

The background image shows two individuals, a man and a woman, looking at a laptop screen. The image is split diagonally from the top-left to the bottom-right. The upper-left portion is a solid magenta color, and the lower-right portion is a solid teal color. The text is overlaid on the teal portion.

Kampus Merdeka x MyEduSolve

EMPLOYEE ATTRITION ANALYSIS

TEAM 3 - DATA SCIENCE A

OUR TEAM



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THE OBJECTIVES

BACKGROUND

What is Employee Attrition?

Employee attrition can be defined as the natural process in which the employees of an organization or an institution leave the workforce and are not immediately replaced.



GOALS

To find the pattern that may provide useful information in understanding why employees leave.

METHODOLOGY



Data
Preparation



Data Cleansing



Exploratory
Data Analysis



DATA PREPARATION

INITIAL DATA QUALITY REPORT



Total of 1,470
Data



Total of 35
Columns



No Column with
Missing Value



16% of Data is
Employee
Attrition

PREPARATION STEPS & PROCESS

DATA QUALITY CHECK



Data quality checks begin by defining the quality metrics, conducting tests to identify quality issues, and correcting the problems if the system supports them.



FEATURE UNDERSTANDING



FEATURE SELECTION

Feature selection is the method of reducing the input variable to your model by using only relevant data and getting rid of noise in data



