



# Employee Attrition Analysis

Analysis & recommendations about employee retention

By Charlotte Sun

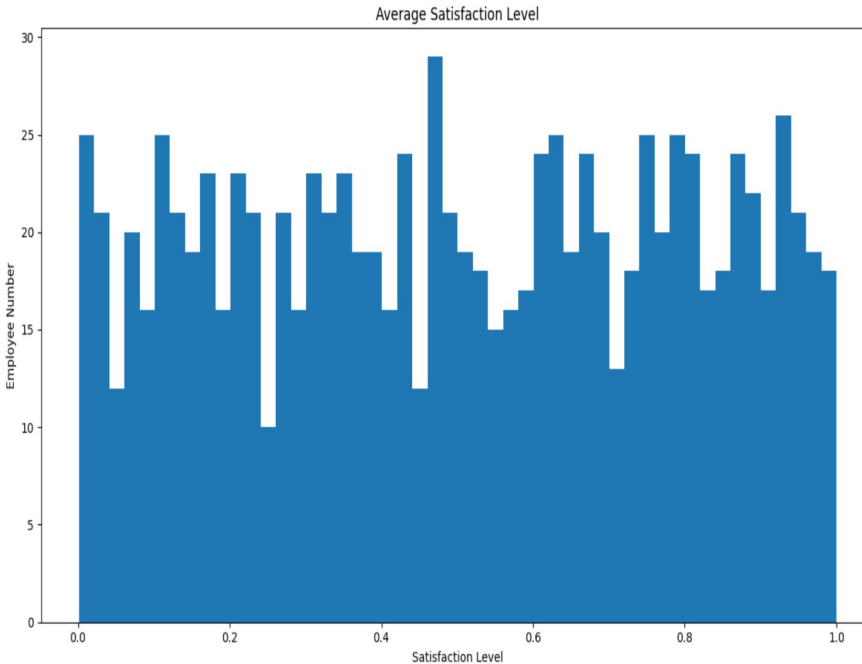


# Overview

WHY do employees leave Company A?

HOW can we retain them?

# The Problem: Mediocre Job Satisfaction



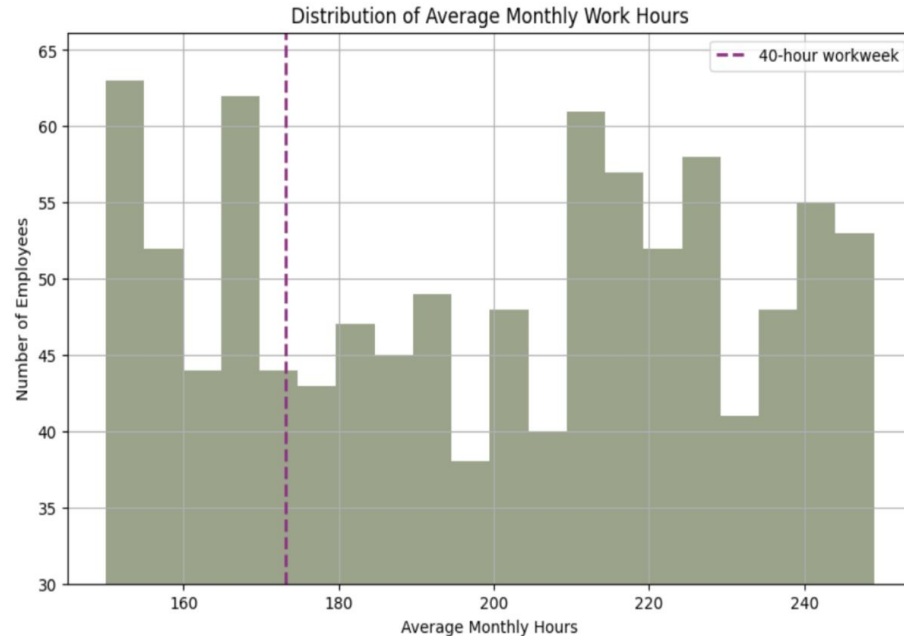
Company A would hope for high satisfaction

The graph shows this isn't the case

Among 1000 employees:

