

Title Page	Executive summary	General Overview	Department	Job Role	Monthly Income	Business Travel
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# Employee Attrition Analysis



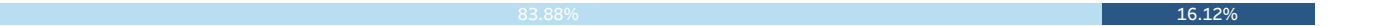
Identify key factors contributing to employee attrition

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Springboard  
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## Executive Summary

Attributes that are most significant predictors of employee attrition and where to pay attention to decrease the estimated number of employees leaving next year by 15%.

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Attrition

No Yes



Gender

Male Female



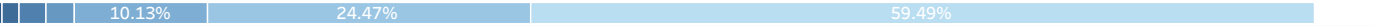
Department

Sales Research & Dev. Human Resourc..



Monthly Income

Above 160K 120K - 160K 80K - 120K 40K - 80K Below 40K



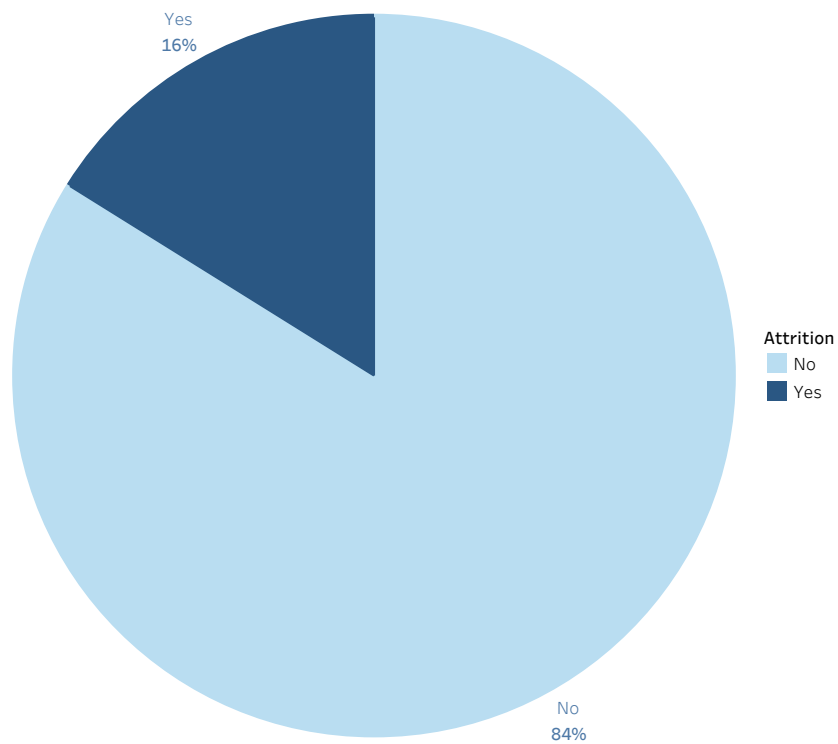
Years At Company

> 40 years 30 - 35 years 20 - 25 years 15 - 20 years 10 - 15 years 5 - 10 years < 5 years