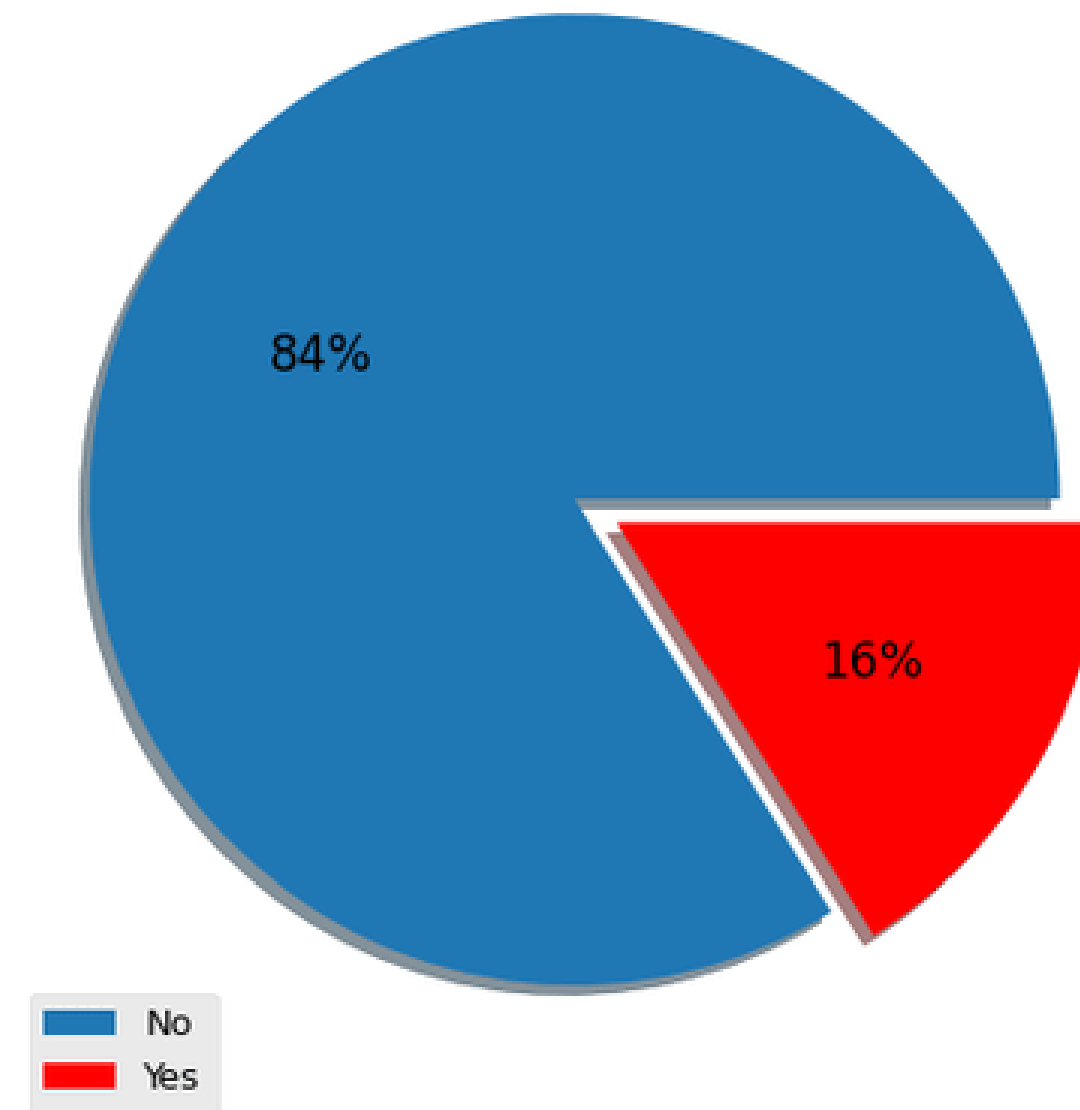


ANALYSIS AND FINDING

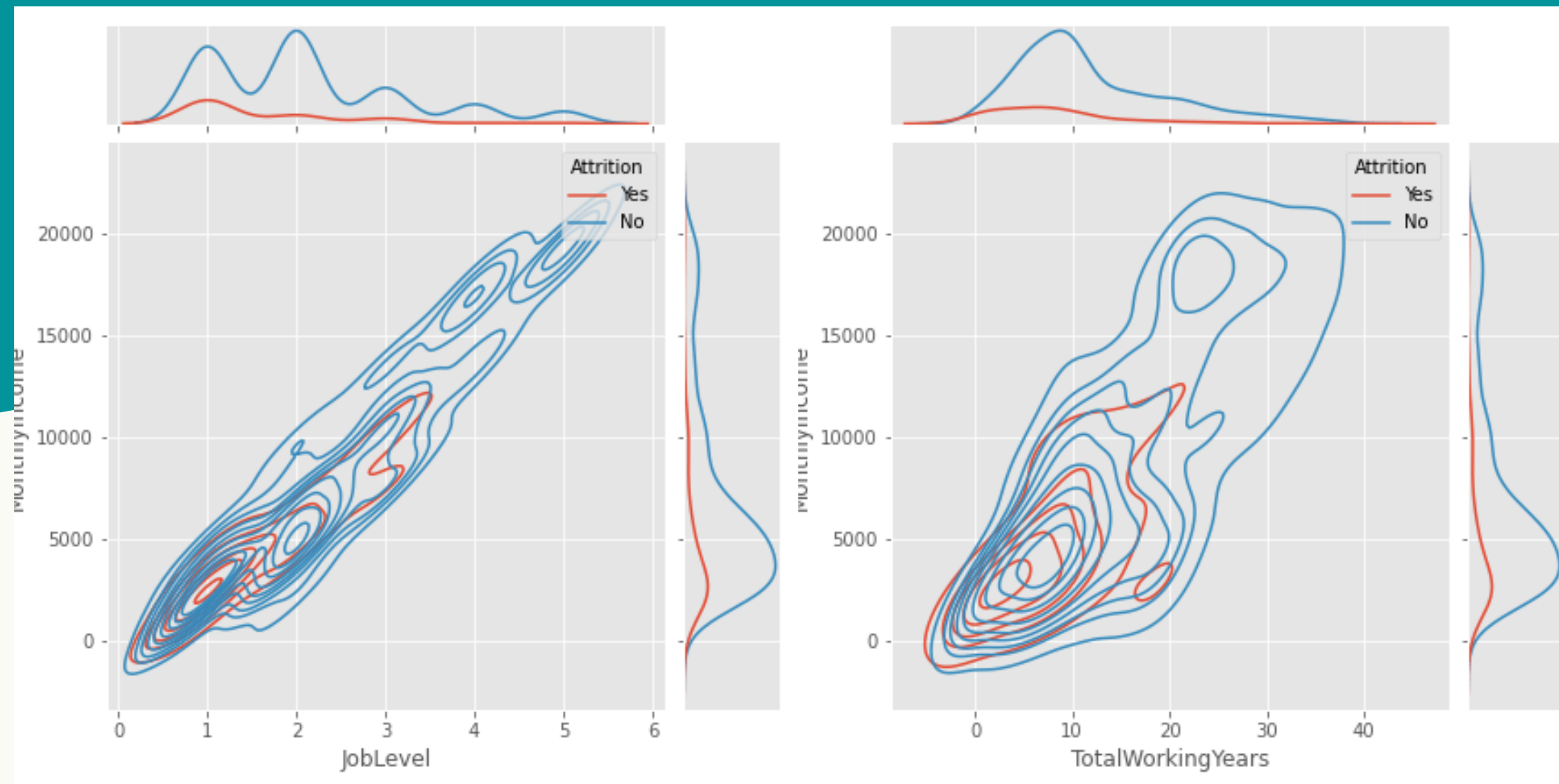
EMPLOYEE COMPARISON

The attrition rates 16% seems to be oddly a bit high. Normal attrition rate is no more than 10%
(Source: Society for Human Resources Management)

