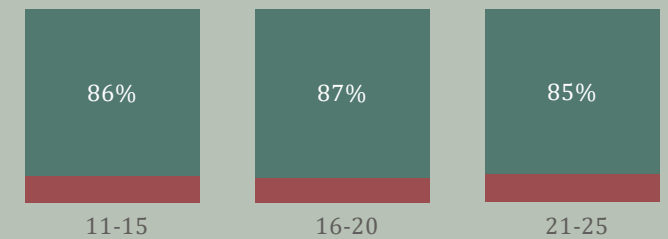
To **reduce attrition** and its associated costs, the company will need to focus on several key areas for improvement:

- **Promote work-life balance** to reduce mental fatigue by introducing more flexible work arrangements or wellness programs.
- **Monitor overtime hours**, improve workload distribution, and analyze staffing needs to ensure employees are not overburdened.
- **Provide regular training opportunities** to help employees feel supported in their professional growth and skill development.
- **Reassess travel requirements** by increasing the use of virtual meetings and offering incentives for frequent travelers.
- **Enhance job involvement and environmental satisfaction** by conducting surveys to identify and address specific employee concerns.
- **Support younger employees and foster loyalty** to prevent talented individuals from leaving for other companies.

Stock option level



Percent salary hike



Performance

