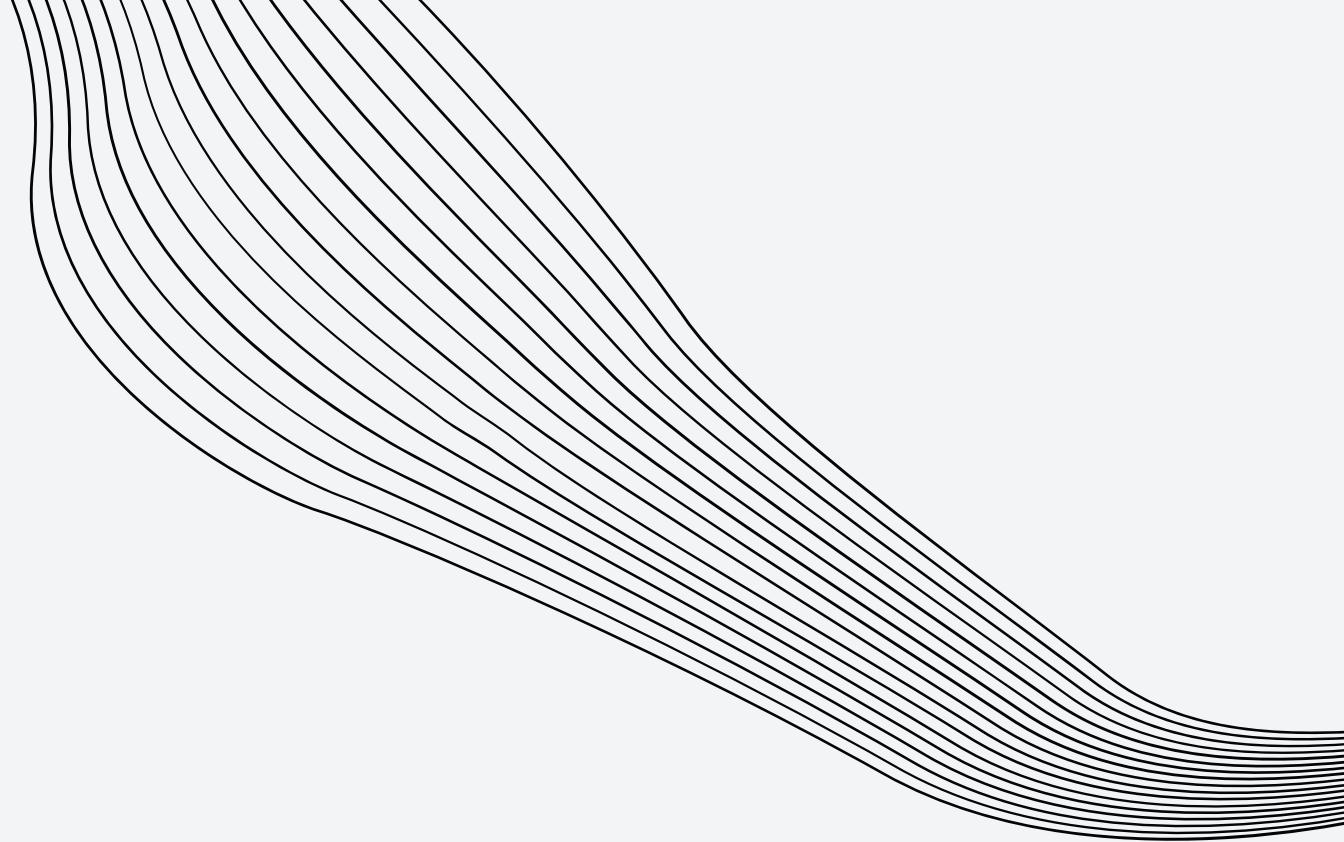


UNIFIED MENTOR PVT.LTD

EMPLOYEE ATTRITION ANALYSIS

BY: ASTER NATHAN

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 - 03** EXPLORATORY DATA ANALYSIS
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01.

INTRODUCTION &

OBJECTIVE

INTRODUCTION

- Employee attrition analysis is a critical component of workforce management and organizational strategy, focused on understanding and mitigating the departure of employees from a company.
- This multifaceted analysis involves examining the factors and patterns associated with employee turnover, seeking insights into why employees leave, when they leave, and how their departure impacts the organization.
- By delving into aspects such as job satisfaction, career development opportunities, organizational culture, and external market trends, businesses can identify potential areas for improvement and implement targeted retention strategies.
- Employee attrition analysis plays a pivotal role in fostering a positive work environment, enhancing employee engagement, and ultimately contributing to the long-term success and stability of an organization's human capital.
- Attrition analysis is not solely retrospective but serves as a strategic tool for workforce planning, succession management, and talent acquisition.
- In today's competitive business landscape, where talent retention is a key driver of organizational success, a comprehensive employee attrition analysis is indispensable for cultivating a resilient and high-performing workforce.

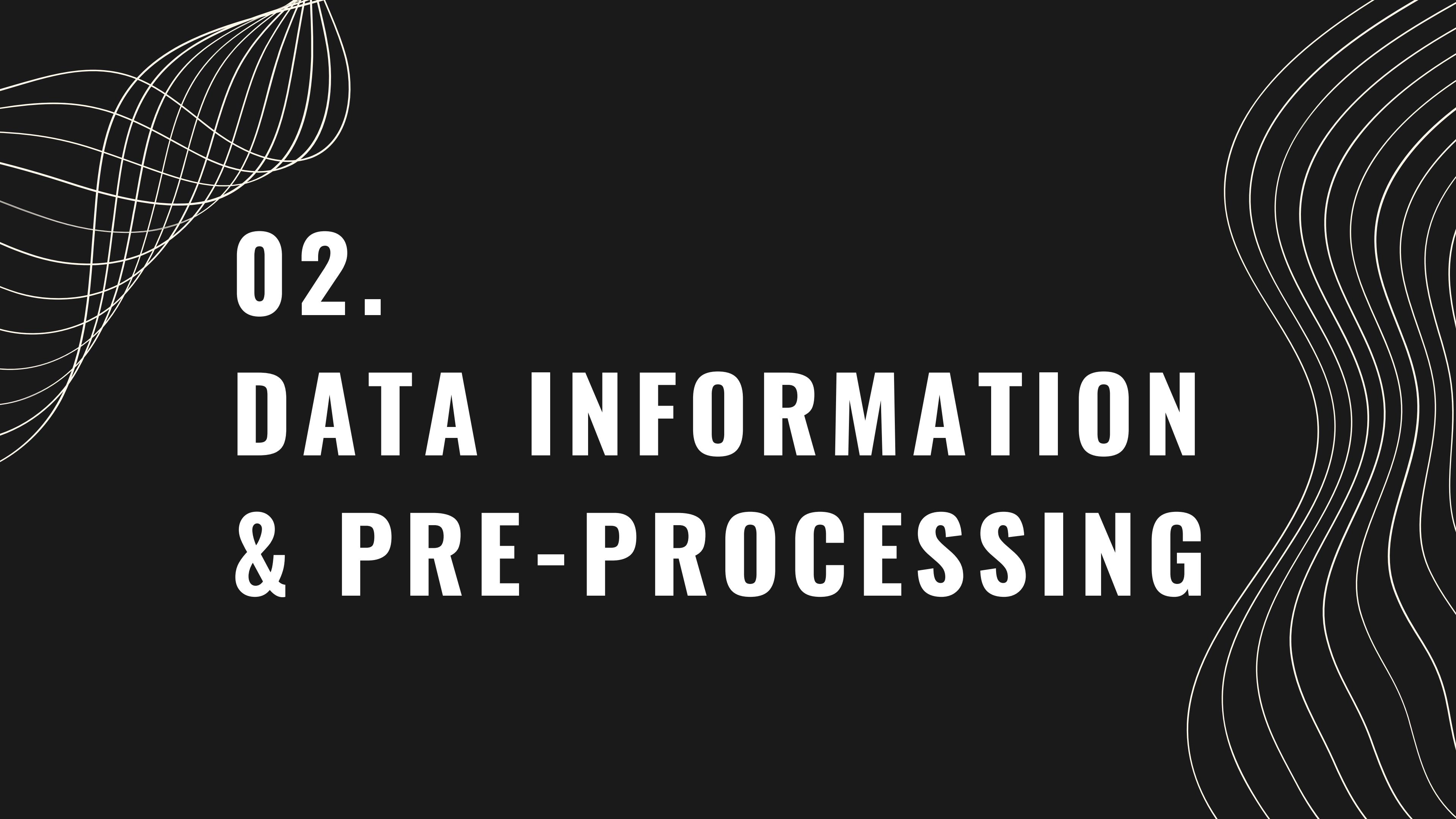
PROBLEM STATEMENT & PROJECT OBJECTIVE

PROBLEM STATEMENT:

- XYZ company which was established a few years back is facing around a 15% attrition rate for a couple of years. And it's majorly affecting the company in many aspects. In order to understand why employees are leaving the company and reduce the attrition rate XYZ company has approached an HR analytics consultancy for analyzing the data they have.
- You are playing the HR analyst role in this project and building a dashboard which can help the organization in making data-driven decisions.

PROJECT OBJECTIVE:

- The primary objective of this project is to conduct a comprehensive analysis of employee attrition within the organization.
- The aim is to identify key factors influencing employee turnover, understand the patterns and trends associated with attrition, and develop actionable insights for proactive talent retention strategies.
- The ultimate goal is to contribute to a resilient and high-performing workforce that aligns with the organization's overall mission and sustains its success in a competitive business environment.



02.

DATA INFORMATION & PRE-PROCESSING

DATA INFORMATION

- The Data was provided to us by the Unified Mentor Internship team.
- The Dataset consisted of categorical attributes like Business Travel, Department, Education Field, Gender, Job Role and Marital Status.
- The Numerical Attributes of the dataset included Age, Distance from Home, Education, Job Level and Monthly Income.
- The dataset however, also contained numerical categorical attributes like Number of Companies Worked, Stock Options, Total Working Years, Training Times Last Year, Years at Company, Years Since Last Promotion, Years with Current Manager, Environment Satisfaction, Job Satisfaction, Work Life Balance, Job Involvement and Performance Rating.
- The target variable of this project is the Attrition column which includes the data whether the employee left or stayed.

DATA PRE-PROCESSING

IDENTIFYING NULL VALUES

NumCompaniesWorked	19
Over18	0
PercentSalaryHike	0
StandardHours	0
StockOptionLevel	0
TotalWorkingYears	9
TrainingTimesLastYear	0
YearsAtCompany	0
YearsSinceLastPromotion	0
YearsWithCurrManager	0
EnvironmentSatisfaction	25
JobSatisfaction	20
WorkLifeBalance	38

- Null Values are the missing values that found in the dataset.
- Null Values affect the analysis process and may lead to inaccurate insights.
- The Null values in the dataset was found in several columns like:
 - No. Companies Worked.
 - Environment Satisfaction.
 - Job Satisfaction.
 - Work Life Balance

DEALING WITH NULL VALUES

```
#FILLING THE NULL VALUES WITH mode() AND median()
#IN ORDER TO FILL THE QUANTITATIVE VALUES, WE NEED TO FILL IT WITH THE mode() VALUES
df['NumCompaniesWorked'].fillna(df['NumCompaniesWorked'].mode()[0],inplace = True)

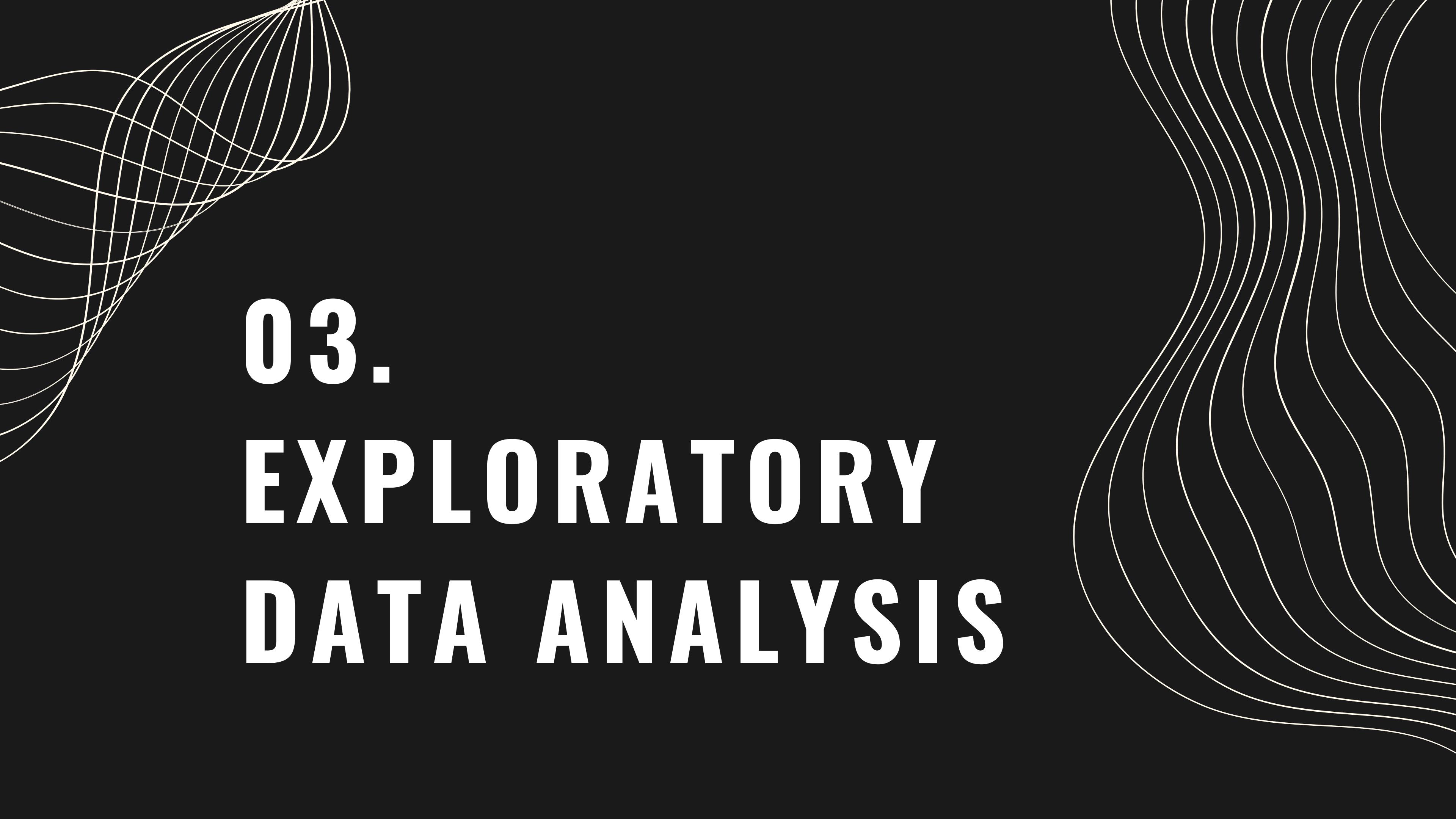
#IN ORDER TO FILL THE QUALITATIVE VALUES, WE NEED TO FILL IT WITH THE median() VALUES
df['TotalWorkingYears'].fillna(df['TotalWorkingYears'].median(),inplace = True)
df['EnvironmentSatisfaction'].fillna(df['EnvironmentSatisfaction'].median(),inplace = True)
df['JobSatisfaction'].fillna(df['JobSatisfaction'].median(),inplace = True)
df['WorkLifeBalance'].fillna(df['WorkLifeBalance'].median(),inplace = True)
```

- The major step in dealing with Null Values is Filling it with the appropriate values so as to maintain the integrity of the dataset.
- In this project, all of the Qualitative attributes were filled with the mode attribute.
- The Quantitative attributes were filled with the median attributes.
- This process fills the Null Values and help in avoiding inaccurate insights.

FEATURE ENGINEERING

```
df = df.drop('Over18',axis = 1)
```

- Dropping unwanted Values in the dataset plays a crucial role in maintaining the data normalization.
- In our dataset, the Over18 attribute was an unwanted attribute as the employees legal age is 18 and the attribute consisted of only one type of value that is YES, which led to me disregarding the attribute and dropping it from our dataset.



03.

EXPLORATORY

DATA ANALYSIS

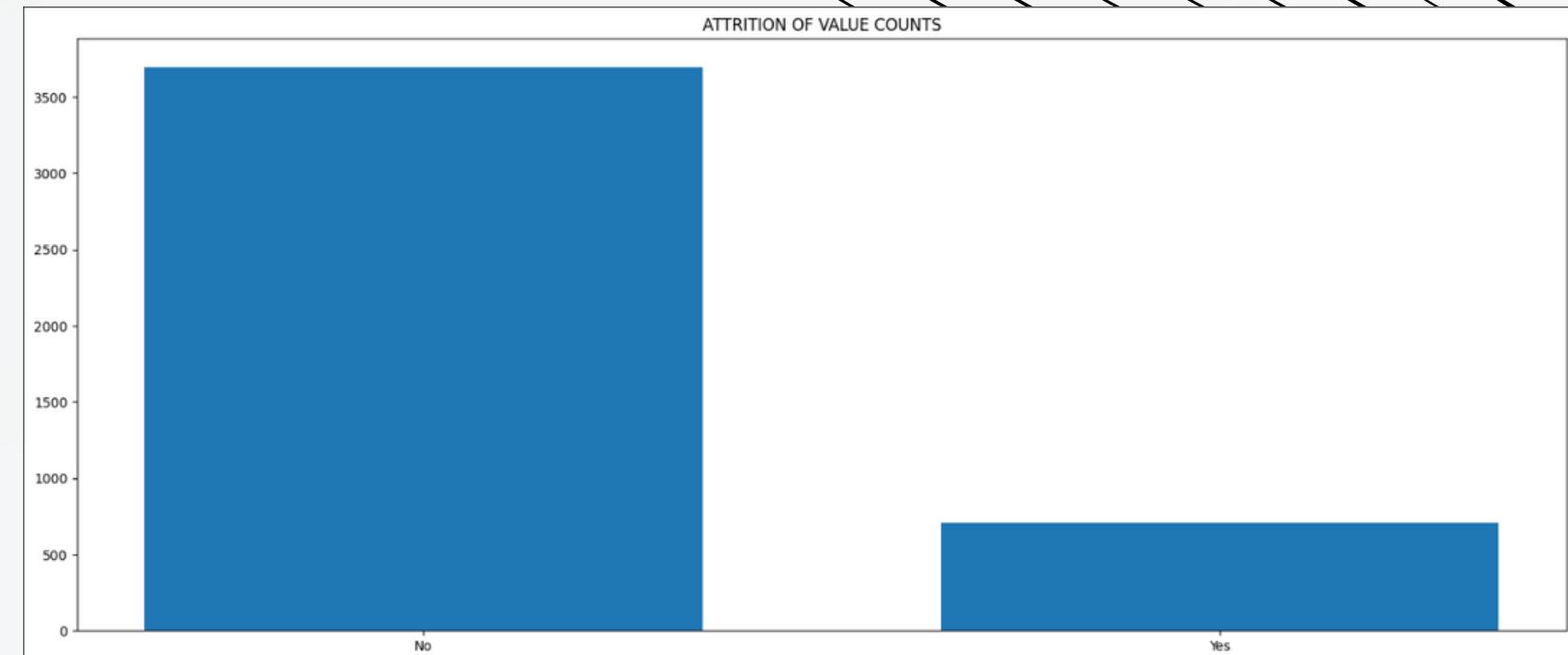
EXPLORATORY DATA ANALYSIS

- Exploratory Data Analysis (EDA) plays a pivotal role in the employee attrition analysis project by providing an initial and in-depth understanding of the dataset.
- Through EDA, we aim to uncover patterns, relationships, and potential insights that will guide our subsequent analyses. This involves visualizing key variables such as employee satisfaction, performance metrics, and tenure to identify any discernible trends.
- EDA allows us to assess the distribution of variables, detect outliers, and explore potential correlations between different factors and the likelihood of attrition.
- By delving into EDA, we pave the way for more targeted and informed analyses, laying the groundwork for actionable strategies to mitigate employee attrition and enhance overall workforce stability.