Employee Attritions Rate



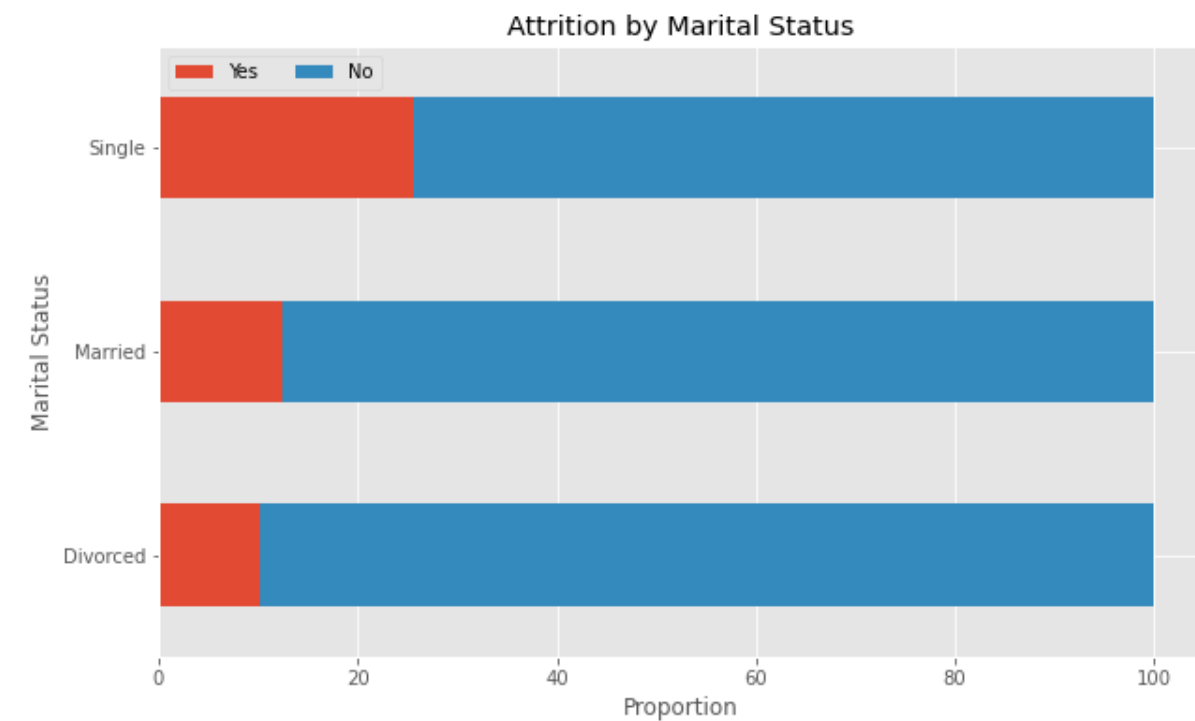
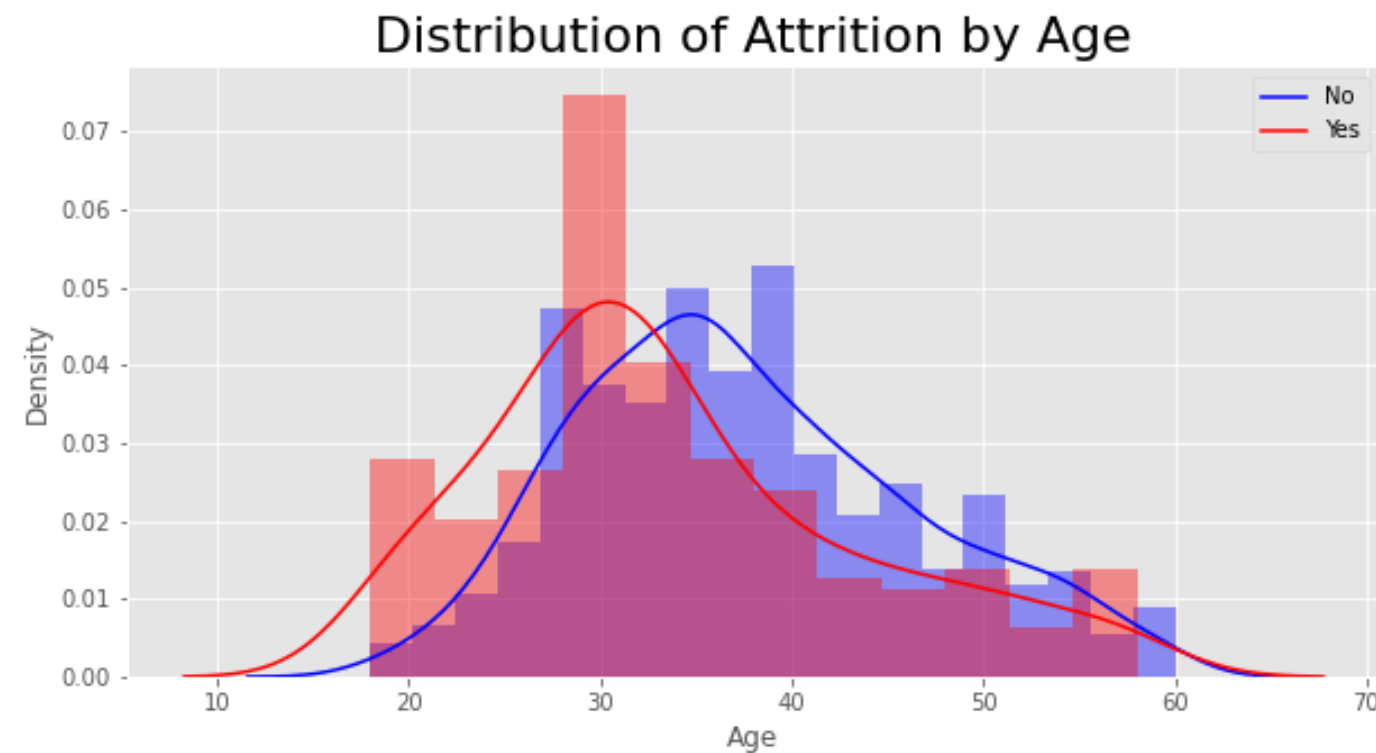
HOW SALARY AND SENIORITY IMPACTS EMPLOYEE ATTRITION



SUMMARY

Employee who had in the entry-level job and less working year were receiving lower income and tends to leave company.