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## Attrition Proportion

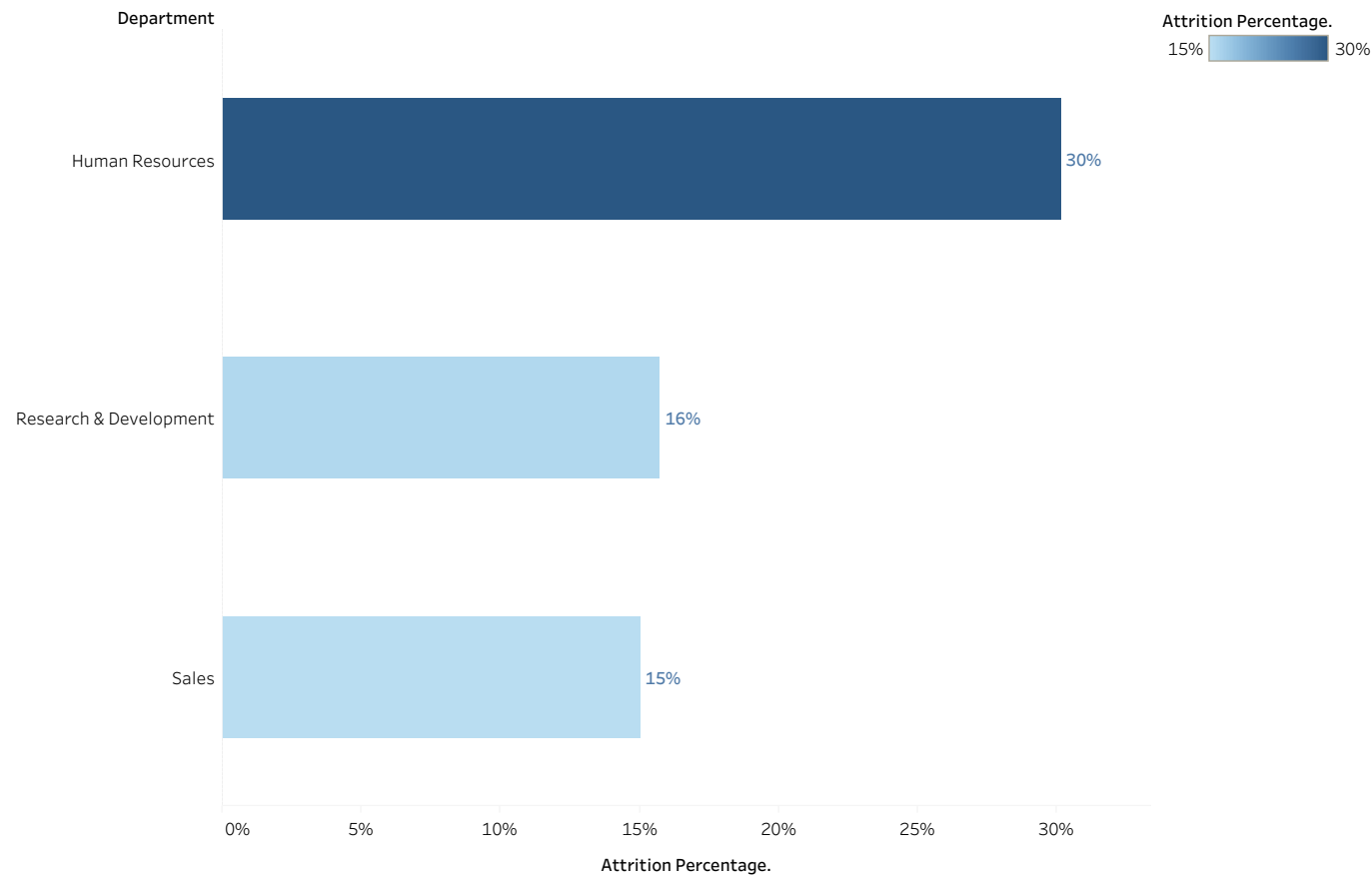
► From the total employees last year, almost 16% have attrited