- 495 left
- 505 stayed

## What is the distribution of average monthly work hours among employees ?



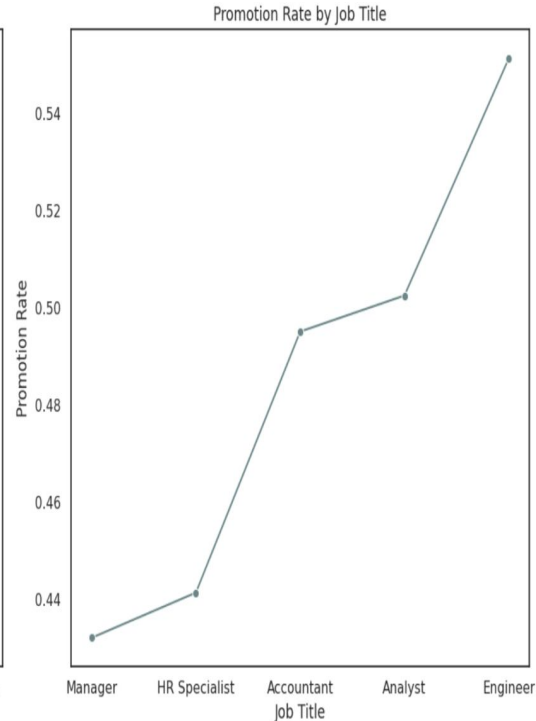
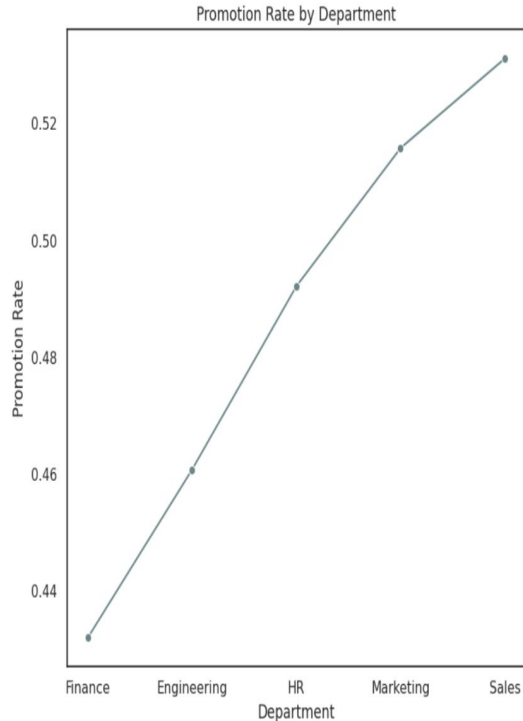
### Analysis

- Average monthly working hours are just under 200 hours
- Individual working hours vary between 150 and 249 hours
- Many employees work more than 40hr/week

### Conclusion :

The majority work more than 40 hours per week, which might imply that they are overworked.

## What are the promotion rates in different departments and positions?



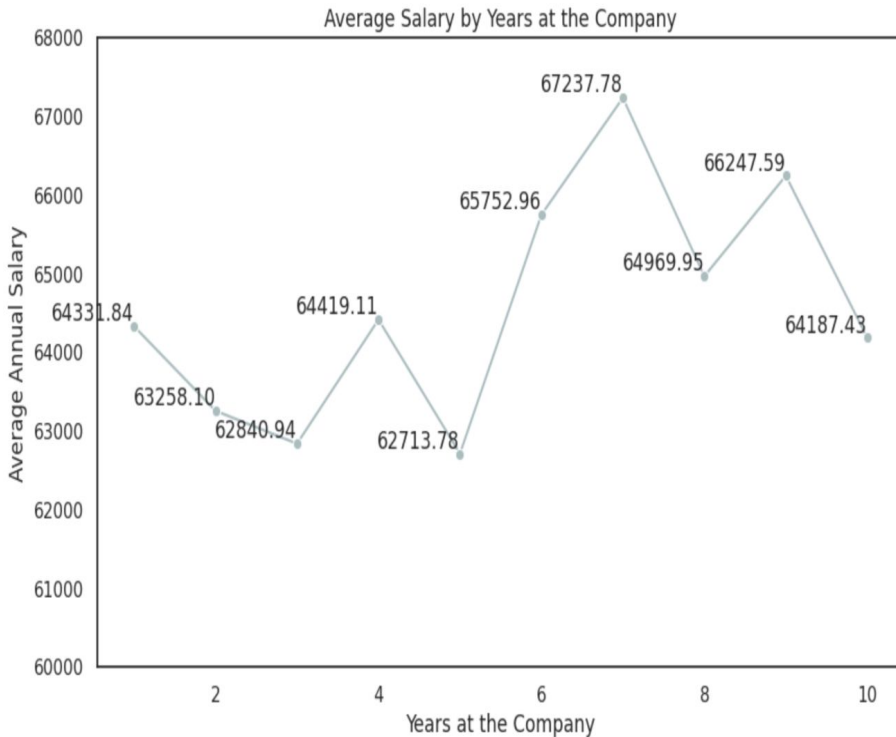
### Analysis

- Sales department has most promotions while finance department has the fewest
- Engineers have the most promotions while managers have the least

### Conclusion:

The promotion rate is different across different departments and job titles, which might lead employees to think it's not a fair distribution

## How do years of service at the company affect annual salaries?



### Analysis

- Large variations in salary among employees with same years of service.
- 7 years has the highest salaries

### Conclusion :

Tenure does not strongly correlate with increase in salary.



## Recommendations:

**Provide** more promotion opportunities for employees with a certain number of years of service.

**Improve** the salary adjustment framework for different departments to balance the salary levels of employees in various work departments.

**Encourage** work-life balance by controlling employee working hours to be around 40 hours per week.