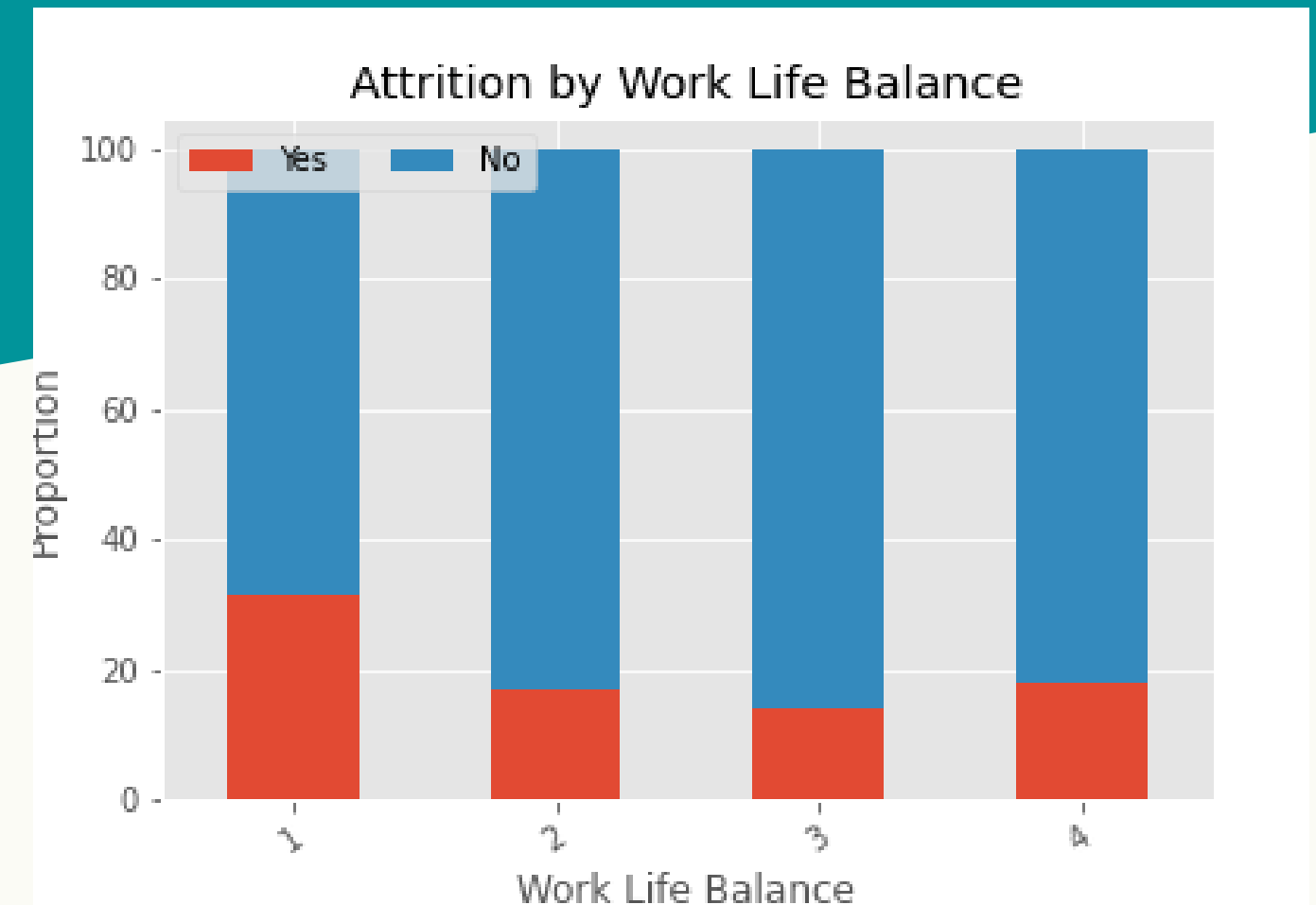
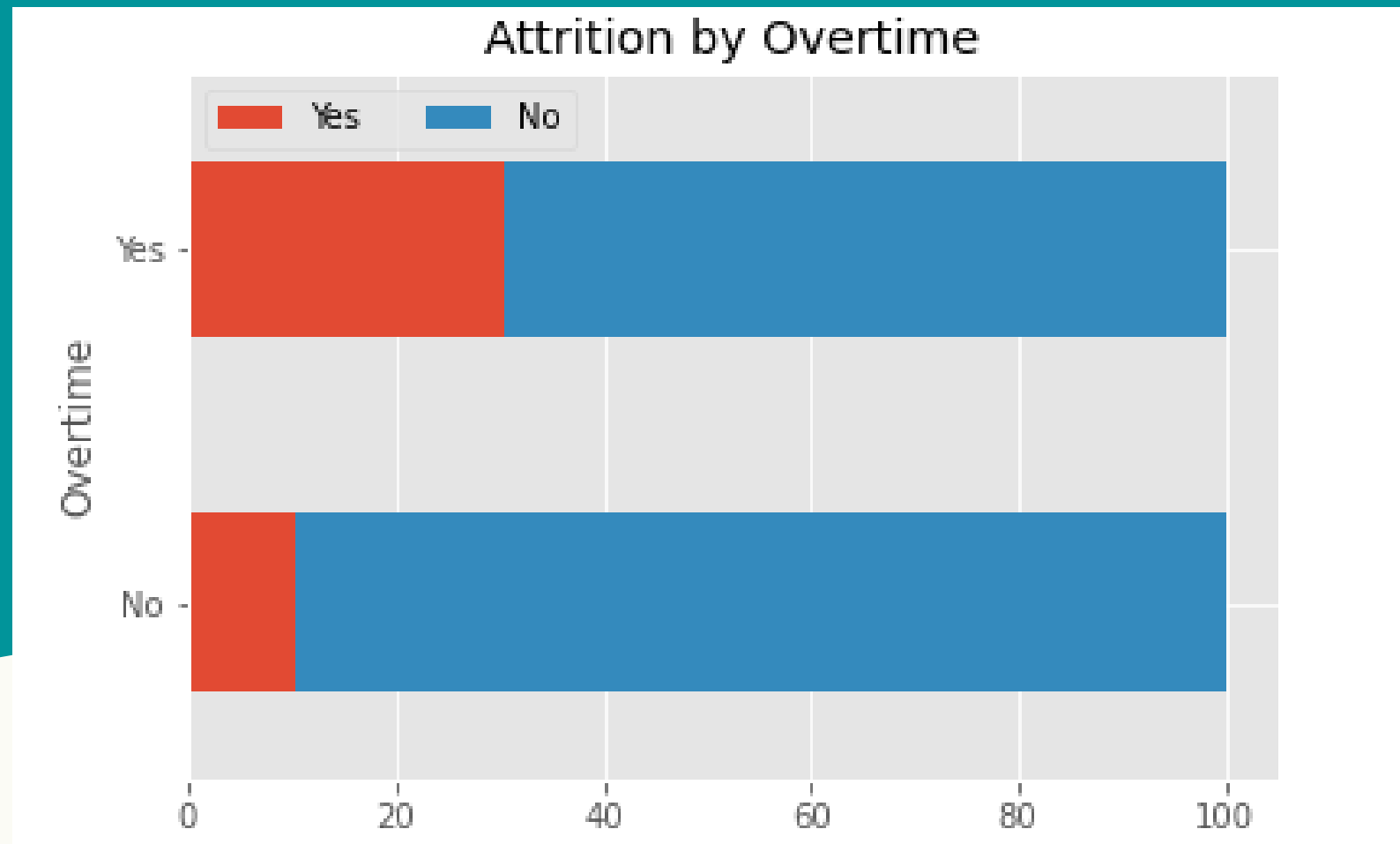
WHAT IS EFFECT OF AGE AND MARITAL STATUS ON ATTRITION?