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## Attrition by department

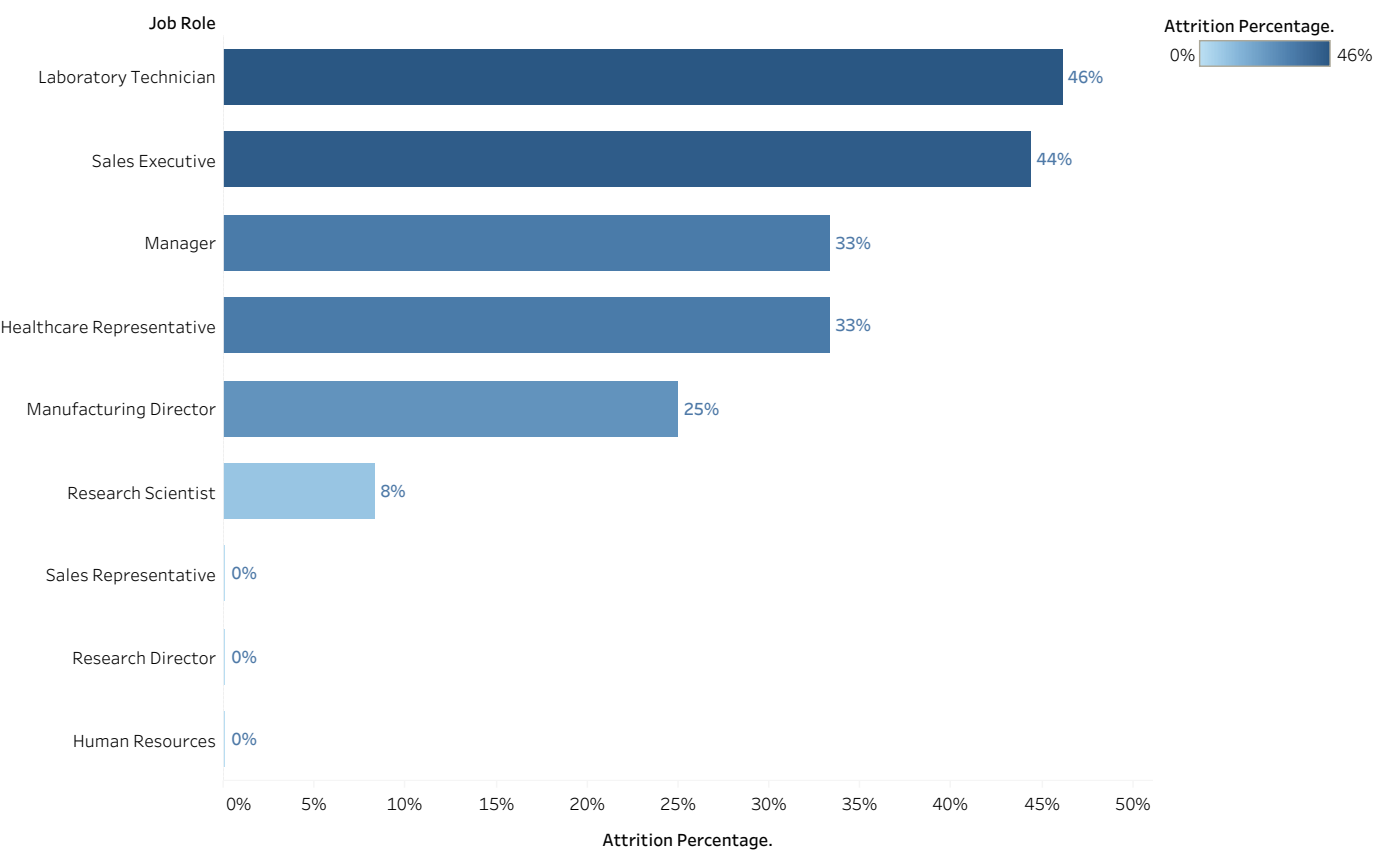
► The Human Resources department has the higher attrition rate of 30%



Executive summary	General Overview	Department	Job Role	Monthly Income	Business Travel	Distance From Home
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## Attrition by job role