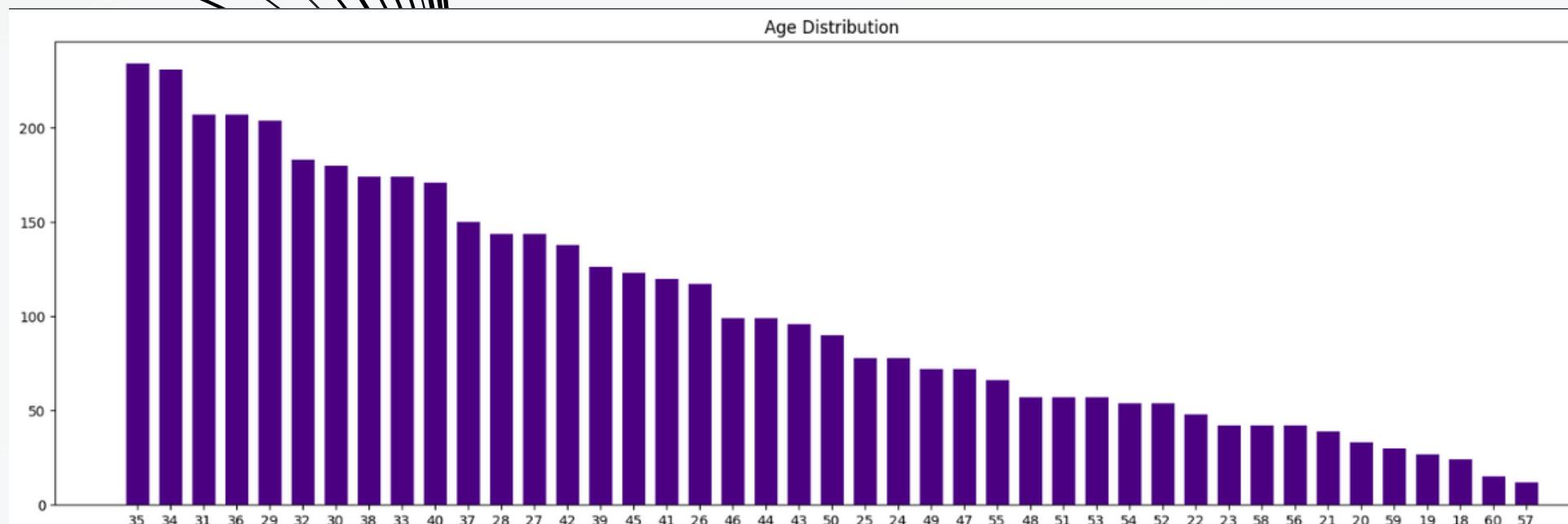
VALUE COUNTS OF ATTRITION

The general Attrition Rate by the organization shows that

- Approximately **83%** of the **Employee were retained**
- Only **17%** of the Employees **Left the Organization.**

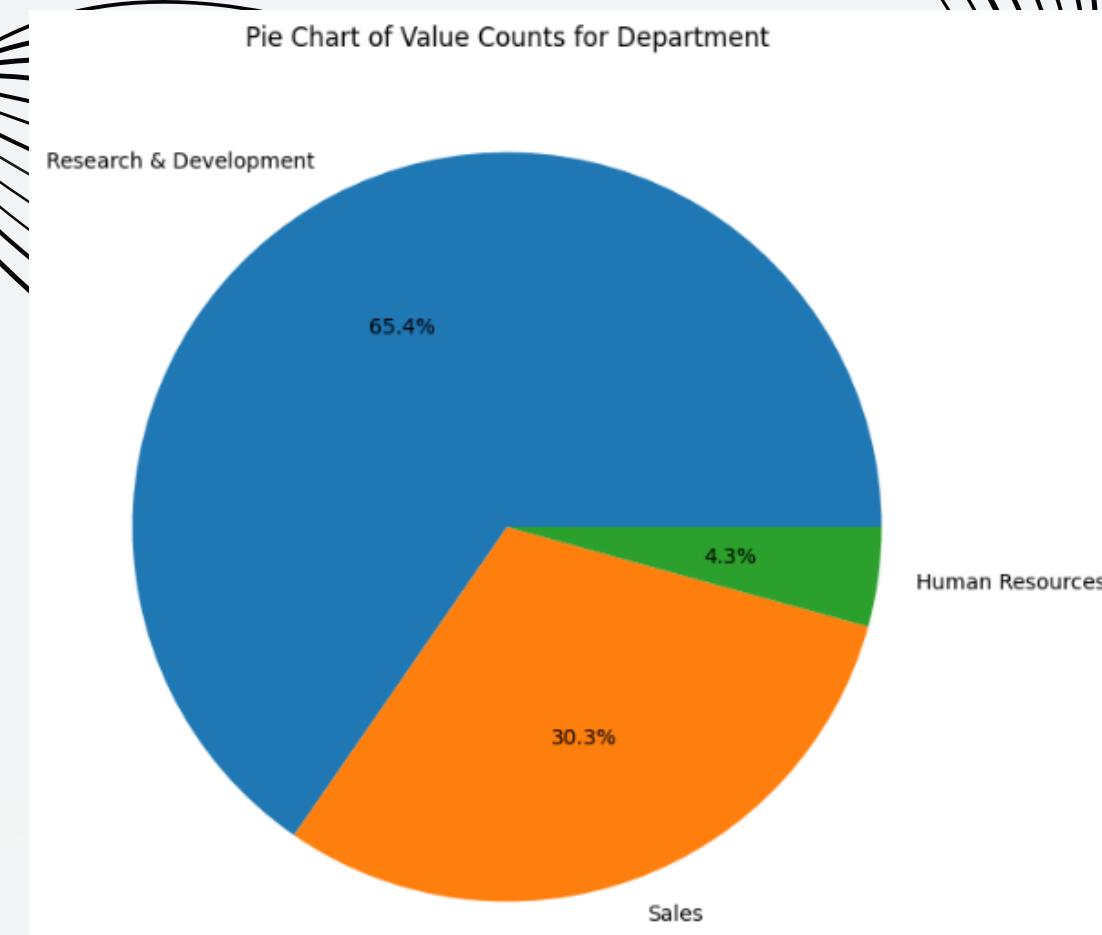


AGE WISE DISTRIBUTION



- The Employees who work within the organization have an **Average age of 36**.
- The most count of Employees range from **ages 29 - 40**.
- The least count of Employees within XYZ organization are the Entry Level Employees and the Senior Tenured Employees with ages **ranging from 18-20 and 55-60**.

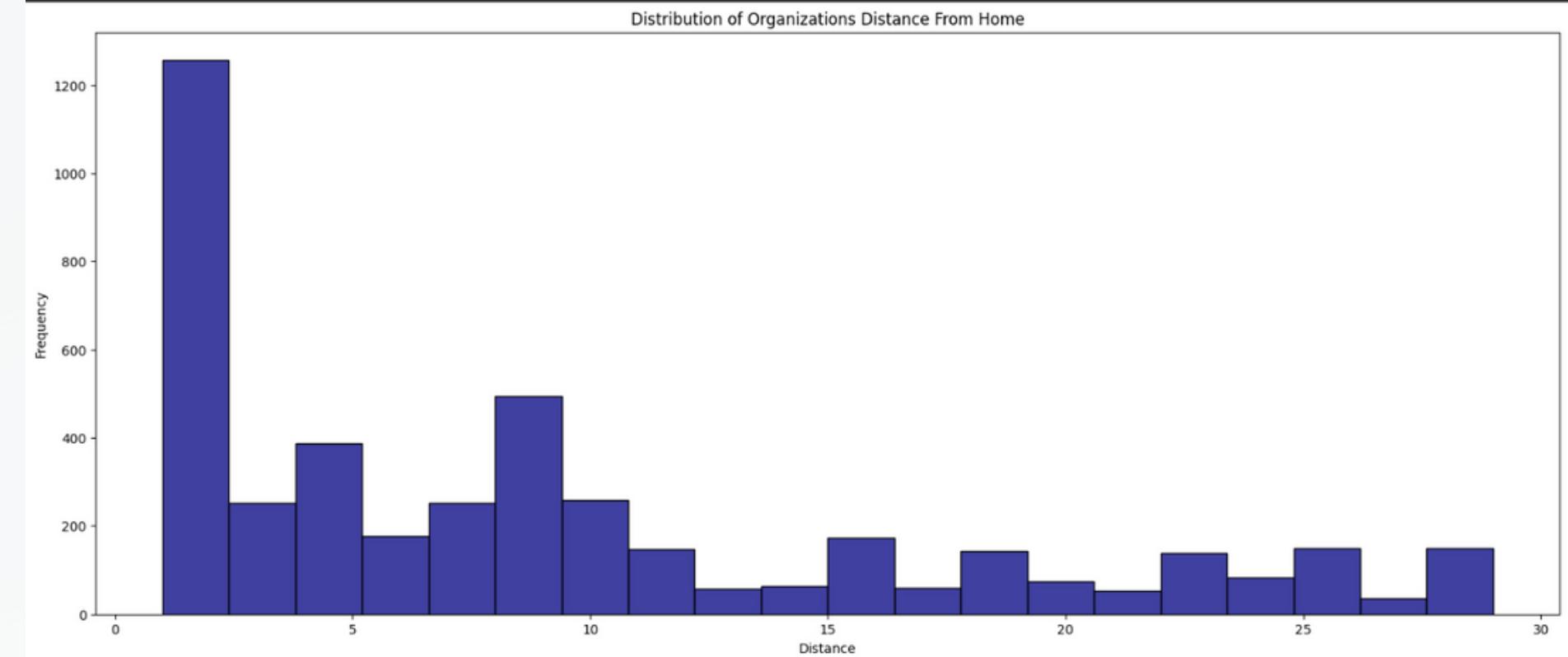
VALUE COUNTS OF DEPARTMENT



- More than **65%** of the Employees within the Organization belong to the **Research and Development Department**.
- **30%** of the Employees belong to the **Sales Department**.
- Only **4.3%** of the Employees belong to the **Human Resources Department**

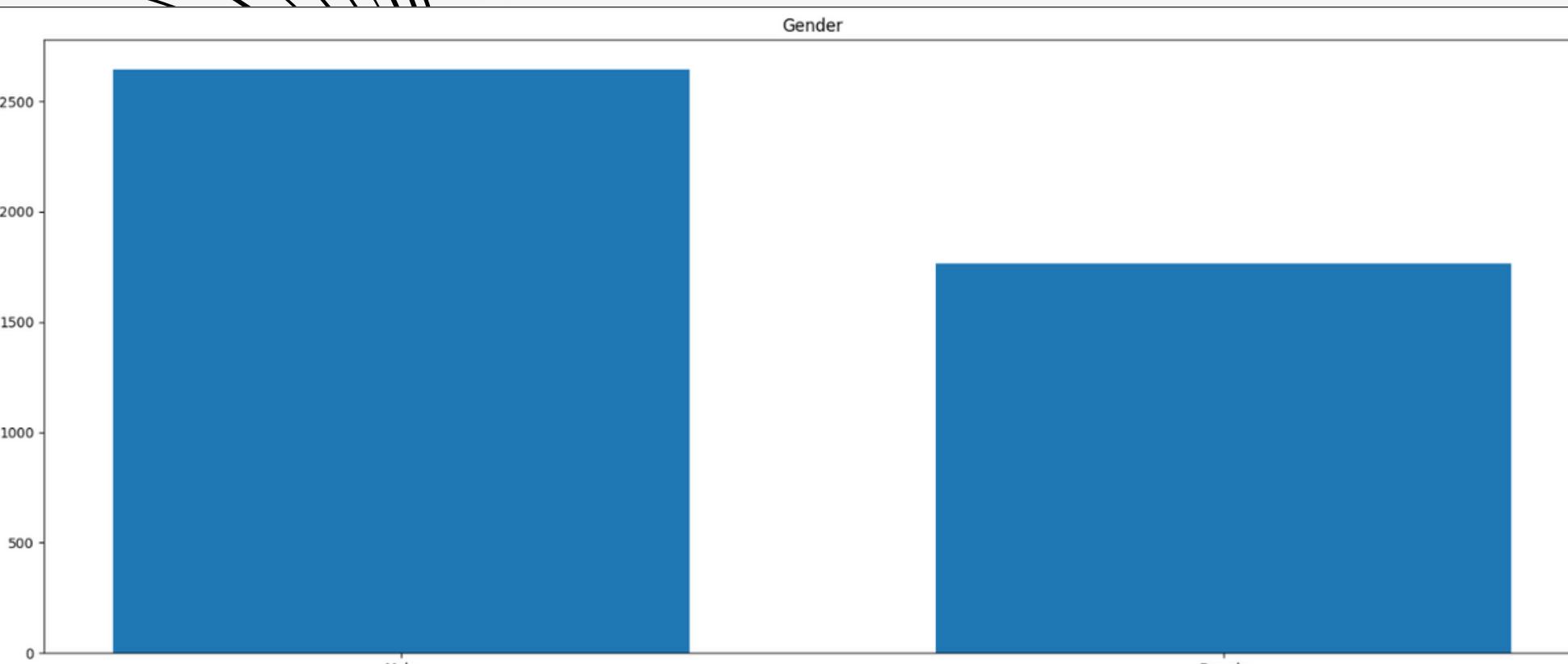
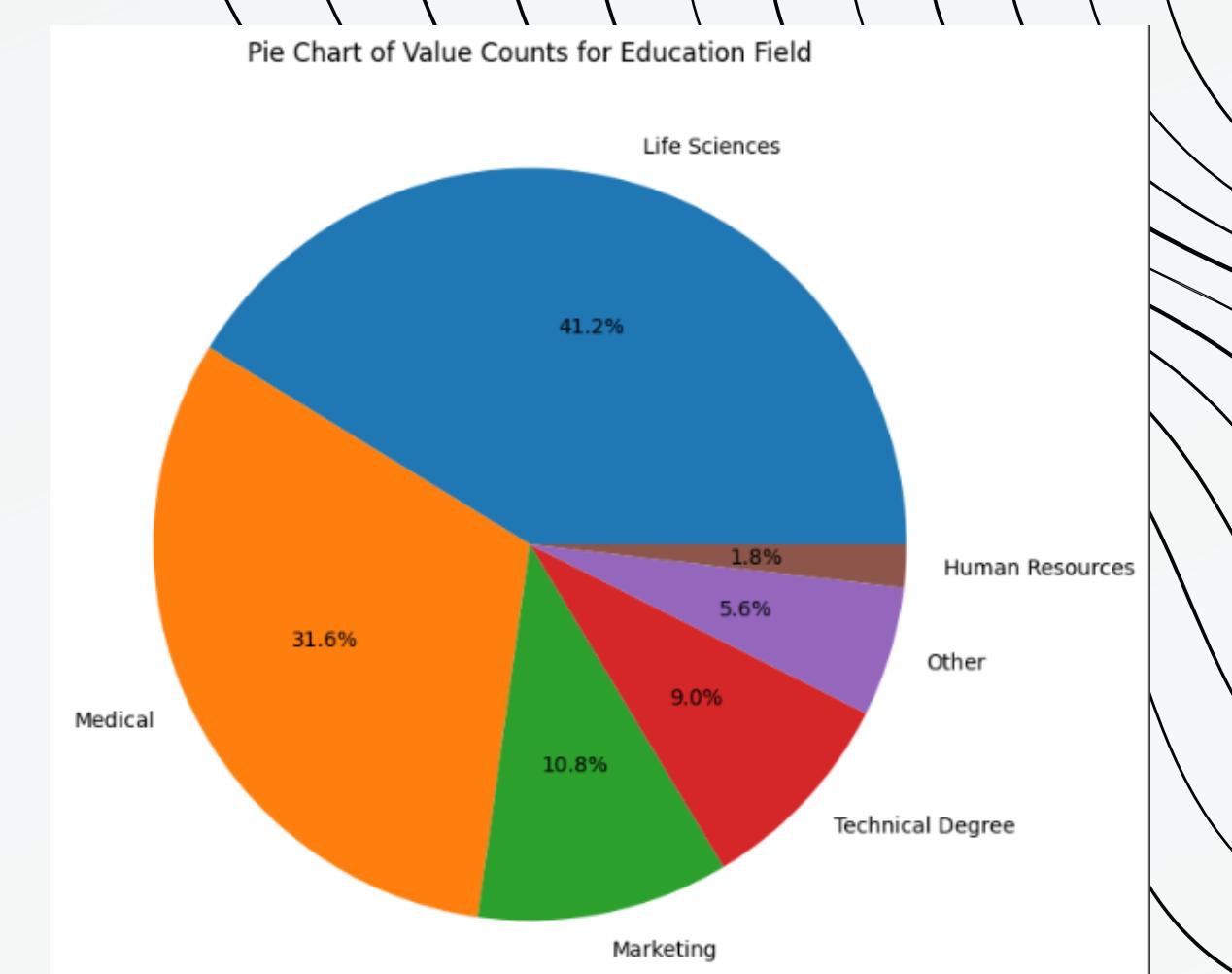
DISTRIBUTION OF ORGANIZATIONS DISTANCE FROM HOME

- The Highest amount of Distribution is observed between **0 to 10 Kilometers** radius.
- Lowest Amount of Distribution is observed between **10 to 30 Kilometers**.