SUMMARY

The younger employee who hasn't been married have strong tendency to leave the company since they are exploring at that point of time.

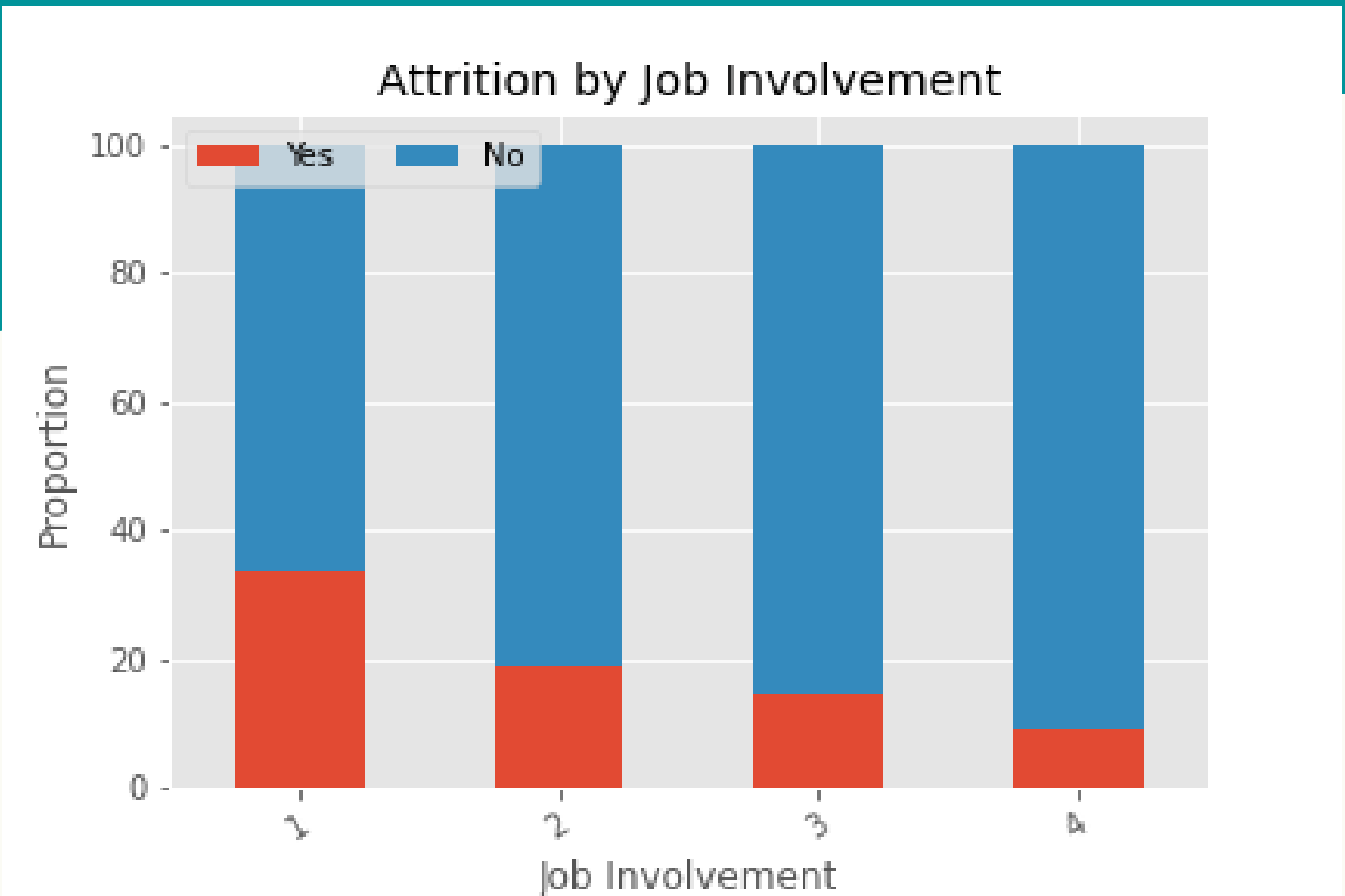
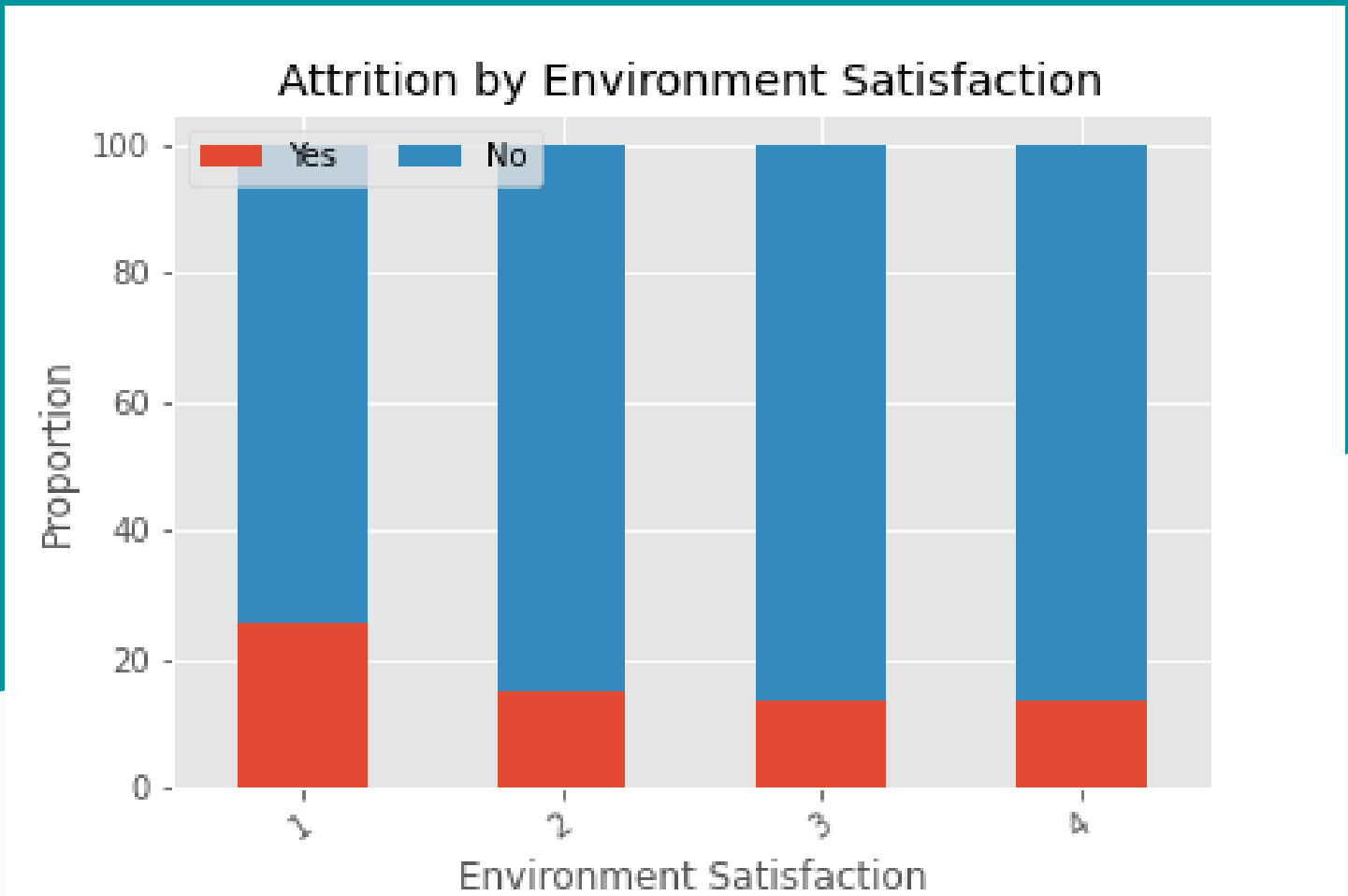
HOW OVERTIME AND WORK LIFE BALANCE IMPACTS EMPLOYEE TO ATTRITION



SUMMARY

Employee who work overtime and have poor levels of work life balance are more accustomed to the better life and want to go for an attrition more.

