

Employee Data Analysis using Excel

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PROJECT TITLE

Employee Attrition

AGENDA

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2. Project Overview
3. End Users
4. Our Solution and Proposition
5. Dataset Description
6. Modelling Approach
7. Results and Discussion
8. Conclusion



PROBLEM STATEMENT

Employee attrition is a major cost to an organization and predicting such attritions is the most important requirement of the Human Resources department in many organizations. In this problem, your task is to predict the attrition rate of employees of an organization.



PROJECT OVERVIEW



- The term attrition refers to a gradual but deliberate reduction in staff numbers that occurs as employees leave a company and are not replaced.



WHO ARE THE END USERS?

large majority of HR professionals polled that immediate managers are a bigger reason for attrition. It confirms Wayne Hochwarter [an associate professor of management in the College of Business at Florida State University] theory that “Employees don't leave their job or company, they leave their manager”.

<https://empxtrack.com › blog › attri...>

Who is responsible for Attrition - Empxtrack

OUR SOLUTION AND ITS VALUE PROPOSITION



An employee value proposition (EVP) can be defined as: a statement of the values, rewards, recognition, support, and company culture that an employer gives employees, enabling them to do their best work and achieve their highest potential.

Dataset Description

Attrition rate is a metric that quantifies the rate at which employees depart an organisation, whether voluntarily or involuntarily. It represents the pace of employee turnover, expressed as a percentage and serves as a key indicator for HR teams to evaluate retention efforts and understand organisational dynamics.

THE "WOW" IN OUR SOLUTION



- Step one: Identify a problem. ...
- Step Two: Prioritize Training and Professional Development. ...
- Step Three: Offer Support and Recognition. ...
- Step Four: Improve Employee Engagement With Communication. ...
- Step Five: Offer Competition Compensation



MODELLING

The Logistic Regression model emerged as the best performer for Employee Attrition prediction model, balancing accuracy and avoiding overfitting. By implementing such models, organizations can anticipate potential employee departures and take timely action

RESULT S

Employee attrition, or turnover, is the reduction of a workforce due to resignations or retirements that aren't immediately replaced. It can have a significant financial impact on companies, with direct costs like hiring, training, and recruiting new employees, and indirect costs like loss of productivity and institutional knowledge. According to some estimates, it costs about one-third of an employee's annual salary to replace them. However, attrition can also be a good thing, as it can force companies to identify issues and cut labor costs. It can also lead to hiring new employees with fresh ideas and energy.

Conclusion

Employee attrition, or the process of employees leaving a company, can have a significant impact on an organization's balance and productivity. It's important for organizations to understand and address attrition to maintain a stable workforce and ensure long-term success.