DISTRIBUTION OF EDUCATION FIELD

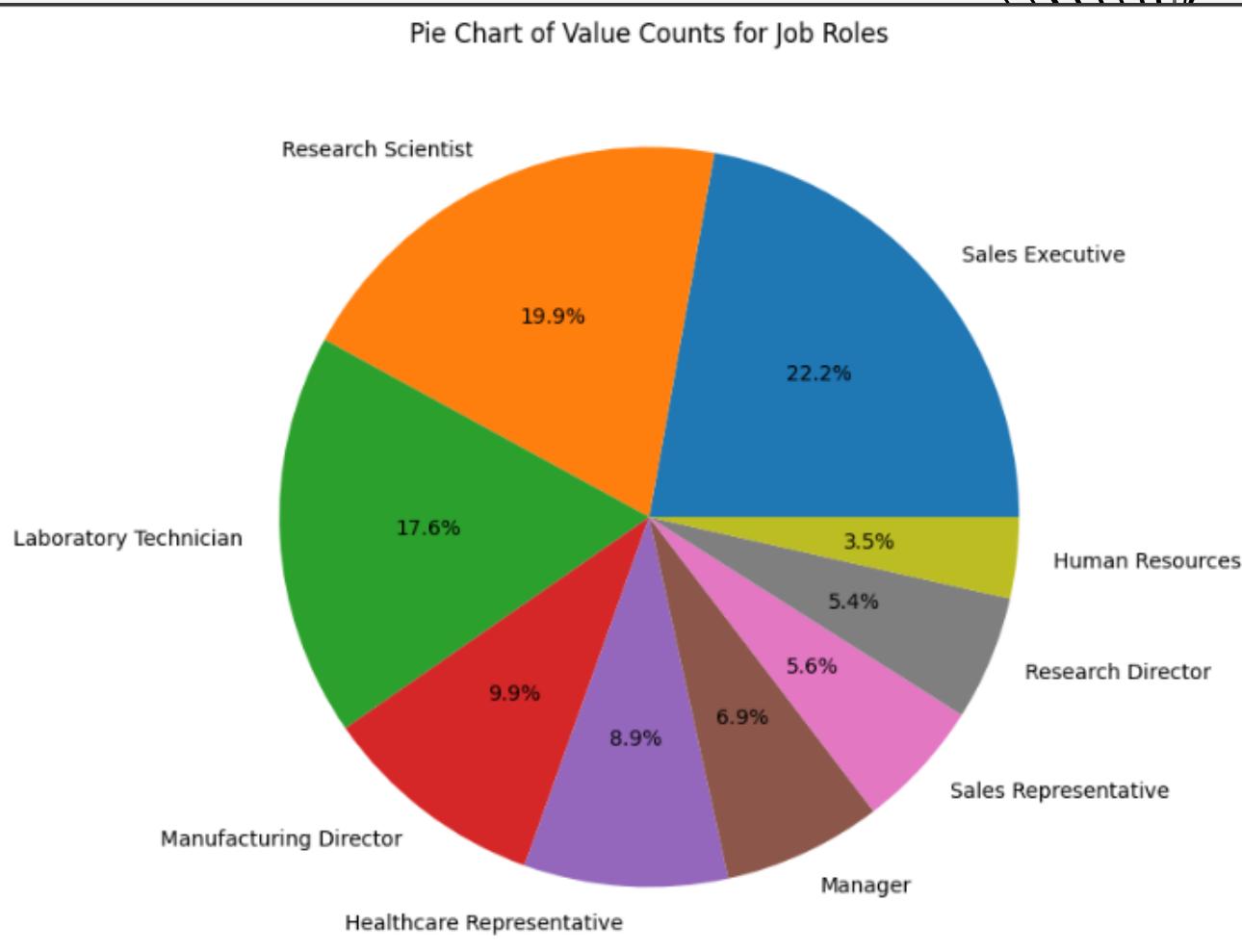
- More than **41%** of the Employees come from the **Life Sciences** field.
- Around **32%** of the Employees belong from the **Medical** field.
- **10%** of the Employees belong to the **Marketing** field.
- **9%** of the Employees have a **Technical Degree**.
- Approximately **6%** come from **Other Education background**.
- Only **1.8%** of the Employees have completed their Education in the **Human Resources** field.



GENDER WISE DISTRIBUTION

- **60%** of the Employees working within the organization are **Male**.
- **40%** of the Employees working within the organization are **Female**.

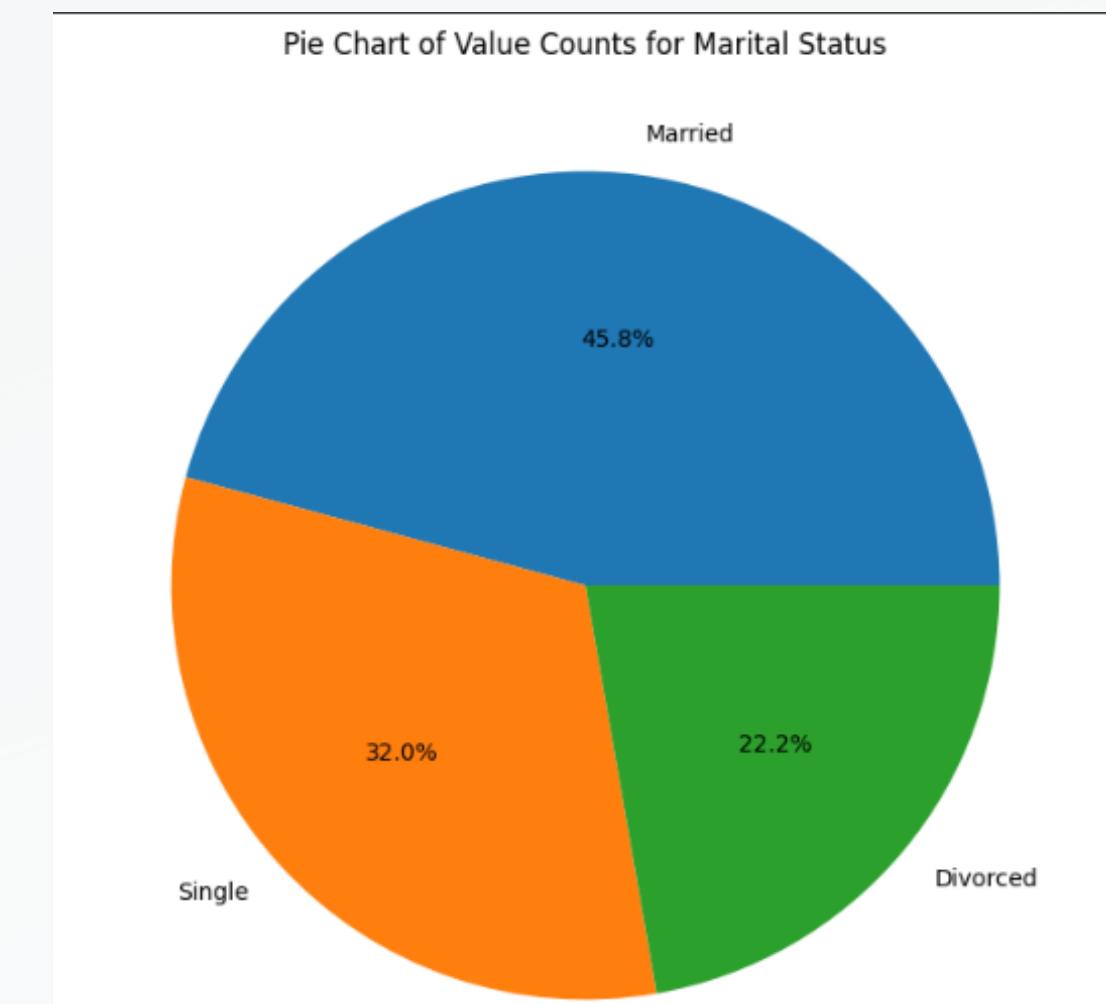
VALUE COUNTS OF DEPARTMENT



- The highest distribution of the Employees within the organization is of a **Sales Executive** with **22.2%**.
- Research Scientist** had the second highest distribution of **19.9%**.
- Laboratory Technician** had the third highest distribution of **17.6%**.
- Manufacturing Director** had **9.9%** of the distribution.
- Healthcare Representative** had **8.9%** of the distribution.
- Manager** had a distribution of **6.9%**.
- Sales Representative** contributed to **5.6%** of the distribution.
- Research Director** had the second least distribution of **5.4%**.
- The **Human Resources** employees had the least distribution of **3.5%**.

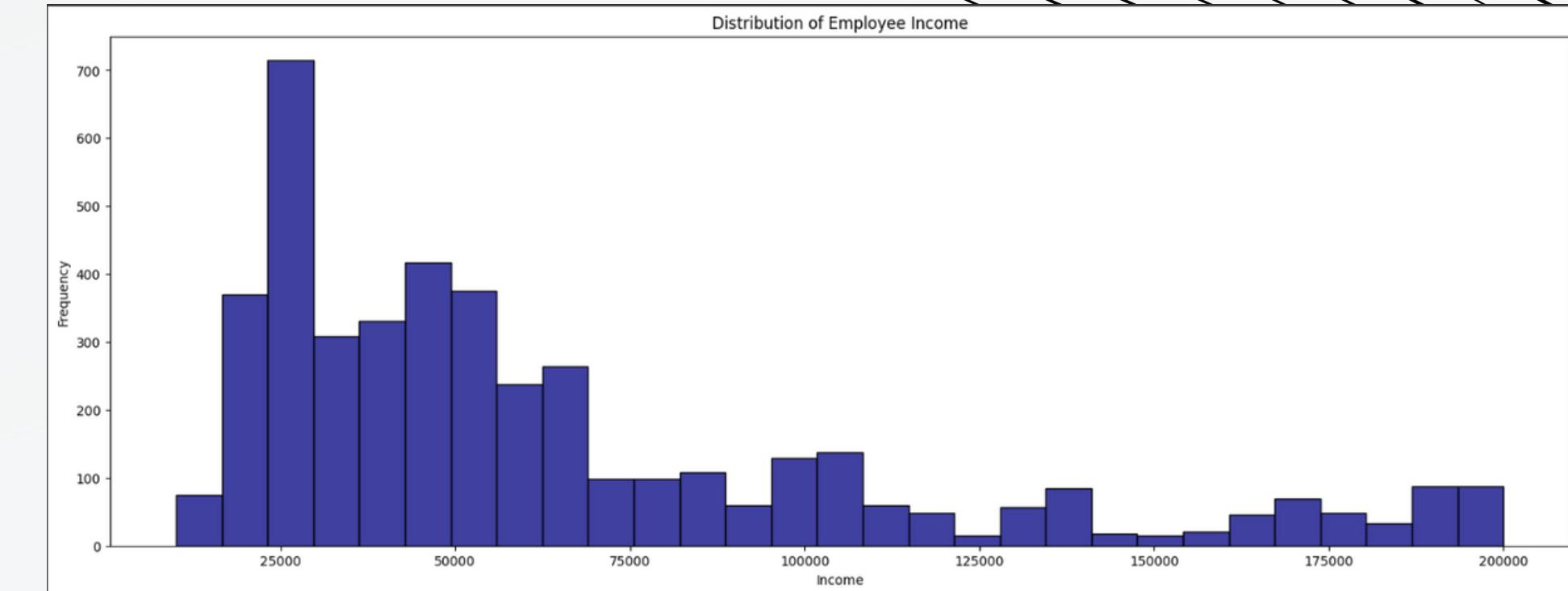
VALUE COUNTS OF MARITAL STATUS

- There are more than **45% Married Employees** within the organization.
- 32%** of the Employees are **Single**.
- 22.2%** of the Employees are **Divorced**.



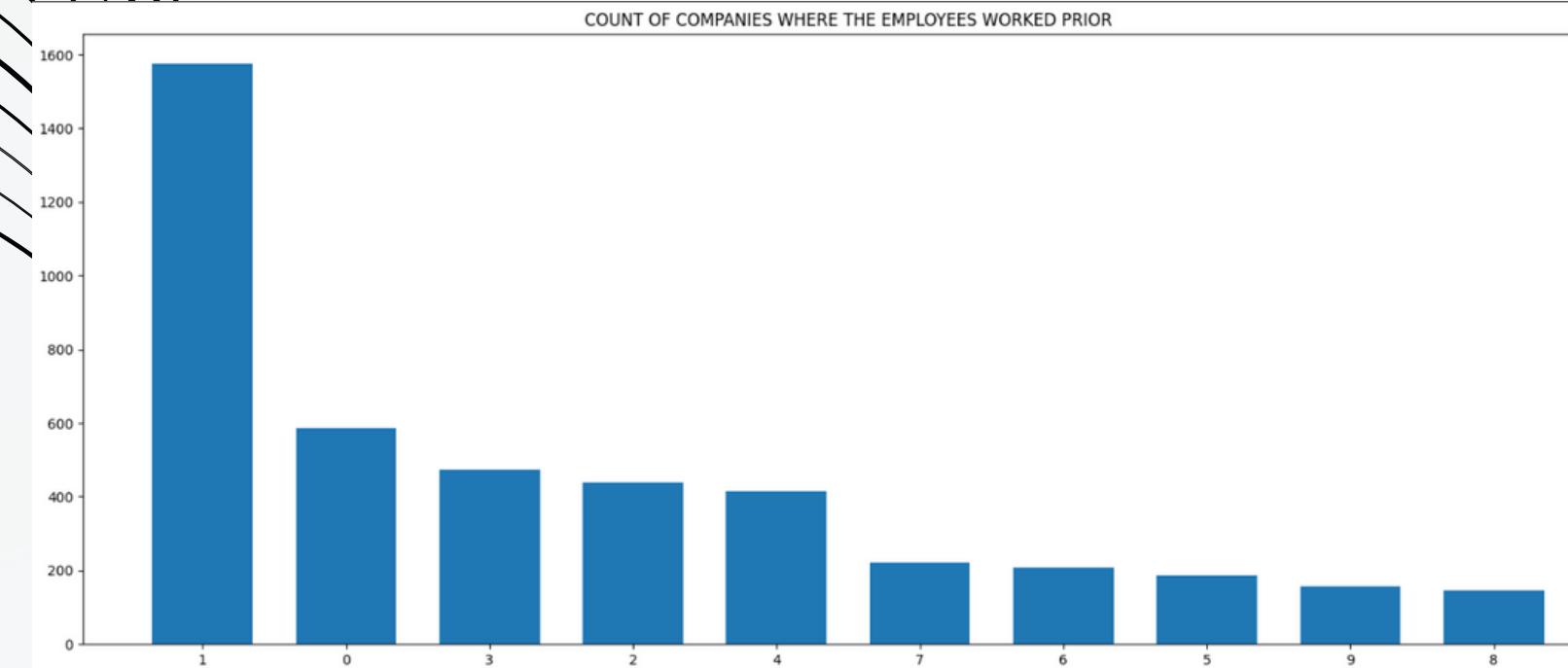
DISTRIBUTION OF EMPLOYEE INCOME

- **25K to 50K** observed the **Highest Distribution**.
- **50K to 75K** observed High to **Moderate Distribution**.
- **75K to 100K** observed **Moderate Distribution**.
- **125K to 200K** observed comparatively **Lower Distribution**.

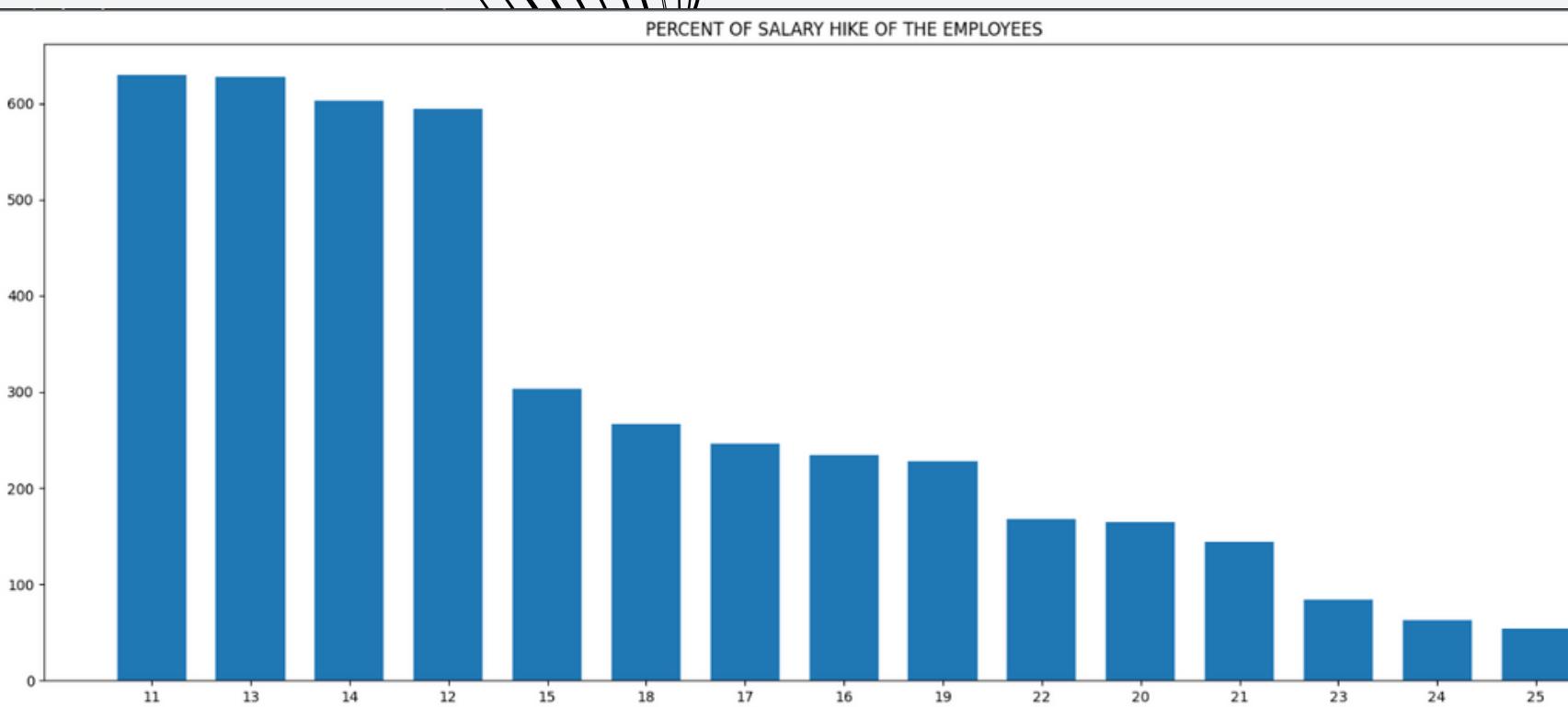


COUNT OF COMPANIES WHERE THE EMPLOYEES WORKED PRIOR

- The **Highest Count** of the Companies where the Employees worked is **1**.
- The **Second Highest** are the Fresher Employees where the Company Count is **0**.
- Company Counts between **0 to 4** saw a **higher distribution**.
- The **Second Lowest Count** was that of Employees who worked at **9** Distinct organizations.
- The **Lowest Count** was the Employees who have worked with **8** Different Organizations.
- Company counts between **5 to 9** saw the **Lowest Employee Count**.