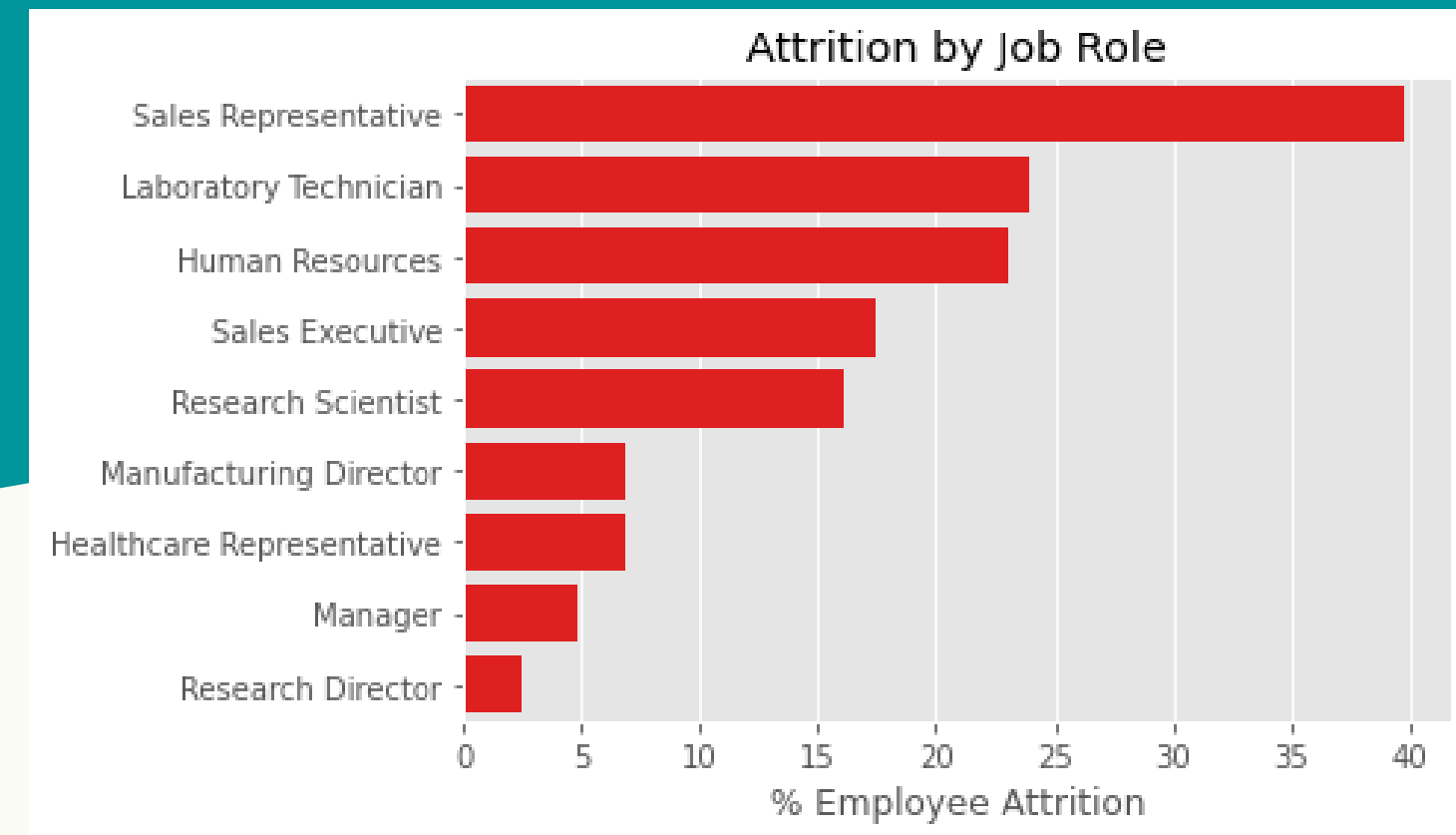
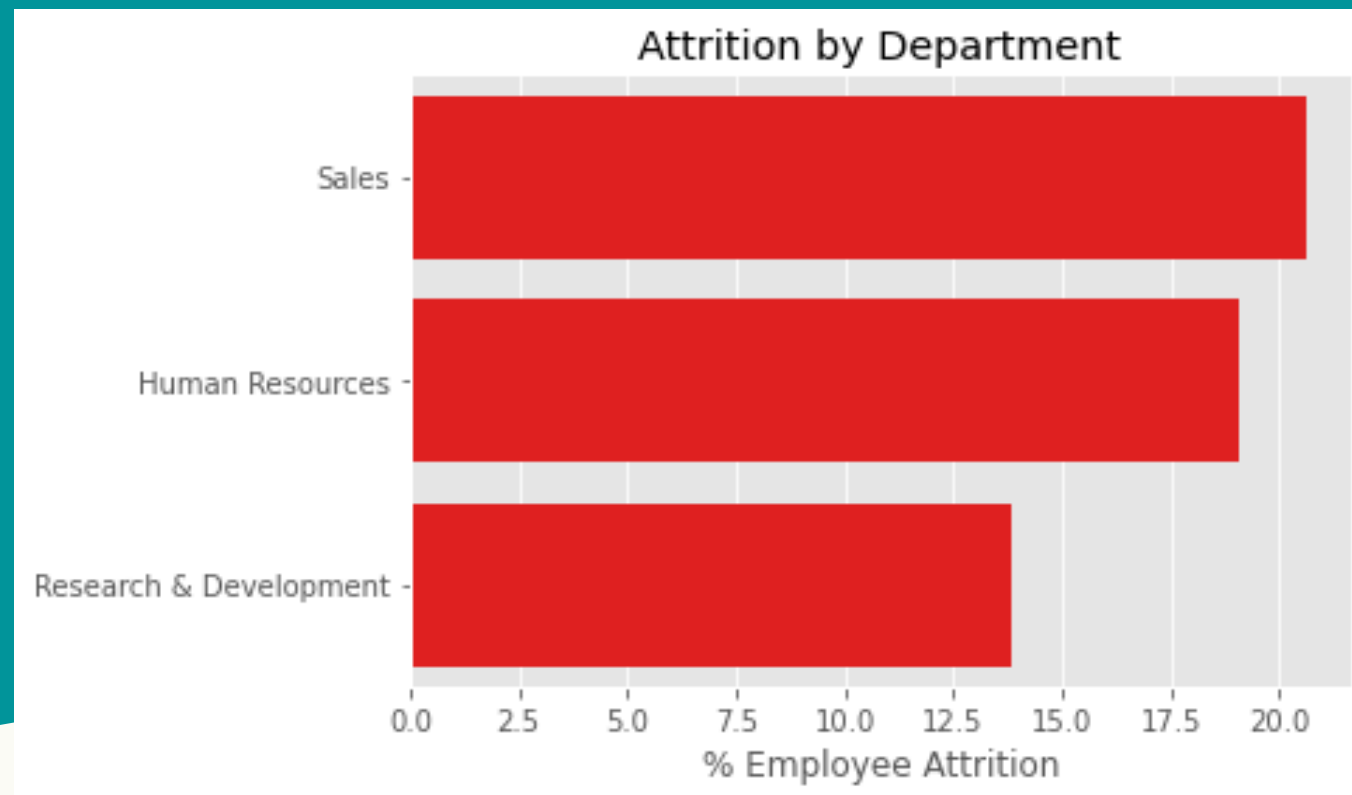
HOW ENVIRONMENT IMPACTS EMPLOYEE TO ATTRITION