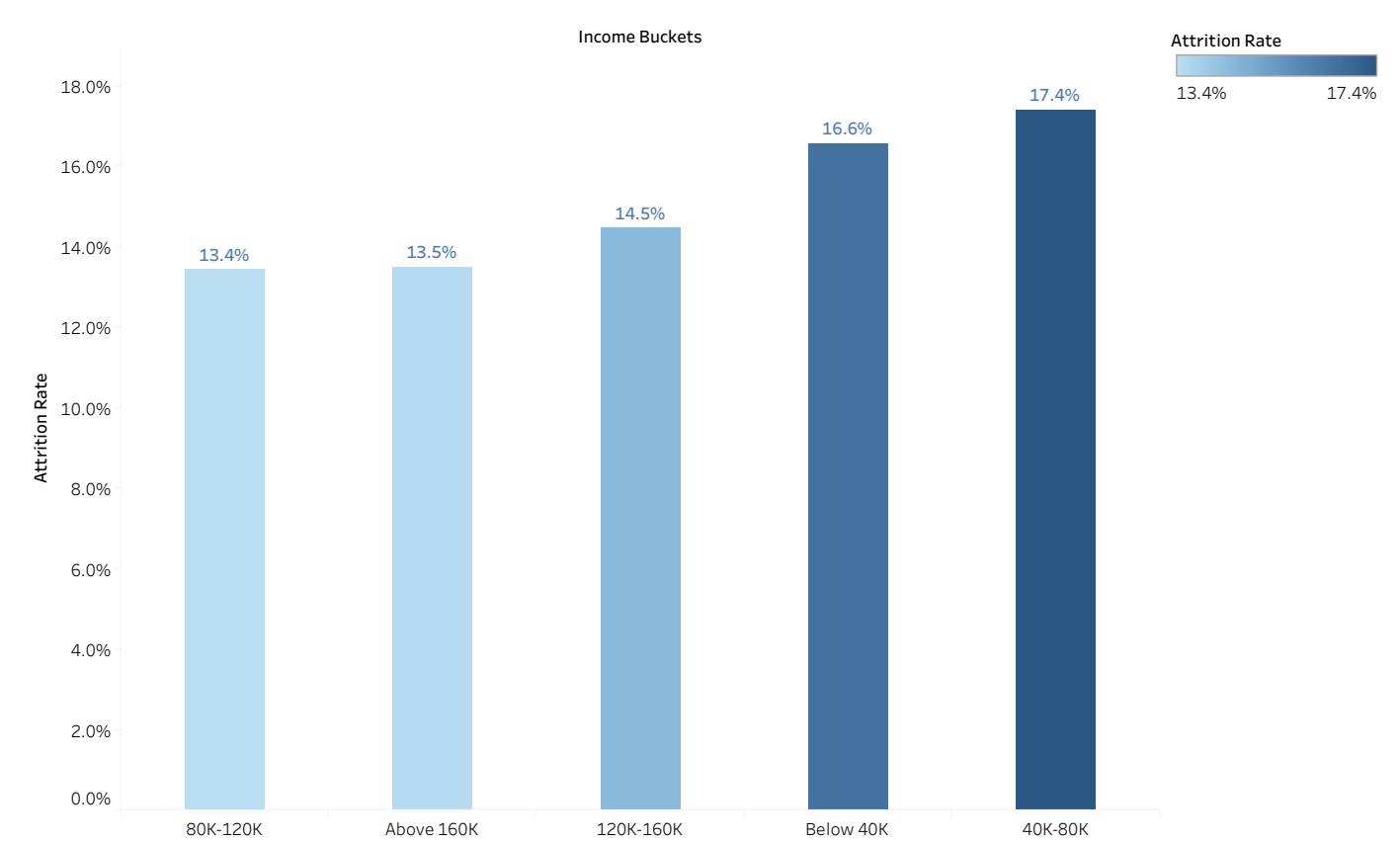
► The Laboratory Technician and Sales Executive roles exhibit the highest attrition rates at 46.15% and 44.44%, respectively.