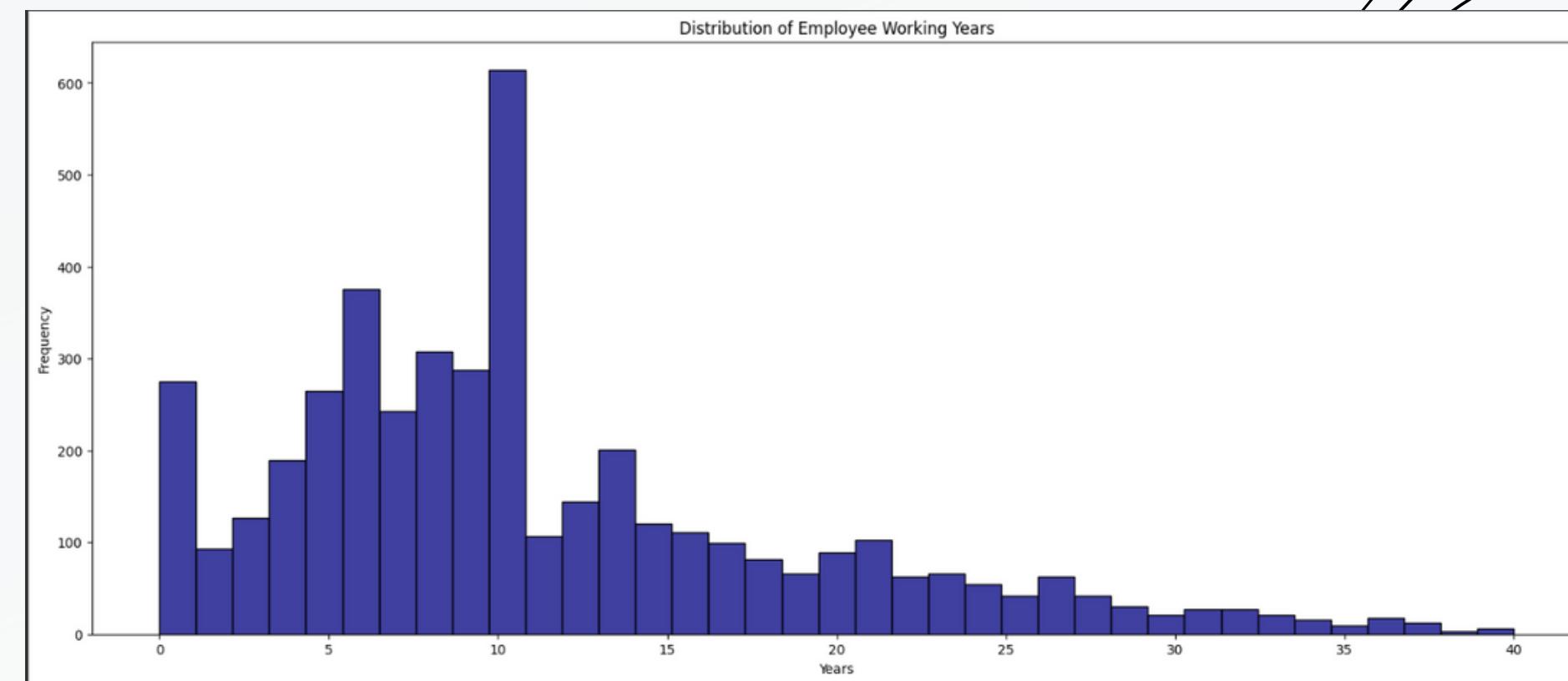
PERCENT OF SALARY HIKE FOR THE EMPLOYEES



- The Organization saw the **Highest Percentage of Salary Hike** with **11%**.
- The **Highest Distribution** was between **11 to 14 Percentages**.
- The **Moderate Distribution** was between **15-19 Percentages**.
- The **Lowest Distribution** was observed between the Salary Hikes of **20-25 Percentages**.

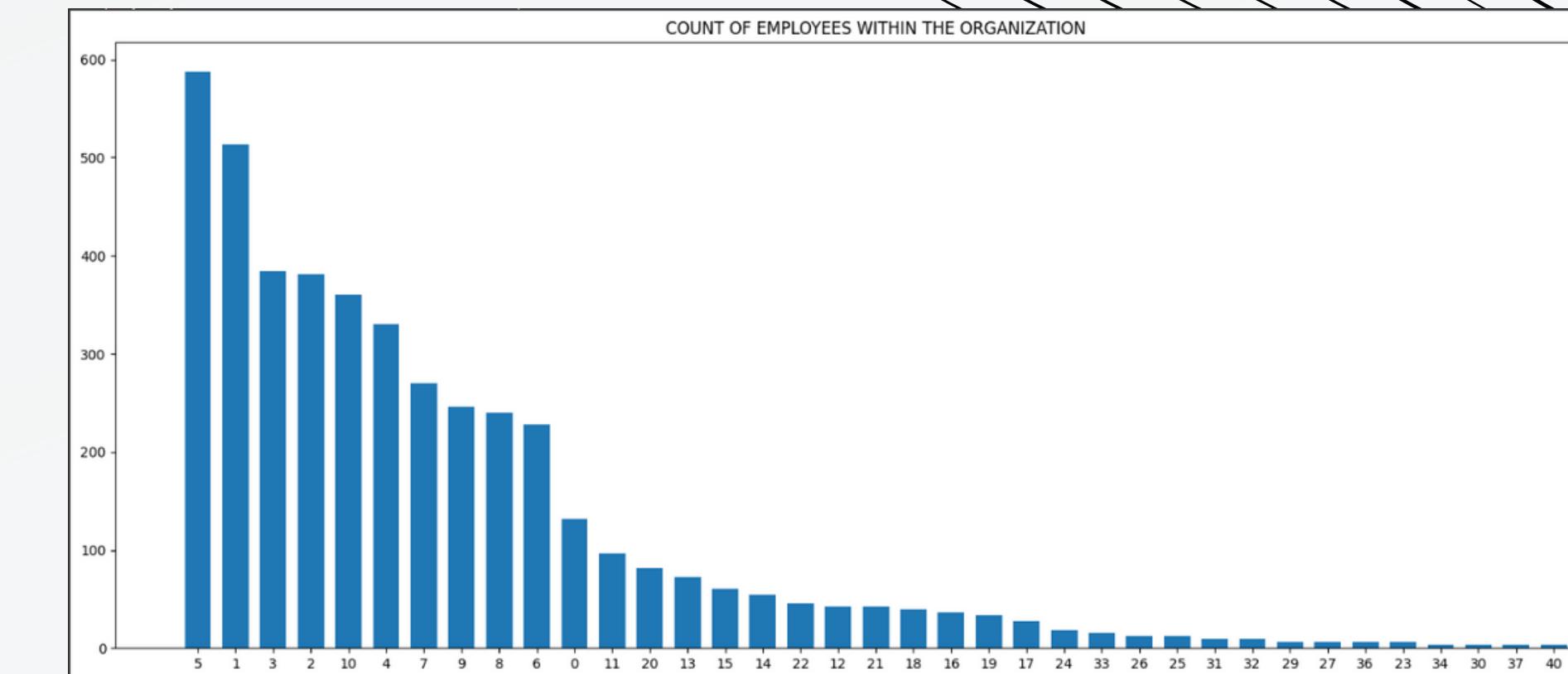
DISTRIBUTION OF EMPLOYEE WORKING YEARS

- The **Highest Bar** was observed at Employees with **10 Working Years**.
- The **Highest Distribution** was observed between **0 to 10 Working Years**.
- **11 - 20 Working Years** observed **Moderate Distribution**.
- **21 - 40 Working Years** was observed **very Less**.

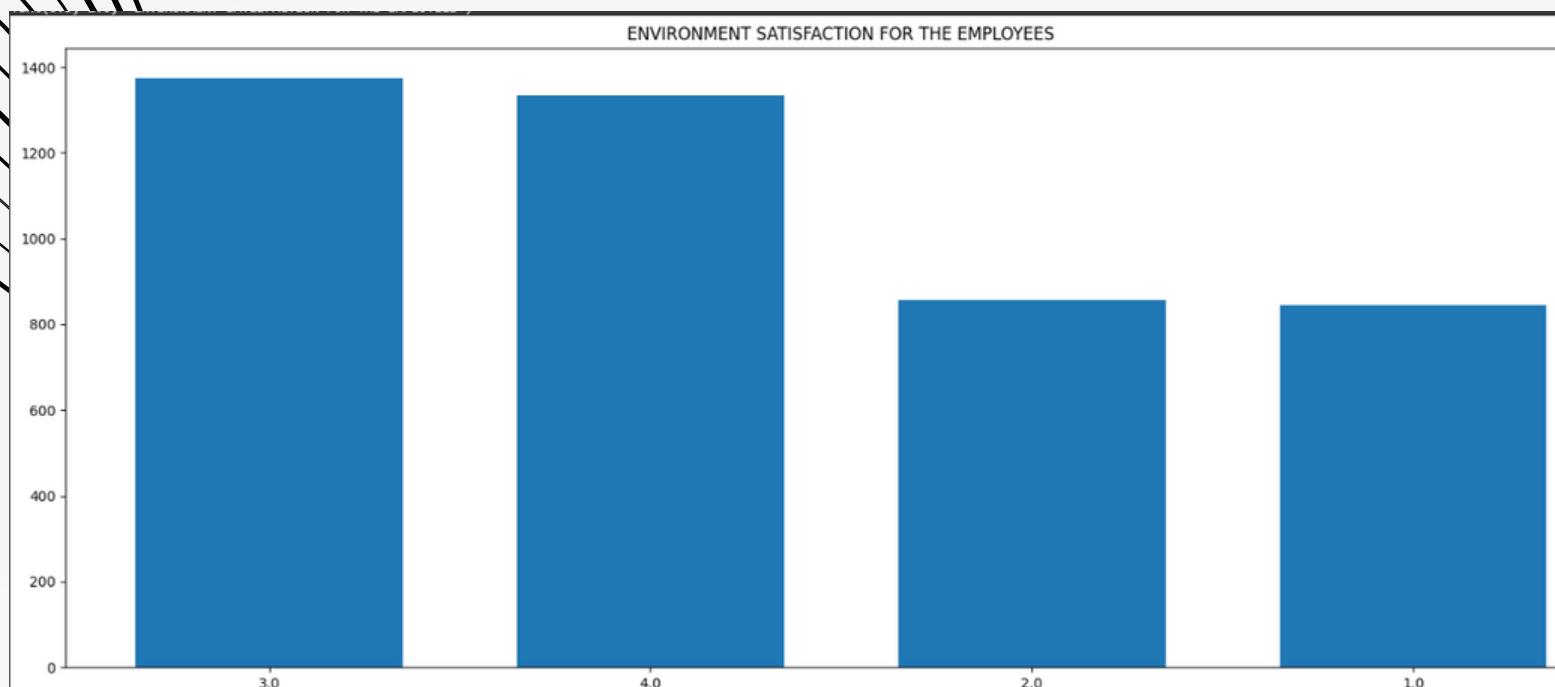


COUNT OF YEARS OF EMPLOYEES WORKING WITHIN THE ORGANIZATION

- The **Highest Count** of the Employees working within the organization is **5 Years**.
- The **Highest Distribution** was observed within the **First 10 years** of Completion at the XYZ Organization.
- The **Moderate Distribution** was observed were within the **11-20 Years** at the Organizaton.
- The **Lowest Distribution** was observed between **20 - 40 Years** of Completion.

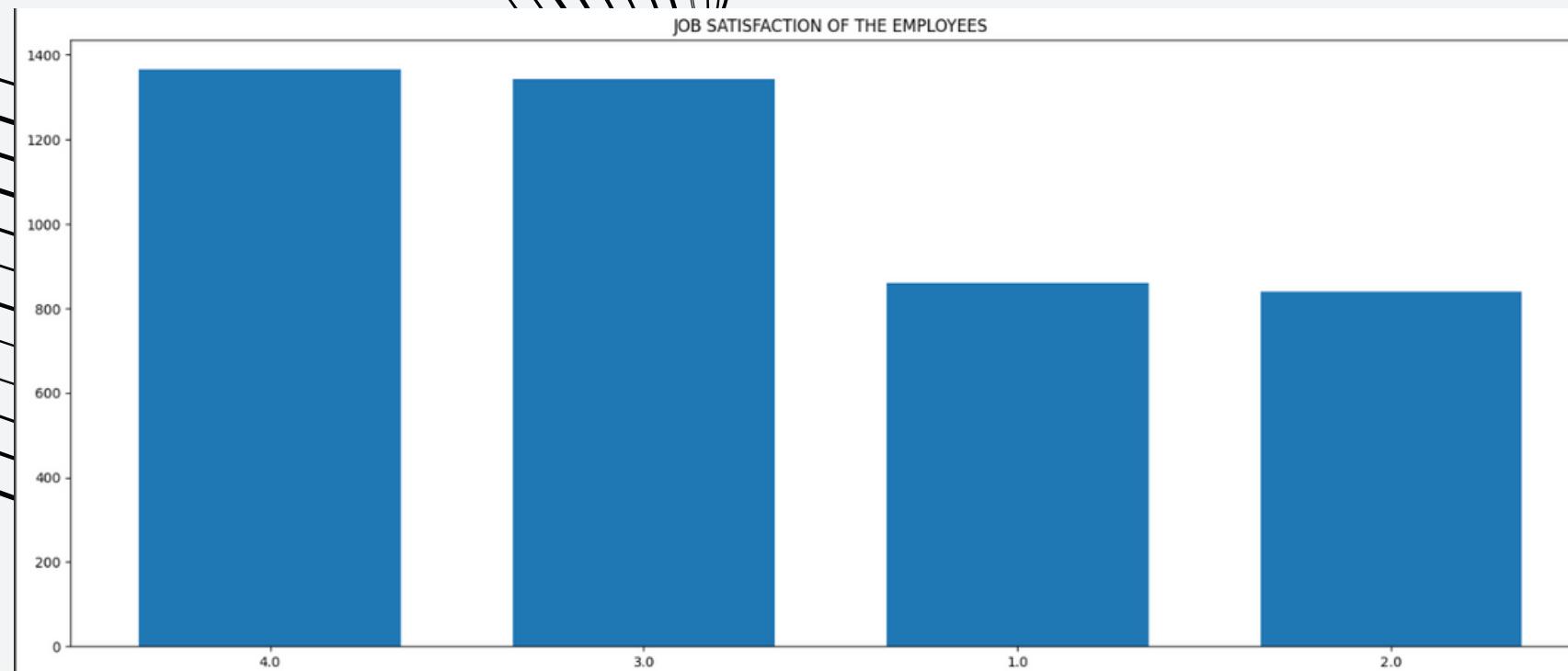


ENVIRONMENT SATISFACTION FOR THE EMPLOYEES



- **31%** of the Employees reviewed the Job Environment to be **Good**.
- **30%** of the Employees reviewed the Job Environment to be **Excellent**.
- **19%** of the Employees reviewed the Job Environment to be **Moderate**.
- **Another 19%** of the Employees reviewed the Job Environment to be **Poor**.

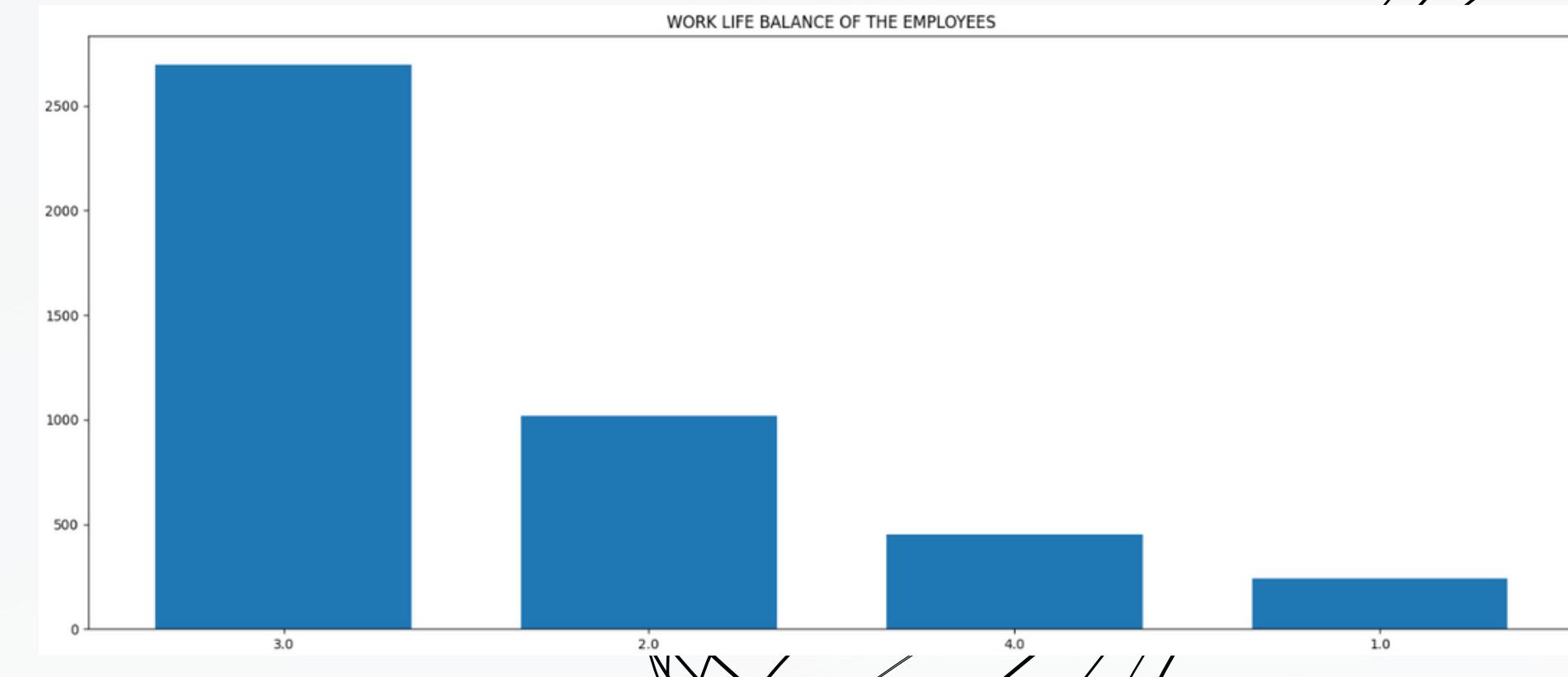
JOB SATISFACTION RATING BY THE EMPLOYEES



- **Approximately 31%** of the Employees voted the Job Satisfaction to be **Excellent**.
- **30%** of the Employees voted the Job Satisfaction to be **Good**.
- **Approximately 20%** of the Employees voted the Job Satisfaction to be **Poor**.
- **19%** of the Employees voted the Job Satisfaction to be **Moderate**.

REVIEW OF WORK-LIFE BALANCE BY THE EMPLOYEES

- **61%** of the Employees voted their Work Life Balance to be **Good**.
- **23%** of the Employees voted their Work Life Balance to be **Moderate**.
- **10%** of the Employees voted their Work Life Balance to be **Excellent**.
- **Only 5%** of the Employees voted their Work Life Balance to be **Poor**.