SUMMARY

Employee with low levels of environment satisfaction and job involvement tend to move on to get better opportunities and experiences.

THE JOBS AND DEPARTMENT WITH THE HIGHEST ATTRITION RATES

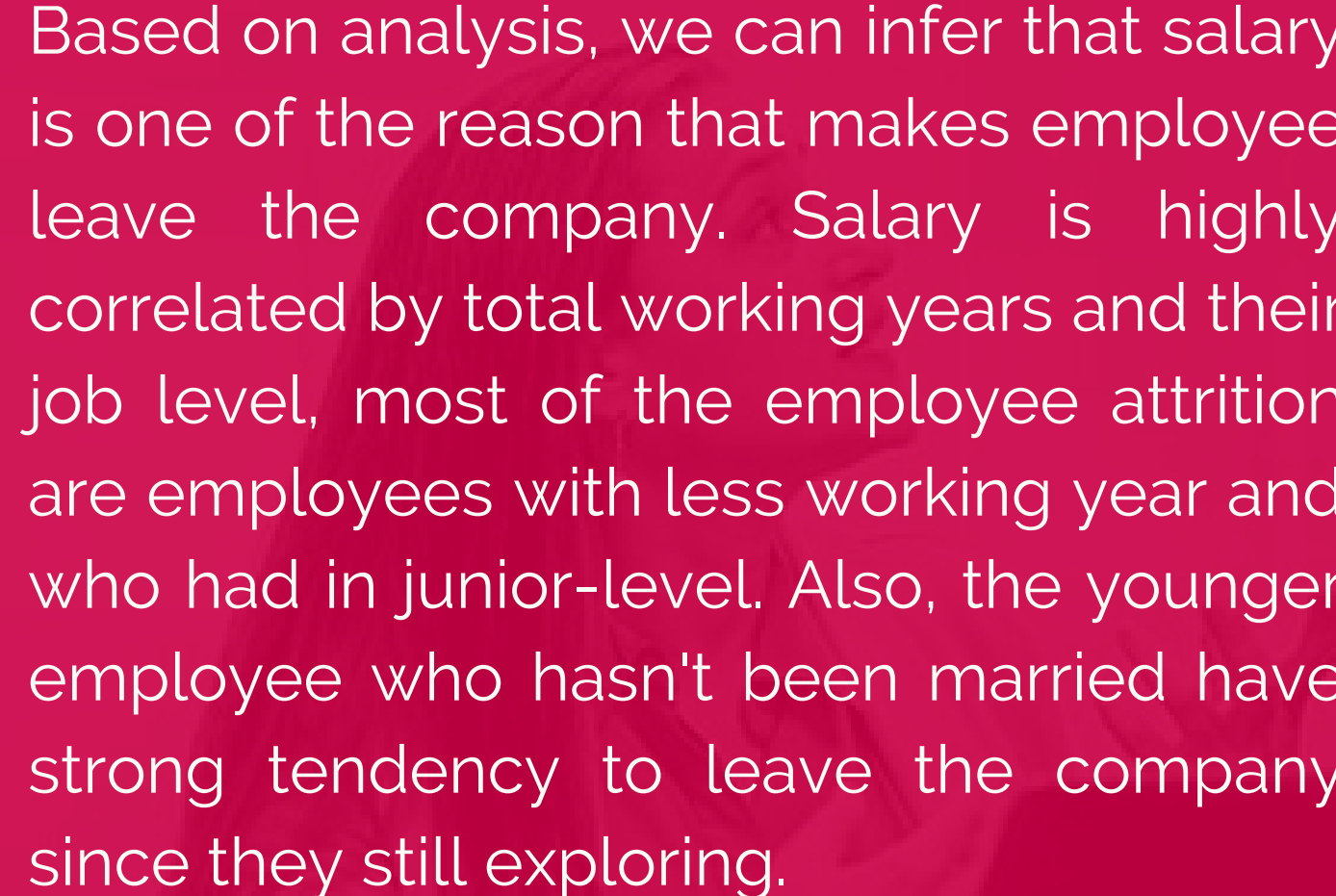


SUMMARY


Attrition occurs in employee whose who works majorly in the sales department and human resources. They're also dominated by employee whose role job is sales representative, laboratory technician and human resources.



SUMMARY & CONCLUSION



Based on analysis, we can infer that salary is one of the reason that makes employee leave the company. Salary is highly correlated by total working years and their job level, most of the employee attrition are employees with less working year and who had in junior-level. Also, the younger employee who hasn't been married have strong tendency to leave the company since they still exploring.



There are 16% of total employee attrition. They are mostly from sales and human resources department, and they're having sales representative, laboratory technician, and human resources as their job role. Moreover they also tend to work overtime, having bad work life balance, and also they have low level of job involvement as well as environment satisfaction.