

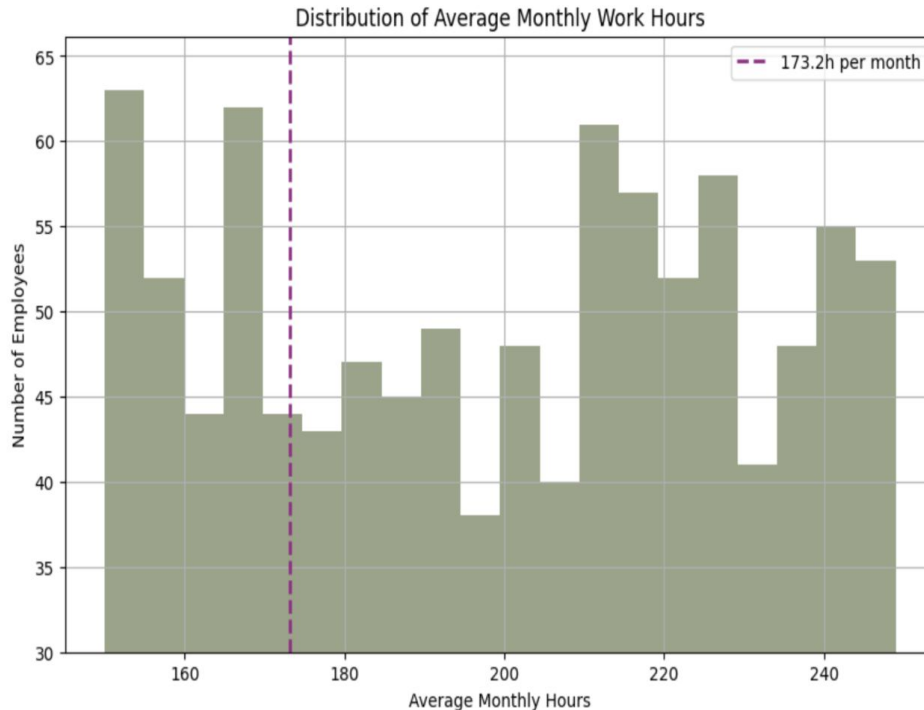


Employee Attrition Analysis

Analysis & recommendations about employee retention

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



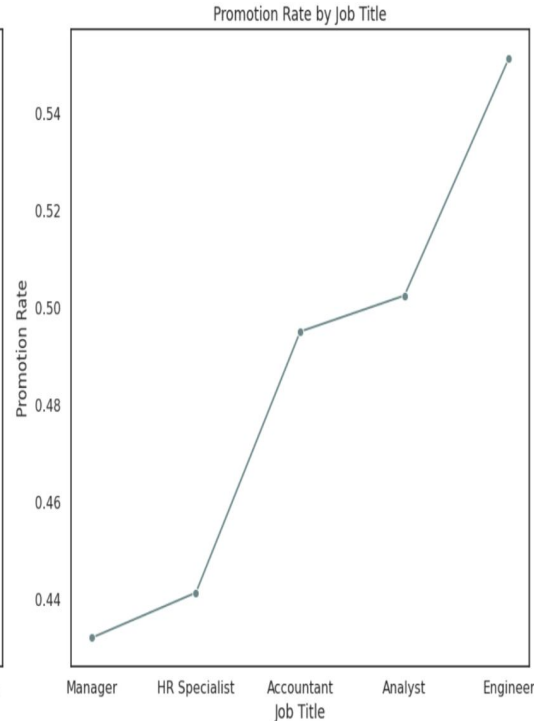
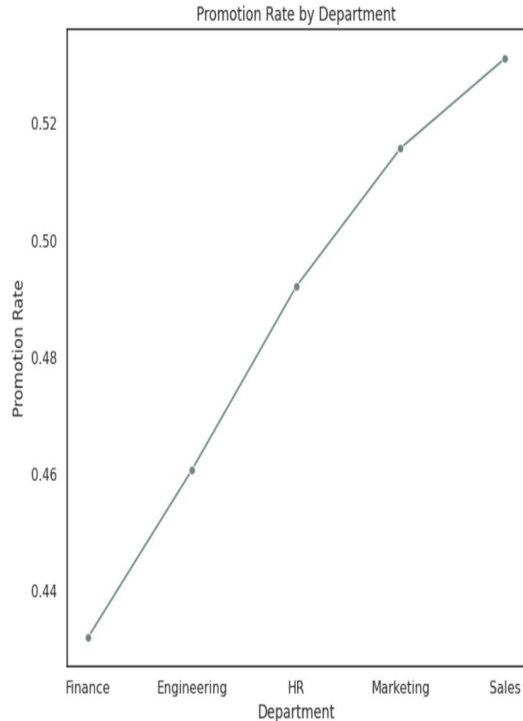
Analysis

- 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?



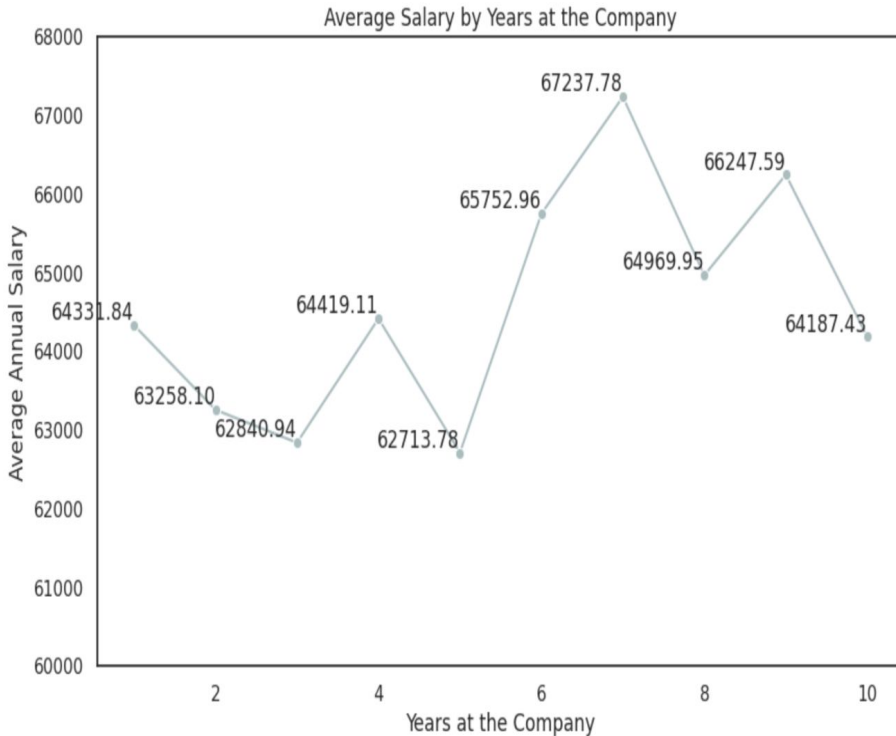
Analysis

- 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.