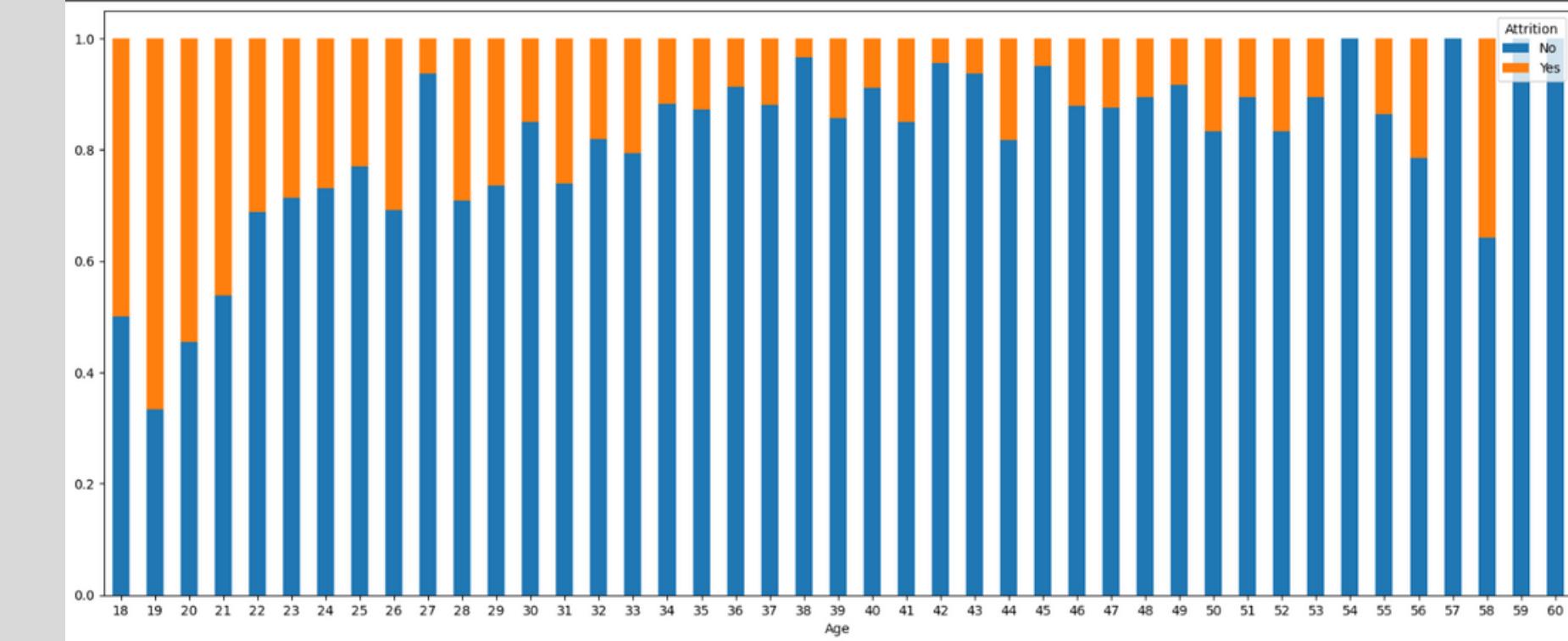
04. DATA ANALYSIS AGAINST THE TARGET VARIABLE

DATA ANALYSIS AGAINST THE TARGET VARIABLE

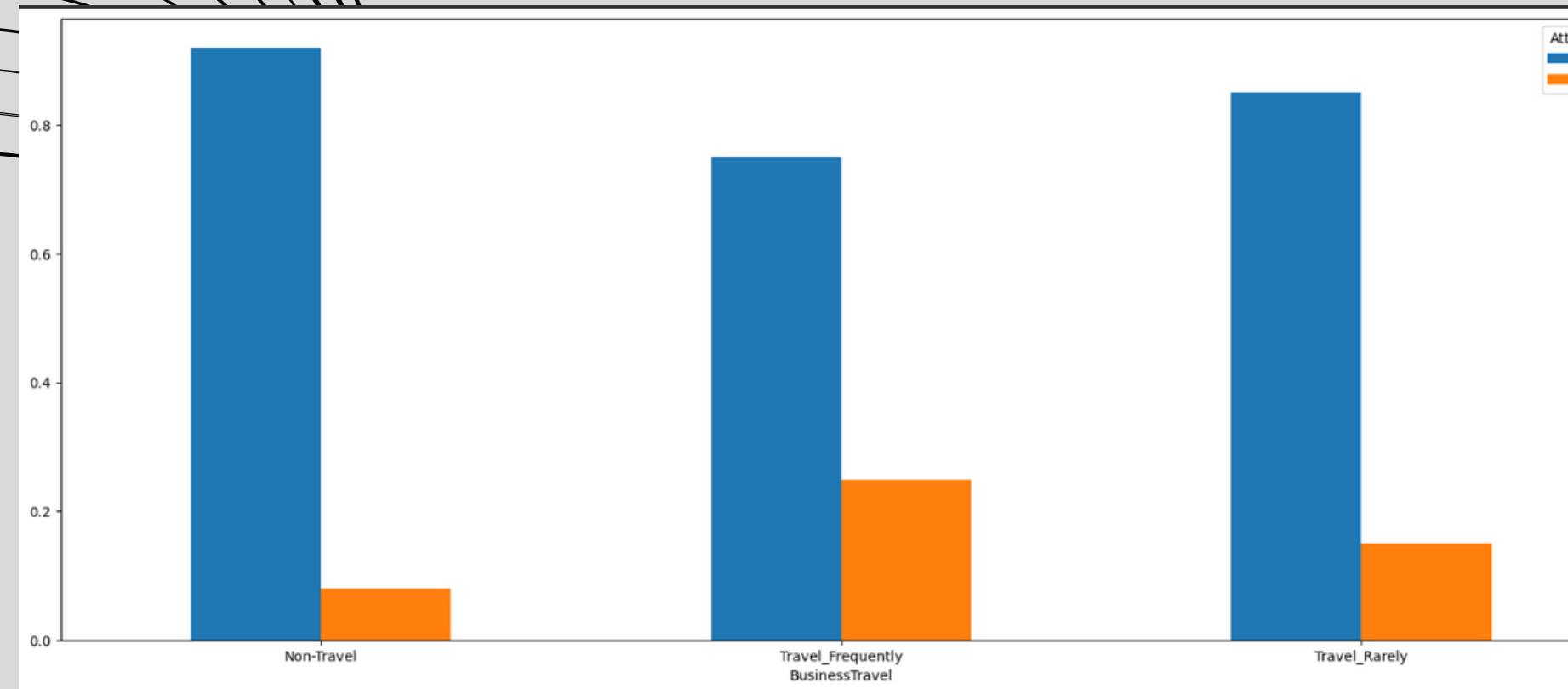
- In the data analysis against the target variable of attrition, the focus is on discerning the factors that significantly contribute to employee turnover within the organization.
- Through statistical analysis, we aim to explore the relationship between various predictor variables such as job satisfaction, work-life balance, performance metrics, and career development opportunities with the binary outcome of attrition.
- This analysis involves employing classification algorithms to build predictive models that can identify patterns associated with employees who are more likely to leave the company.
- By systematically comparing the characteristics of employees who have experienced attrition with those who haven't, we strive to uncover meaningful insights that inform strategic interventions.
- This targeted data analysis against the attrition target variable is a crucial step in developing actionable retention strategies and fostering a work environment conducive to employee satisfaction and long-term commitment.

AGE-WISE PATTERN FOR ATTRITION

- The Highest Number of Employees Ages who Left:
 - Employees of **19** years left the company the highest.
 - **20** years proved the second highest age.
 - **18** years age proved to be the third highest left count
- The Highest Number of Employees Ages who Stayed:
 - Employees of **54, 57, 59** and **60** years did not leave the company at all.
 - The second lowest count was observed at Age **38**.
 - **42** and **43** years age proved to be the third lowest left count

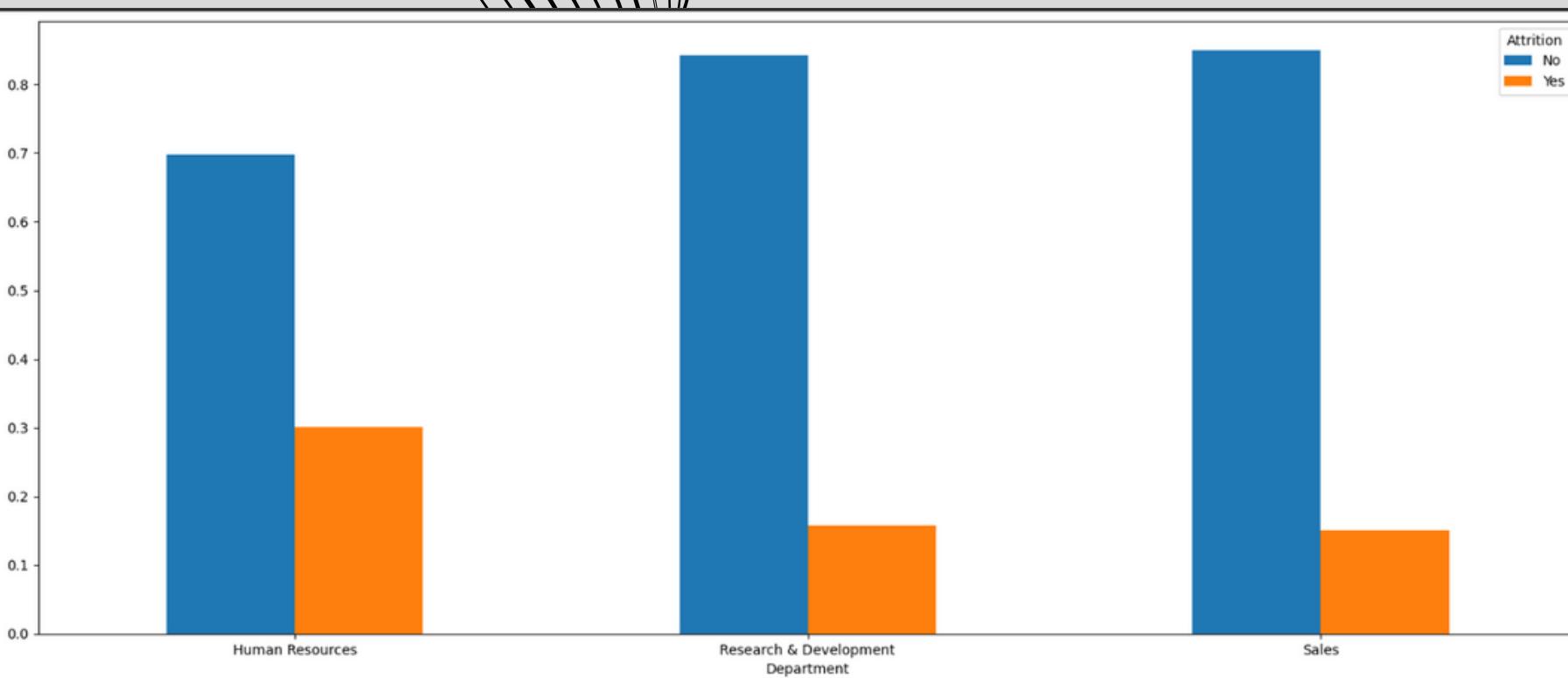


BUSINESS TRAVEL ATTRIBUTE FOR ATTRITION



- **Non-Travel Factor:**
 - **95%** of the Employees **Stayed**.
 - **5%** of the Employees **Left** the Organization.
- **Travel Frequently Factor:**
 - **70%** of the Employees **Stayed**.
 - **30%** of the Employees **Left**.
- **Travel Rarely Factor:**
 - **85%** of the Employees **Stayed**.
 - **15%** of the Employees **Left** the Organization

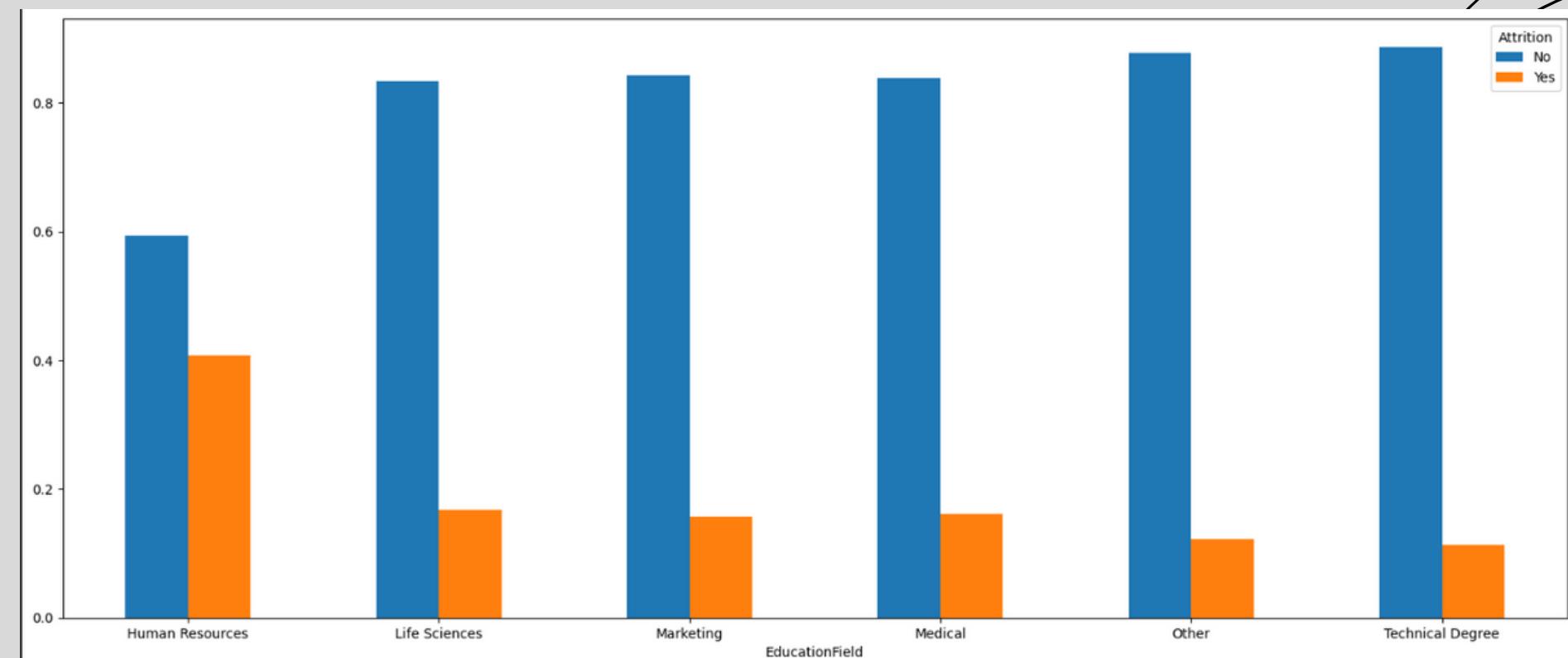
DEPARTMENT ATTRIBUTE FOR ATTRITION



- **Human Resources:**
 - 70% of the Employees from the department **Stayed**.
 - 30% of the Employees from the department **Left**.
- **Research and Development:**
 - 90% of the Employees from the department **Stayed**.
 - 10% of the Employees from the department **Left**.
- **Sales:**
 - 90% of the Employees **Stayed**.
 - 10% of the Employees **Left**,

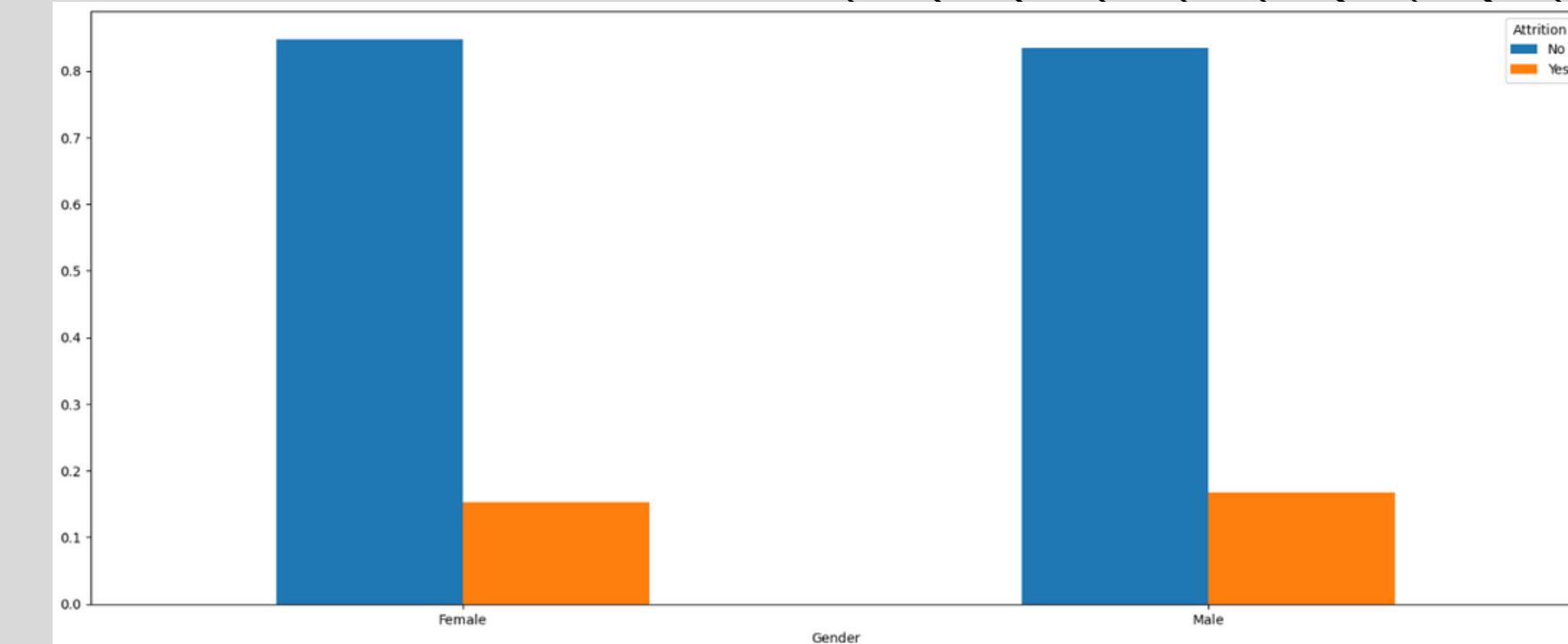
- **Human Resources:**
 - 60% of the Employees with the background **Stayed**.
 - 40% of the Employees with the background **Left**.
- **Life Sciences:**
 - 85% of the Employees **Stayed**.
 - 15% of the Employees **Left**.
- **Marketing:**
 - 85% of the Employees from the background **Stayed**.
 - 15% of the Employees from the background **Left**.
- **Medical:**
 - 85% of the Employees **Stayed**.
 - 15% of the Employees **Left**.
- **Other:**
 - 90% of the Employees **Stayed**.
 - 10% of the Employees **Left**.
- **Technical Degree:**
 - 90% of the Employees **Stayed**.
 - 10% of the Employees **Left**.

EDUCATION FIELD ATTRIBUTE FOR ATTRITION

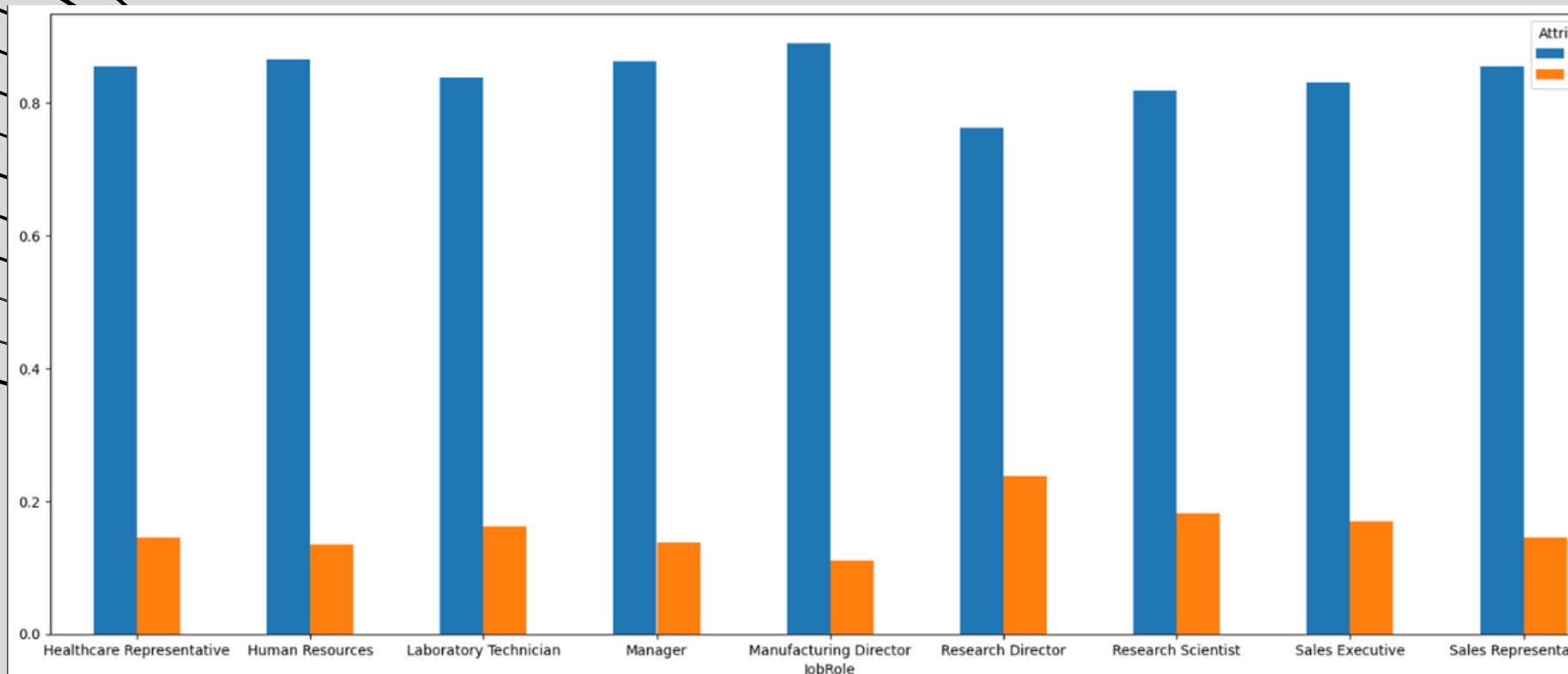


GENDER WISE PATTERN FOR ATTRITION

- **Female:**
 - **90%** of the Female Employees **Stayed.**
 - **10%** of the Female Employees **Left.**
- **Male:**
 - **90%** of the Male Employees **Stayed.**
 - **10%** of the Male Employees **Left.**



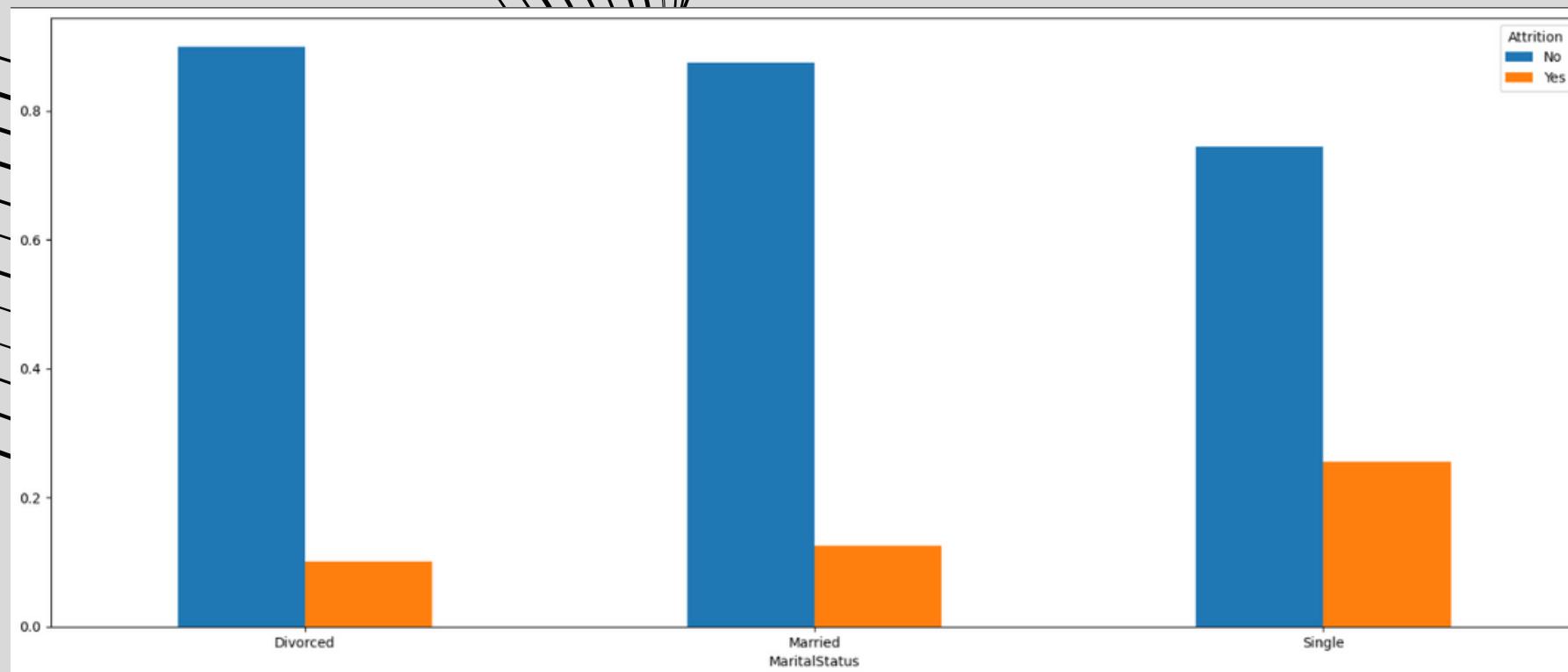
JOB ROLE ATTRIBUTE FOR ATTRITION



- **Healthcare Representative:**
 - **85%** of the Employees **Stayed.**
 - **15%** of the Employees **Left.**
- **Human Resources:**
 - **88%** of the Employees **Stayed.**
 - **12%** of the Employees **Left.**
- **Laboratory Technician:**
 - **83%** of the Employees **Stayed.**
 - **17%** of the Employees **Left.**
- **Manager:**
 - **84%** of the Employees **Stayed.**
 - **16%** of the Employees **Left.**
- **Manufacturing Director:**
 - **90%** of the Employees **Stayed.**
 - **10%** of the Employees **Left.**

- **Research Director:**
 - **77%** of the Employees **Stayed.**
 - **23%** of the Employees **Left.**
- **Research Scientist:**
 - **80%** of the Employees **Stayed.**
 - **20%** of the Employees **Left.**
- **Sales Executive:**
 - **82%** of the Employees **Stayed.**
 - **18%** of the Employees **Left.**
- **Sales Representative:**
 - **80%** of the Employees **Stayed.**
 - **20%** of the Employees **Left.**

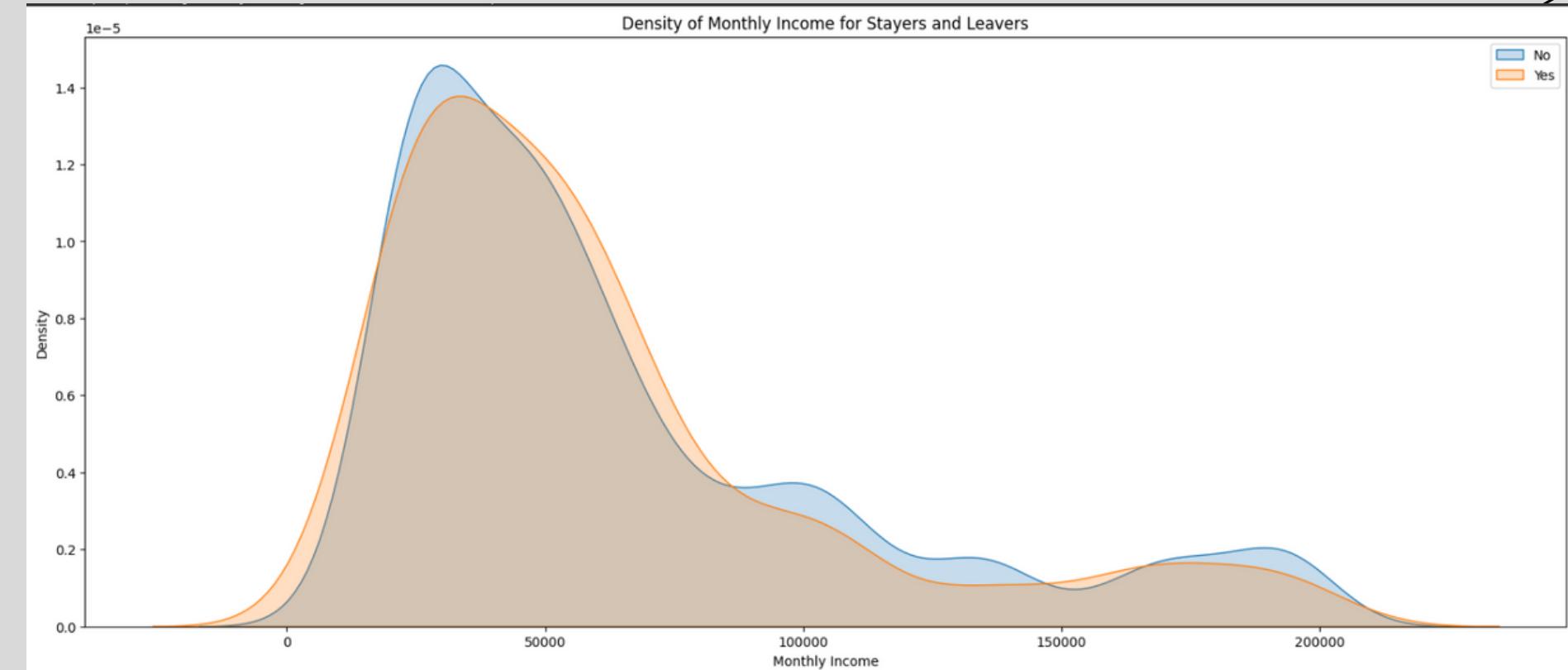
MARITAL STATUS ATTRIBUTE FOR ATTRITION



- **Divorced:**
 - **90%** of the Divorced Employees **Stayed**.
 - **10%** of the Divorced Employees **Left**.
- **Married:**
 - **87%** of the Married Employees **Stayed**.
 - **13%** of the Married Employees **Left**.
- **Single:**
 - **80%** of the Single Employees **Stayed**.
 - **20%** of the Single Employees **Left**

SALARY ATTRIBUTE FOR ATTRITION

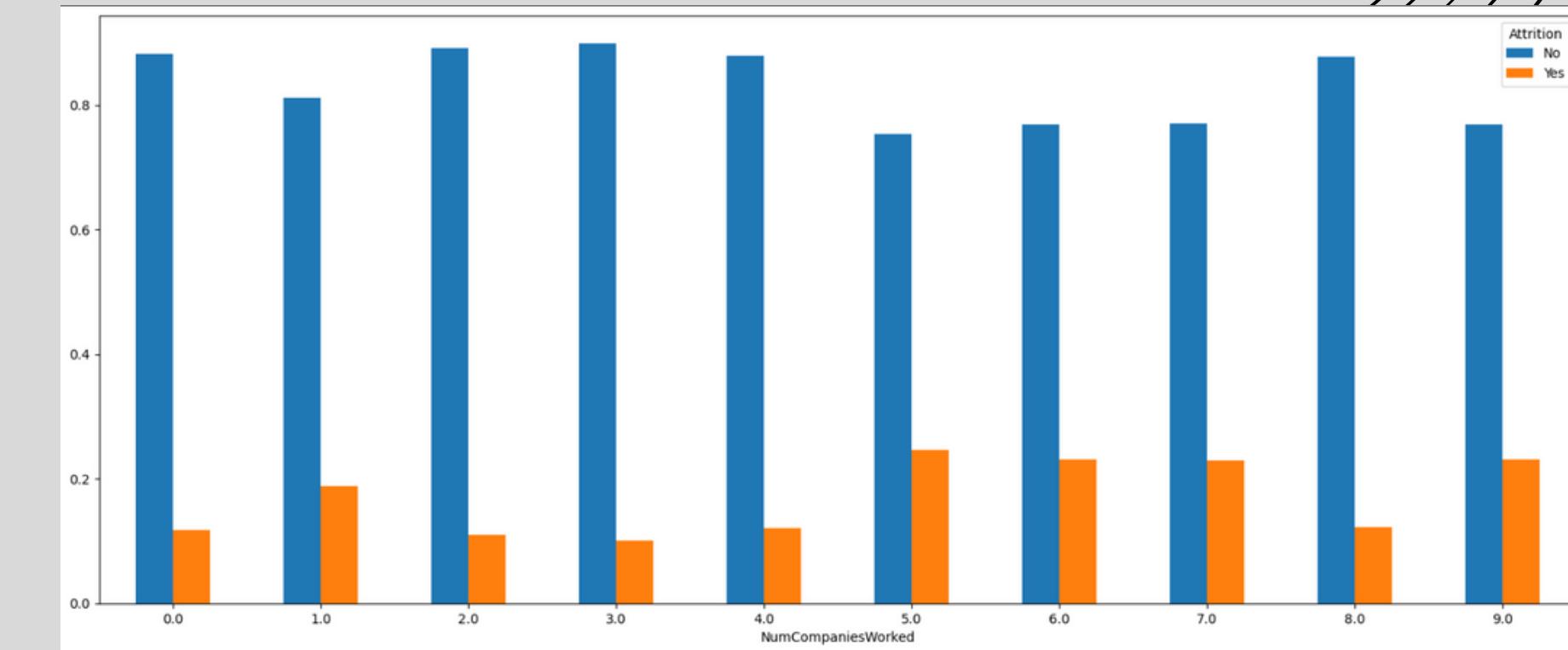
- As observed, The density of Salaries for Attrition plays a major role.
- Employees with salaries ranging between **0 - 10K** had a **high number of Leavers**.
- Employees with salaries ranging between **10K - 50K** had a **high number of Stayers**.
- Employees with salaries ranging between **50K - 80K** observed a **high number of Leavers**.
- Salaries ranging between **80K - 150K** observed a **high number of Stayers**.
- Salaries ranging between **150K - 160K** observed a trend **for Leavers**.
- Employees with salaries **160K onwards** observed a **trend for Stayers**.



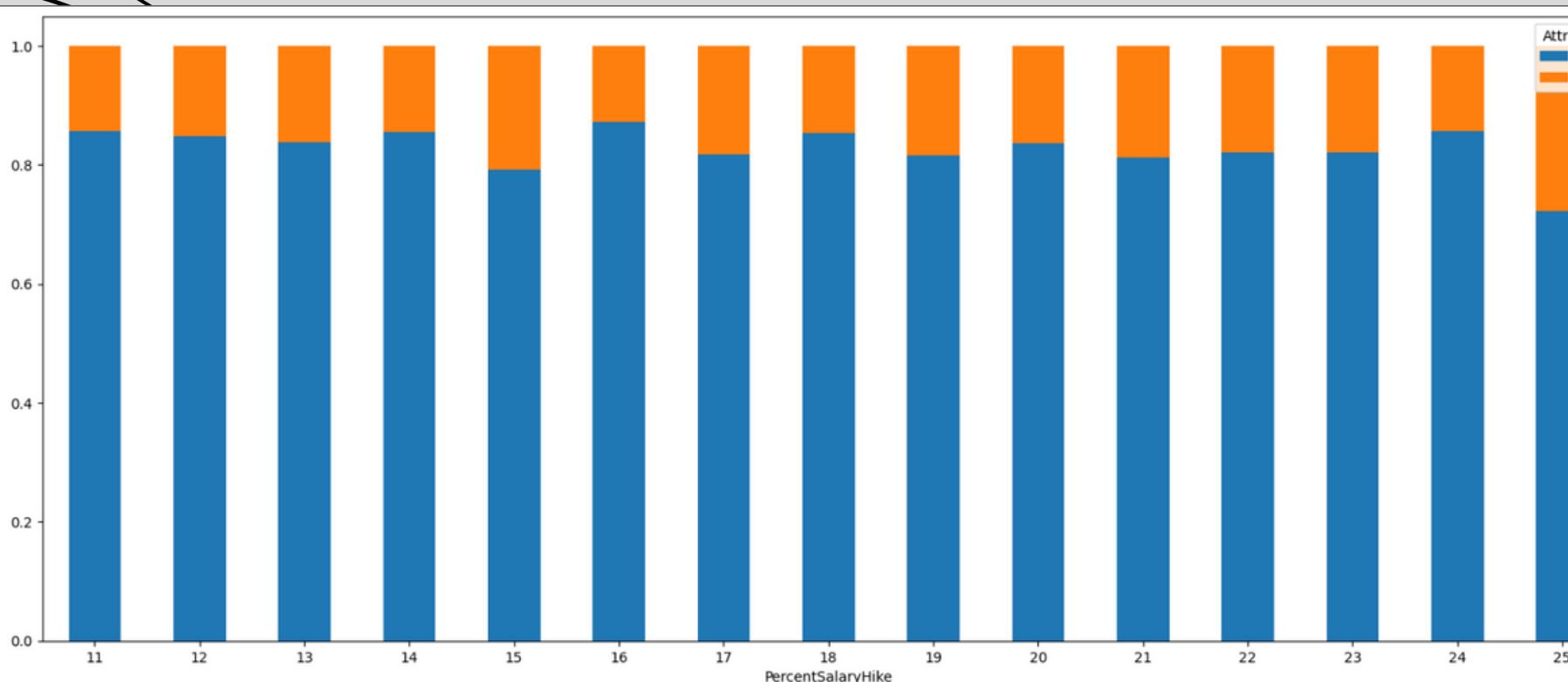
NUMBER OF COMPANIES WORKED ATTRIBUTE FOR ATTRITION

- Companies Worked - 0:
 - 85% of the Employees **Stayed**.
 - 15% of the Employees **Left**.
- Companies Worked - 1:
 - 80% of the Employees **Stayed**.
 - 20% of the Employees **Left**.
- Companies Worked - 2:
 - 90% of the Employees **Stayed**.
 - 10% of the Employees **Left**.
- Companies Worked - 3:
 - 90% of the Employees **Stayed**.
 - 10% of the Employees **Left**.
- Companies Worked - 4:
 - 87% of the Employees **Stayed**.
 - 13% of the Employees **Left**.

- Companies Worked - 5:
 - 75% of the Employees **Stayed**.
 - 25% of the Employees **Left**.
- Companies Worked - 6:
 - 77% of the Employees **Stayed**.
 - 23% of the Employees **Left**.
- Companies Worked - 7:
 - 77% of the Employees **Stayed**.
 - 23% of the Employees **Left**.
- Companies Worked - 8:
 - 90% of the Employees **Stayed**.
 - 10% of the Employees **Left**.
- Companies Worked - 9:
 - 87% of the Employees **Stayed**.
 - 13% of the Employees **Left**.

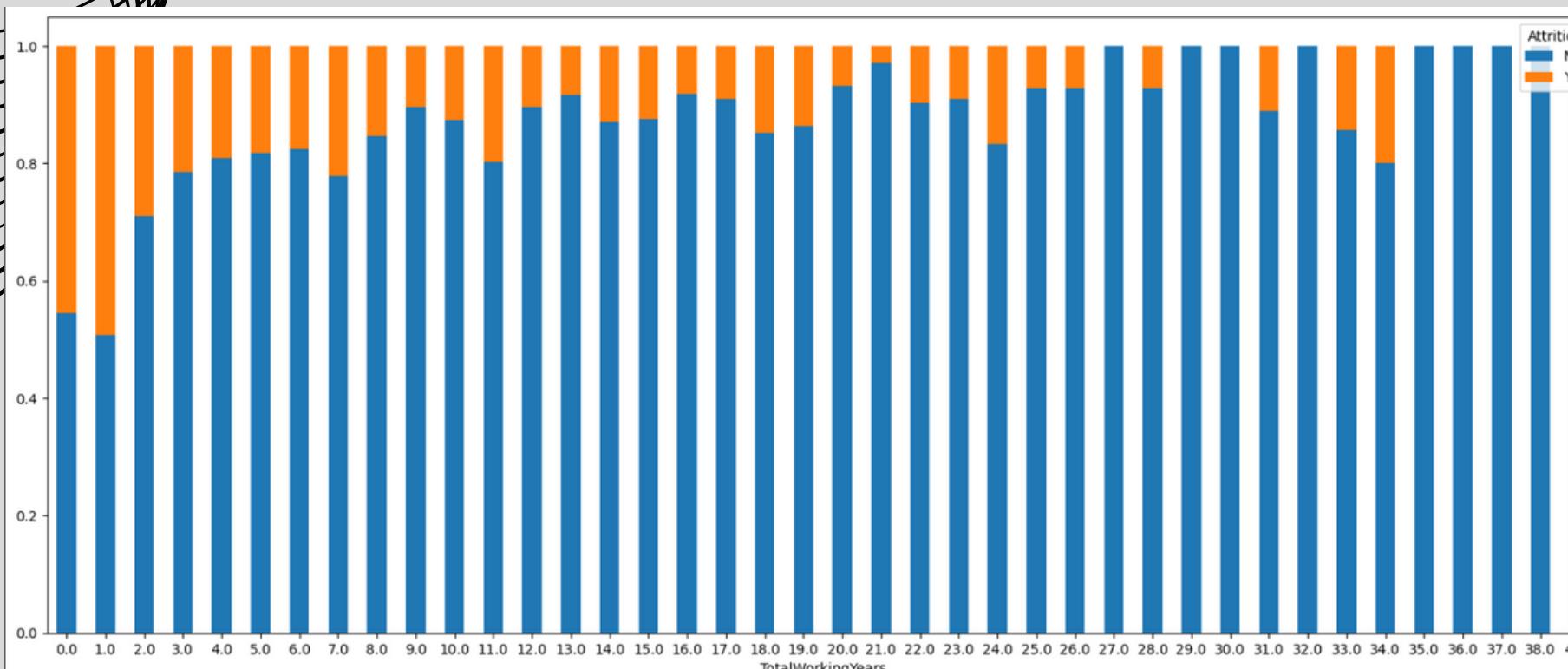


SALARY HIKE ATTRIBUTE FOR ATTRITION



- The Highest Percent of Employees with Salary Hike who Left:
 - Employees of **25%** Hike left the company the **Highest**.
 - **15% and 17%** Hike proved the second highest.
 - **19% and 20%** salary Hike proved to be the third highest left count.
- The Percent of Employees with Salary Hike who Stayed:
 - Employees of **11%, 12% and 13%** hike **Stayed**.
 - The second staying count was observed at **18% Hike**.
 - **24%** Salary Hike proved to be the third lowest left count

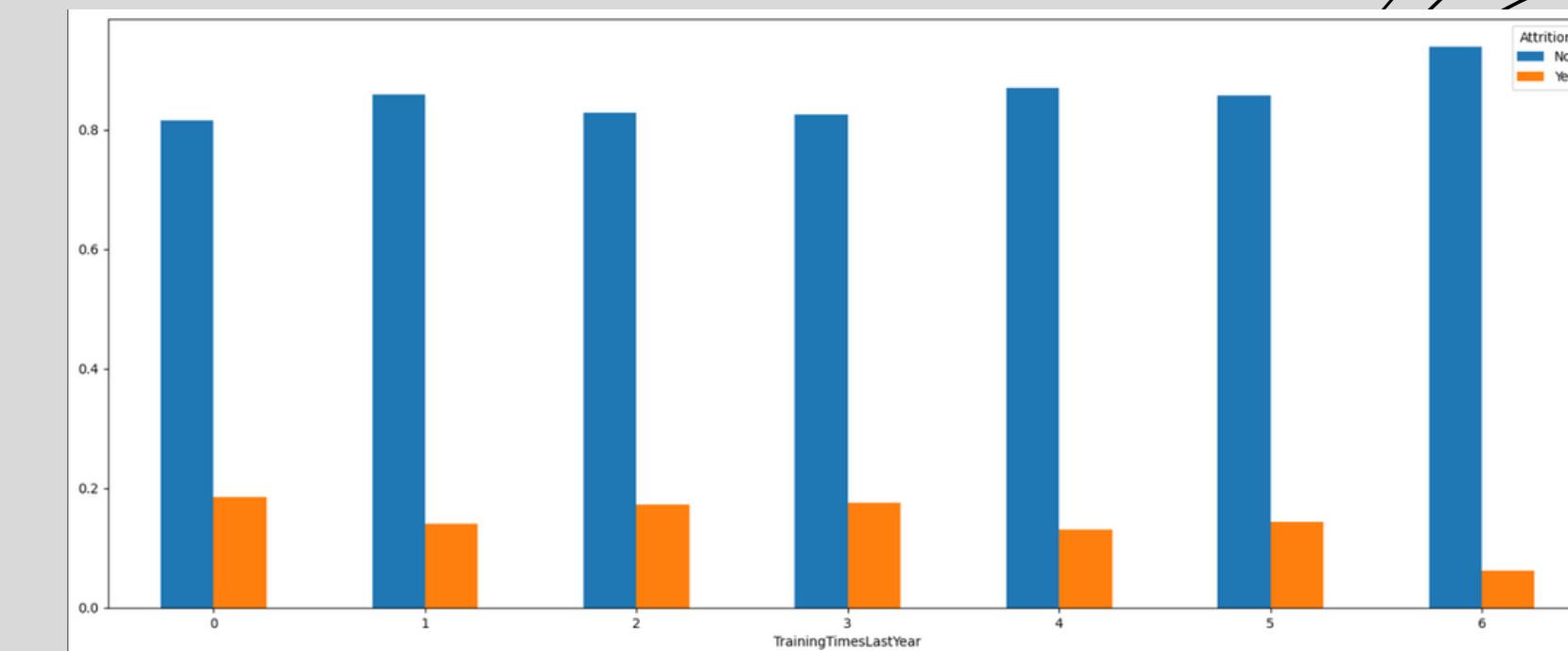
TOTAL WORKING YEARS ATTRIBUTE FOR ATTRITION



- The Rate of Employees with Working Years who Left - :
 - Employees with **40** Years left the company the **Highest**.
 - **1** and **0** Years proved the second highest leaving rate.
 - **3** and **34** Years Experience proved to be the third highest left count.
- The Rate of Employees with Working Years who Stayed:
 - Employees with **26, 29** and **30** years **Stayed** the most.
 - The second staying count was observed at **22** Years Experience.
 - **17** and **18** years Experience had the third lowest left count.

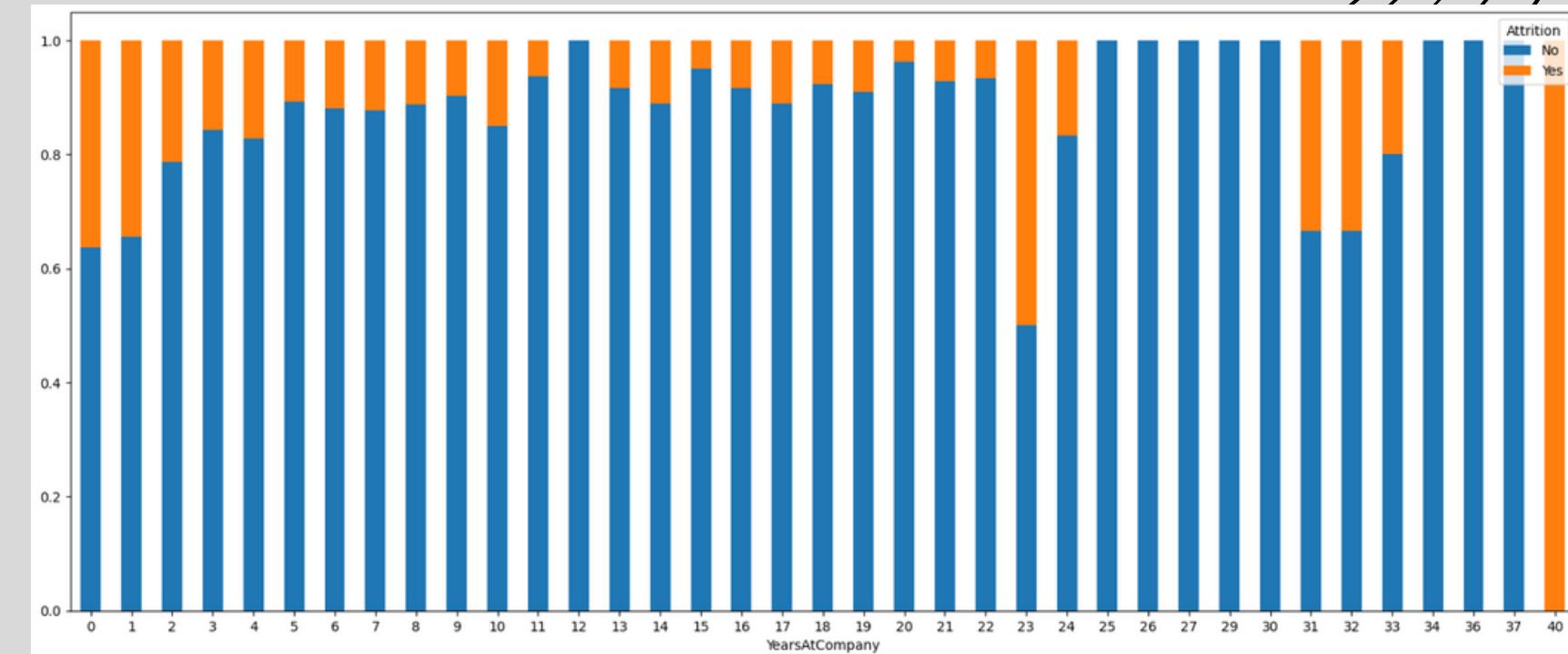
TRAINING TIMES LAST YEAR ATTRIBUTE FOR ATTRITION

- **Training Times Last Year - 0:**
 - **80%** of the Employees **Stayed**.
 - **20%** of the Employees **Left**.
- **Training Times Last Year - 1:**
 - **85%** of the Employees **Stayed**.
 - **15%** of the Employees **Left**.
- **Training Times Last Year - 2:**
 - **80%** of the Employees **Stayed**.
 - **20%** of the Employees **Left**.
- **Training Times Last Year - 3:**
 - **80%** of the Employees **Stayed**.
 - **20%** of the Employees **Left**.
- **Training Times Last Year - 4:**
 - **85%** of the Employees **Stayed**.
 - **15%** of the Employees **Left**.
- **Training Times Last Year - 5 :**
 - **85%** of the Employees **Stayed**.
 - **15%** of the Employees **Left**.
- **Training Times Last Year - 6:**
 - **90%** of the Employees **Stayed**.
 - **10%** of the Employees **Left**.

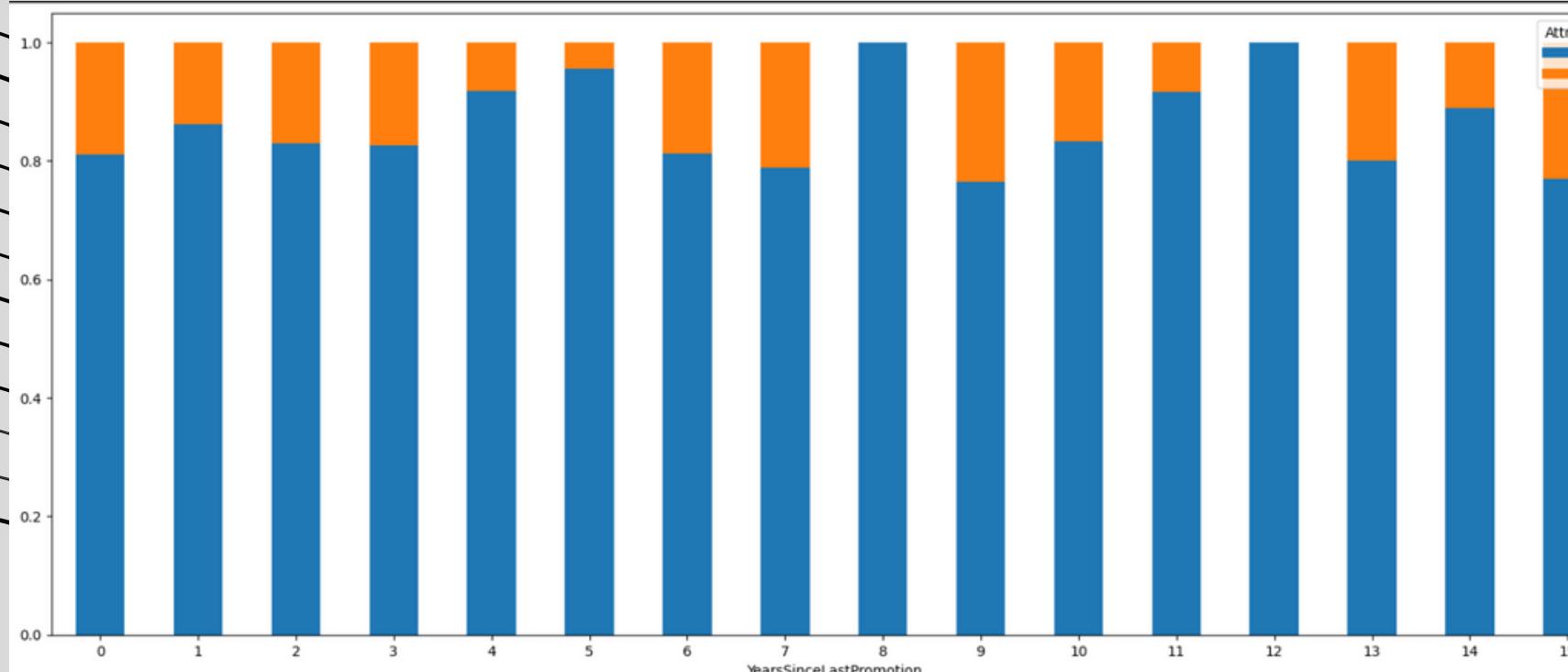


YEARS AT CURRENT COMPANY ATTRIBUTE FOR ATTRITION

- The Rate of Employees with Working Years who Left- :
 - Employees with **40** Years left the company the **Highest**.
 - **23** Years proved the second highest leaving rate.
 - **0** and **1** Years Experience proved to be the third highest left count.
- The Rate of Employees with Working Years who Stayed:
 - Employees with **13, 25, 26** and **30** years **Stayed** the most.
 - The second staying count was observed at **15** and **11** Years Experience.
 - **21** and **22** years Experience had the third lowest left count.

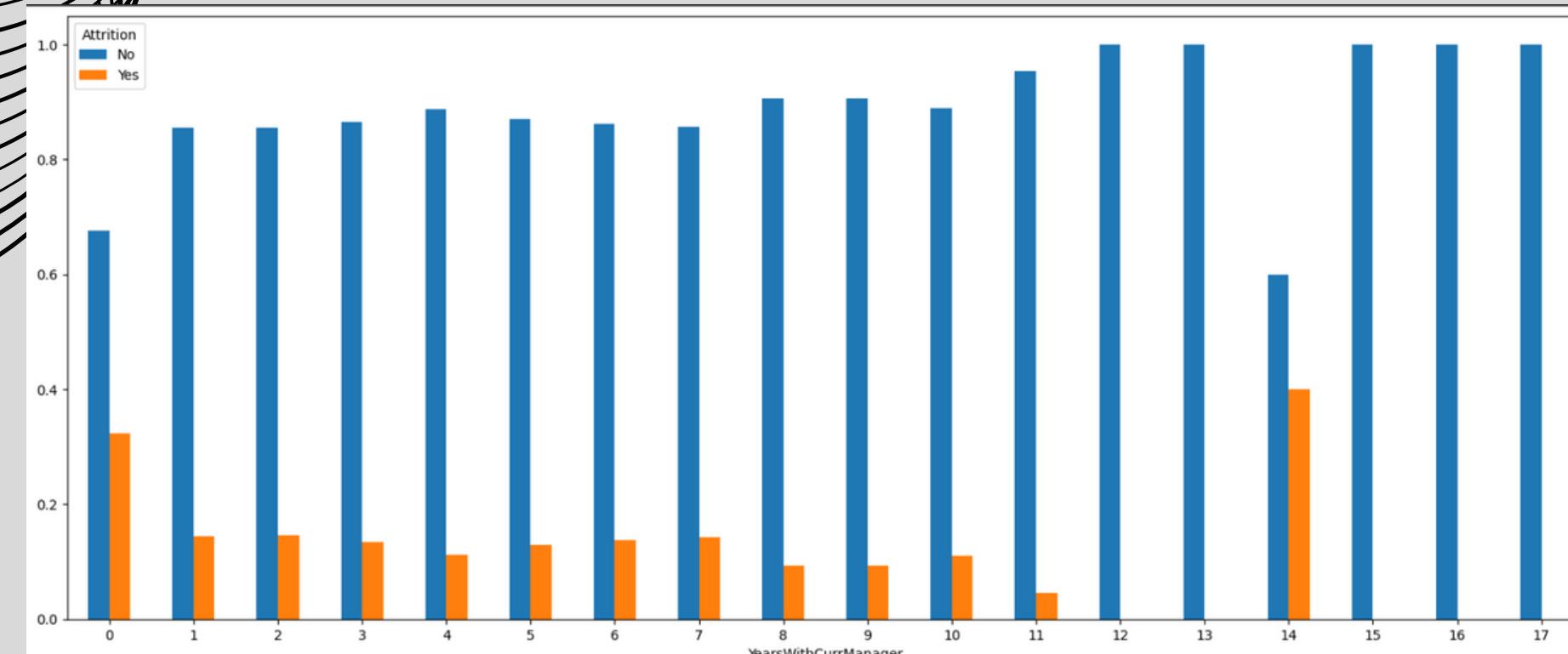


YEARS SINCE LAST PROMOTION ATTRIBUTE FOR ATTRITION



- The Highest Percent of Employees with Last Promotion who Left:
 - Employees of **9** and **15** Years left the company the **Highest**.
 - **15** Years proved to be the second highest.
 - **13** Years proved to be the third highest left count.
- The Percent of Employees with Salary Hike who Stayed:
 - Employees of **8** and **12** Years **Stayed**.
 - The second staying count was observed at **5** Years.
 - **4** Years proved to be the third lowest left count

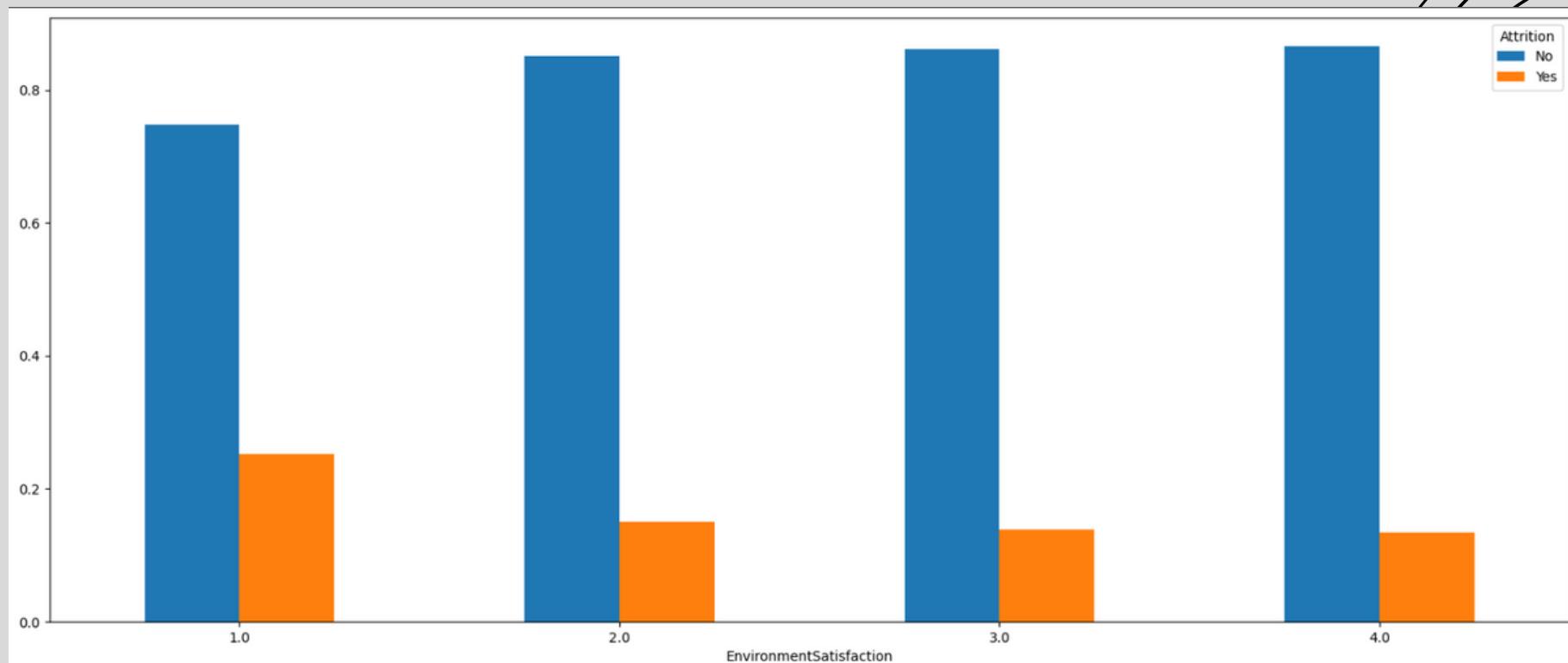
YEARS WITH CURRENT MANAGER ATTRIBUTE FOR ATTRITION



- The Rate of Employees with Years who Left :
 - Employees with **0** and **14** Years with the Current Manager left the company the **Highest**.
 - **1** and **2** Years proved the second highest leaving rate.
 - **5** and **6** Years Experience proved to be the third highest left count.
- The Rate of Employees with Working Years who Stayed:
 - Employees with **12, 13** and **15** years **Stayed** the most.
 - The second staying count was observed at **11** Years.
 - **8** and **9** years Experience had the third lowest left count.

- **Environment Satisfaction Review - 1:**
 - **77%** of the Employees **Stayed**.
 - **23%** of the Employees **Left** the Organization.
- **Environment Satisfaction Review - 2:**
 - **85%** of the Employees **Stayed**.
 - **15%** of the Employees **Left**.
- **Environment Satisfaction Review - 3:**
 - **85%** of the Employees **Stayed**.
 - **15%** of the Employees **Left** the Organization.
- **Environment Satisfaction Review - 4:**
 - **85%** of the Employees **Stayed**.
 - **15%** of the Employees **Left**.

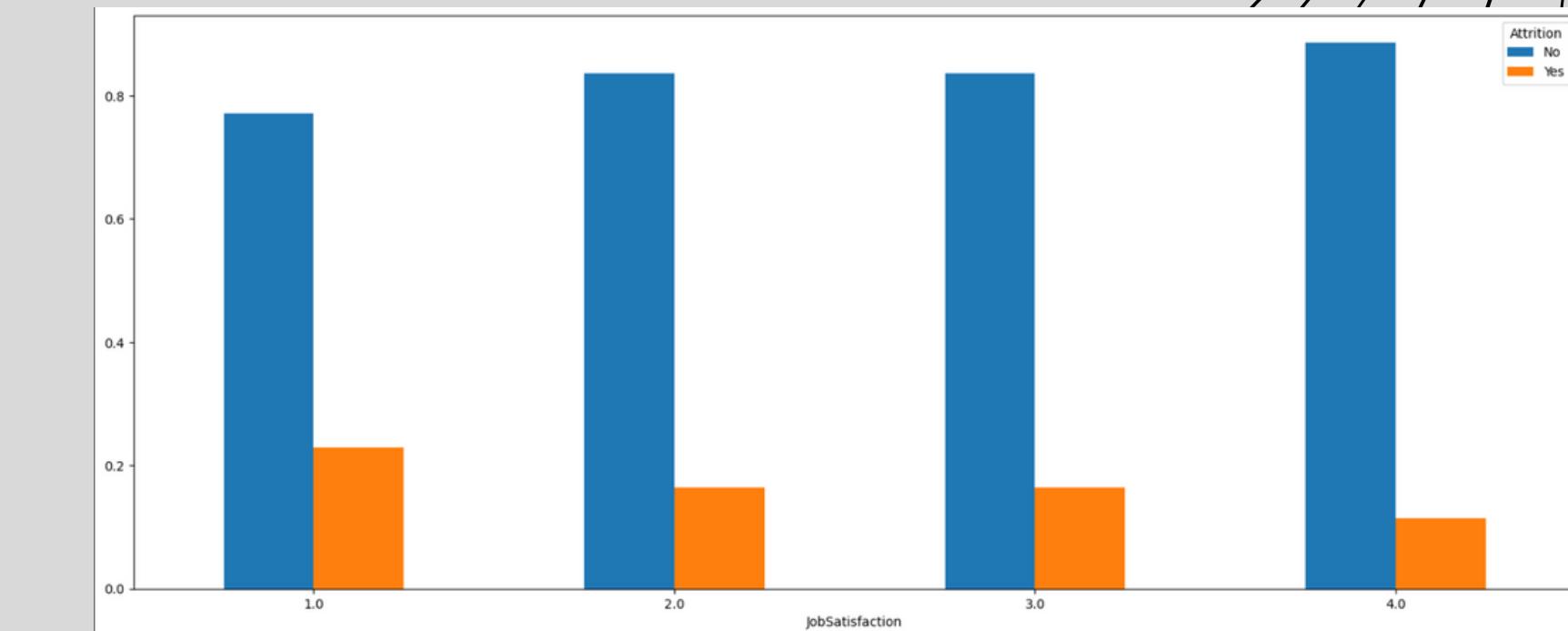
ENVIRONMENT SATISFACTION REVIEW ATTRIBUTE FOR ATTRITION



- **Job Satisfaction Review - 1:**
 - 80% of the Employees **Stayed**.
 - 20% of the Employees **Left** the Organization.
- **Job Satisfaction Review - 2:**
 - 85% of the Employees **Stayed**.
 - 15% of the Employees **Left**.
- **Job Satisfaction Review - 3:**
 - 85% of the Employees **Stayed**.
 - 15% of the Employees **Left** the Organization.
- **Job Satisfaction Review - 4:**
 - 90% of the Employees **Stayed**.
 - 10% of the Employees **Left**.

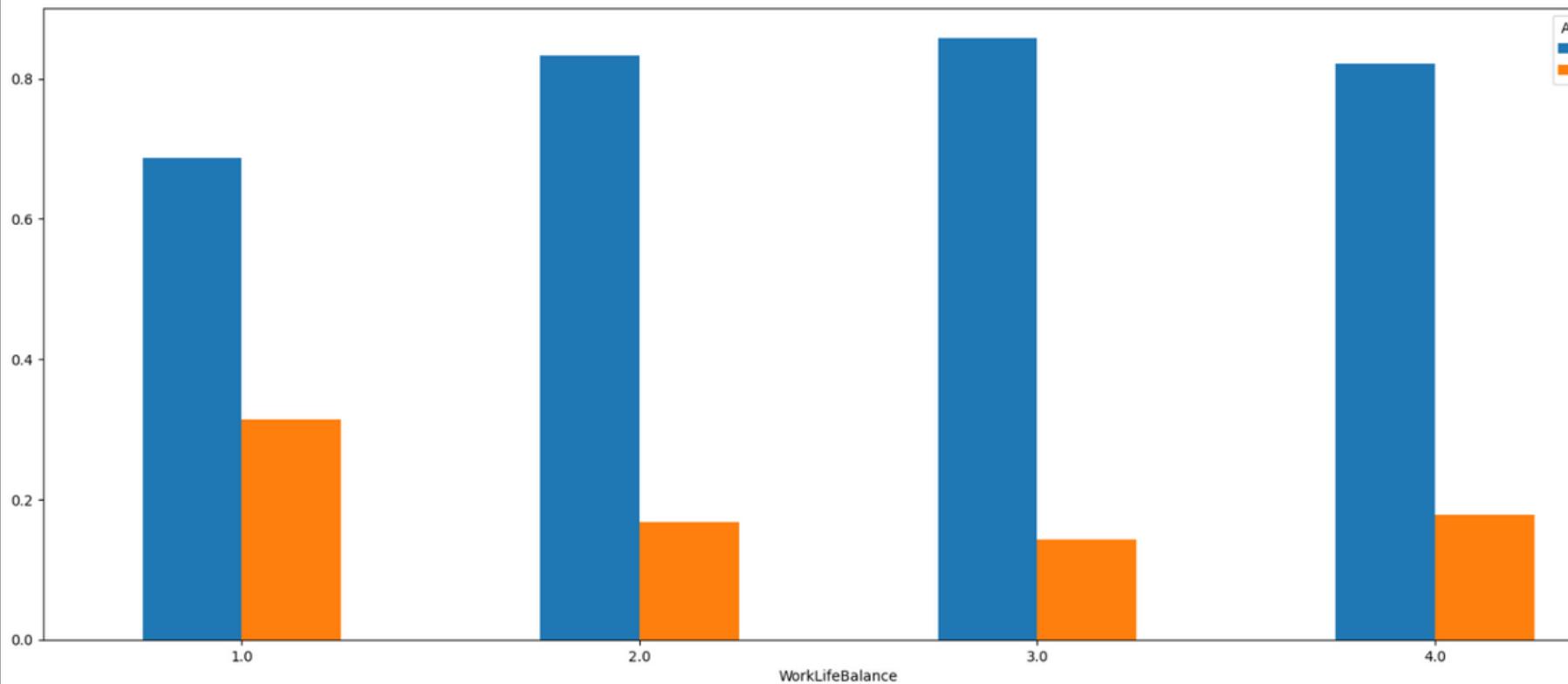
JOB SATISFACTION REVIEW

ATTRIBUTE FOR ATTRITION



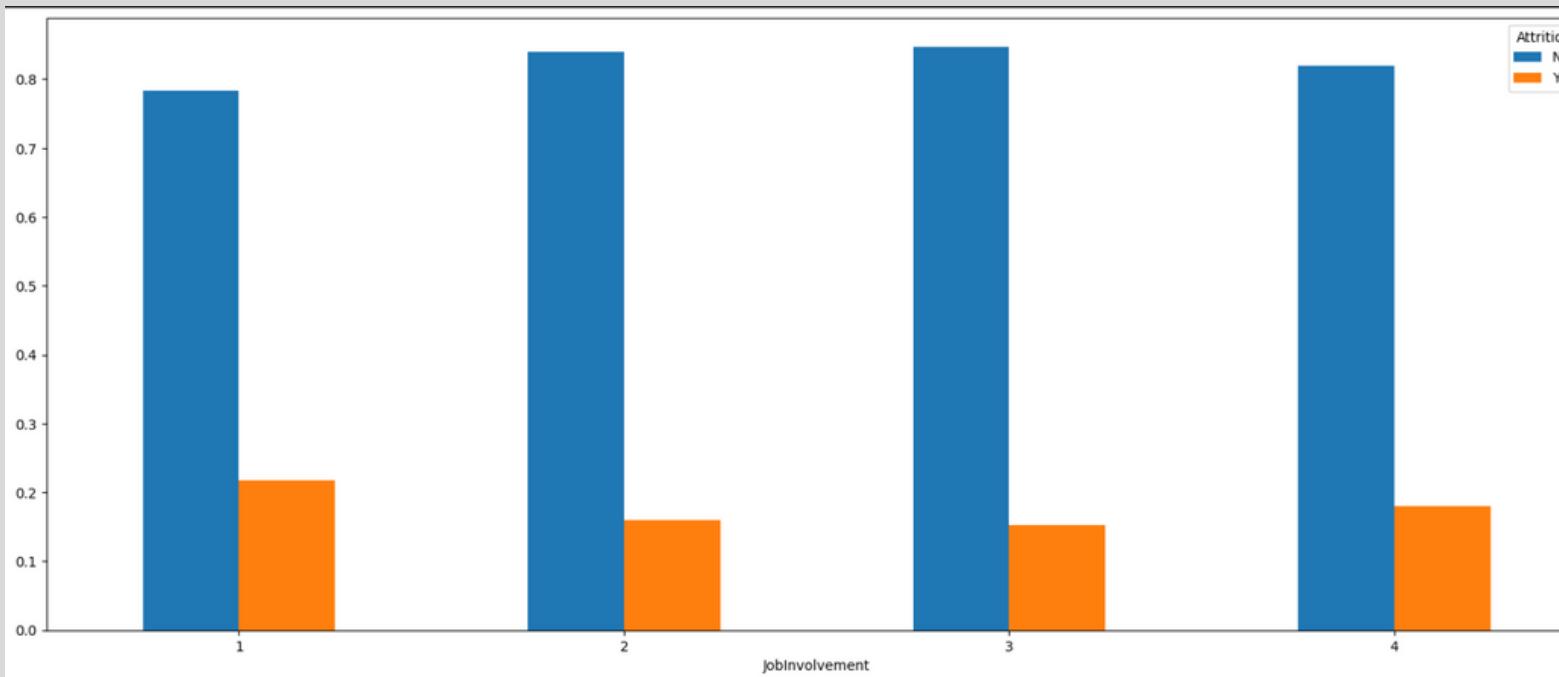
WORK-LIFE BALANCE REVIEW

ATTRIBUTE FOR ATTRITION



- **Work-Life Balance Review - 1:**
 - 75% of the Employees **Stayed**.
 - 25% of the Employees **Left** the Organization.
- **Work-Life Balance Review - 2:**
 - 85% of the Employees **Stayed**.
 - 15% of the Employees **Left**.
- **Work-Life Balance Review - 3:**
 - 90% of the Employees **Stayed**.
 - 10% of the Employees **Left** the Organization.
- **Work-Life Balance Review - 4:**
 - 85% of the Employees **Stayed**.
 - 15% of the Employees **Left**.

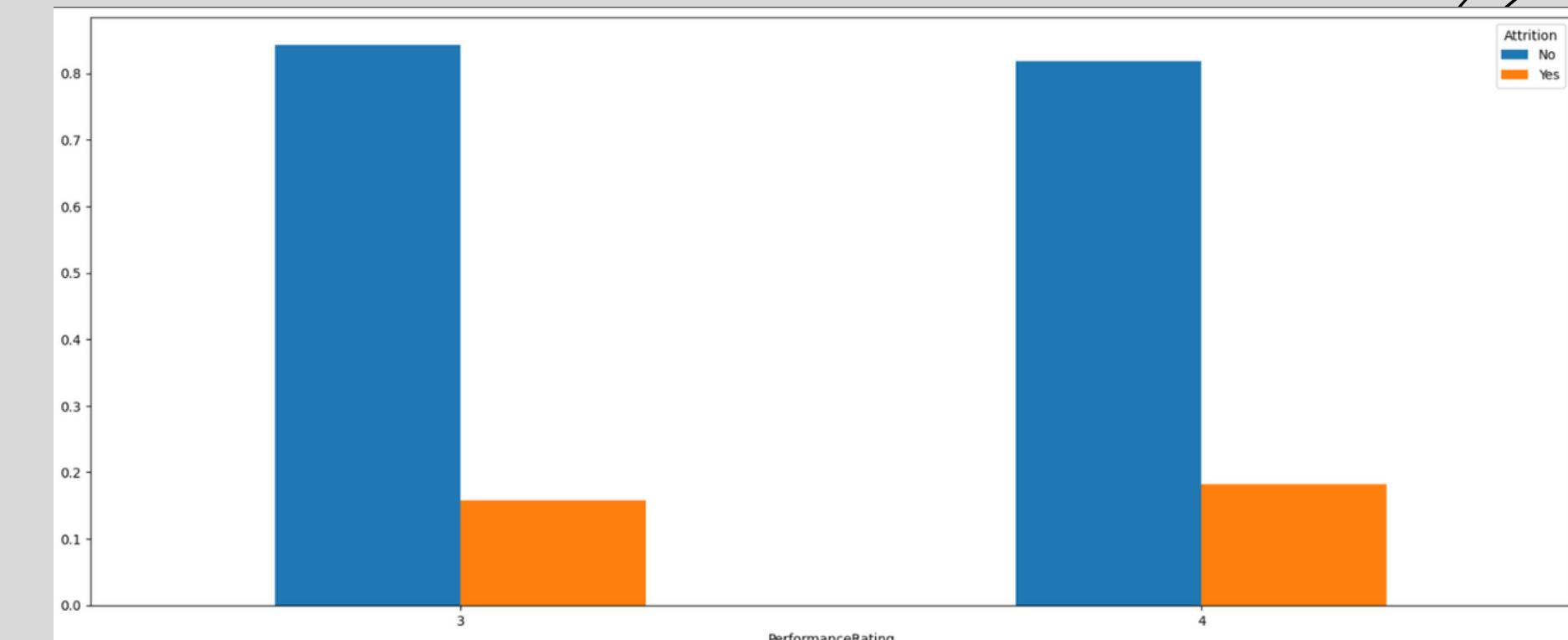
JOB INVOLVEMENT RATING ATTRIBUTE FOR ATTRITION



- **Job Involvement Review - 1:**
 - **80%** of the Employees **Stayed**.
 - **20%** of the Employees **Left** the Organization.
- **Job Involvement Review - 2:**
 - **85%** of the Employees **Stayed**.
 - **15%** of the Employees **Left**.
- **Job Involvement Review - 3:**
 - **85%** of the Employees **Stayed**.
 - **15%** of the Employees **Left** the Organization.
- **Job Involvement Review - 4:**
 - **83%** of the Employees **Stayed**.
 - **17%** of the Employees **Left**.

PERFORMANCE RATING ATTRIBUTE FOR ATTRITION

- **Performance Rating of the Employees - 3.0:**
 - **85%** of the Employees **Stayed**.
 - **15%** of the Employees **Left** the Organization.
- **Performance Rating of the Employees - 4.0:**
 - **80%** of the Employees **Stayed**.
 - **10%** of the Employees **Left**.





05. CONCLUSION

CONCLUSION

- In conclusion, the employee attrition analysis has provided valuable insights into the factors influencing workforce turnover within the organization.
- Through a thorough examination of various variables such as job satisfaction, work-life balance, performance metrics, and career development opportunities, we have identified patterns and correlations associated with employee attrition.
- The analysis has shed light on the critical role of factors like organizational culture, leadership, and employee engagement in mitigating attrition risks. Armed with these findings, the organization can implement targeted interventions, refine recruitment strategies, and foster a workplace environment that promotes job satisfaction and long-term commitment.
- This employee attrition analysis not only serves as a diagnostic tool but also as a strategic guide for maintaining a resilient and high-performing workforce, aligning with the organization's overarching goals and ensuring sustained success in a competitive business landscape.

THANK YOU!!



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