General Overview	Department	Job Role	Monthly Income	Business Travel	Distance From Home	Number of years worked
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## Attrition by monthly income

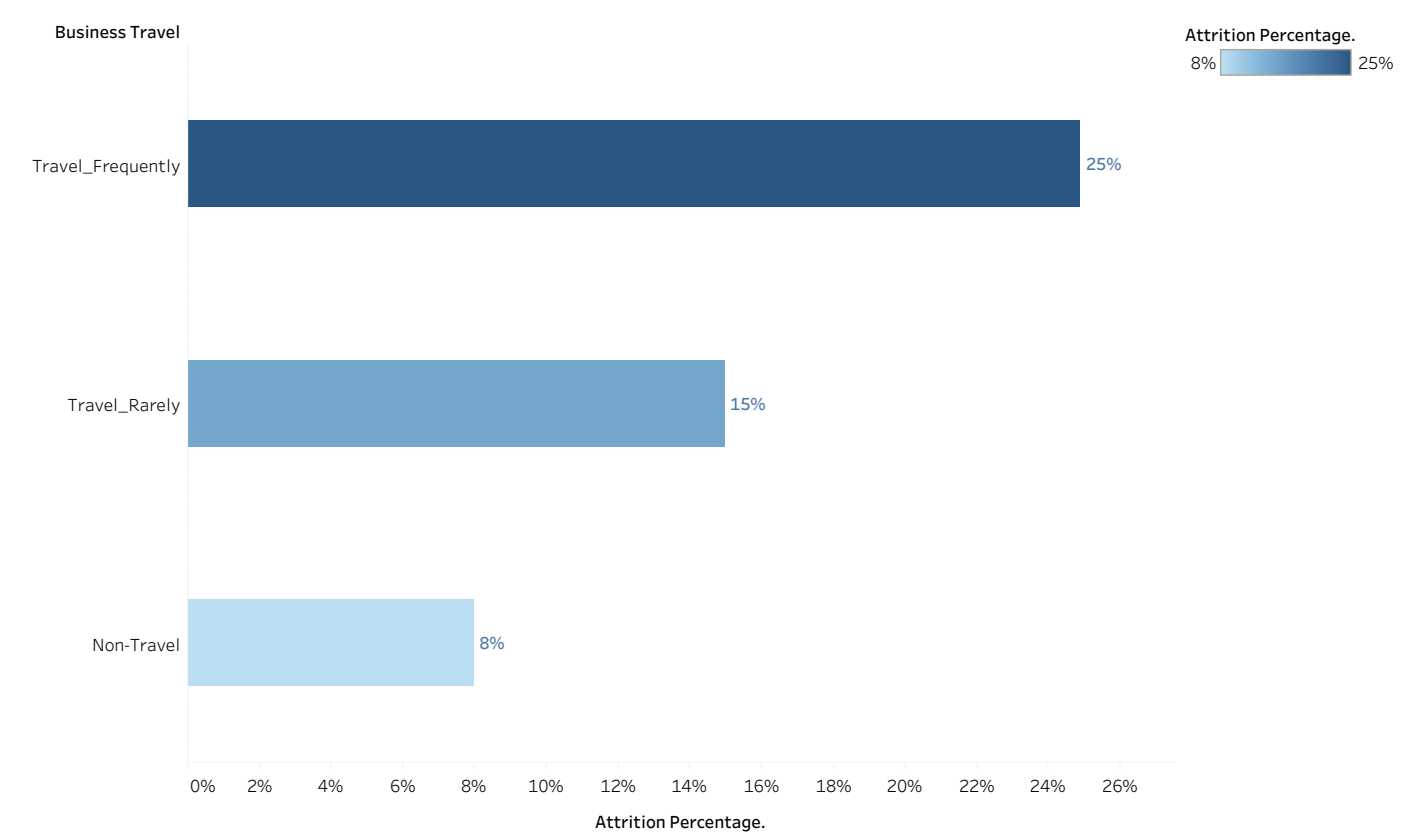
► 40K-80K income bucket has the highest attrition rate at 17.40%, closely followed by the Below 40K bucket at 16.57%.



Department	Job Role	Monthly Income	Business Travel	Distance From Home	Number of years worked	Satisfaction
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## Attrition by business travel

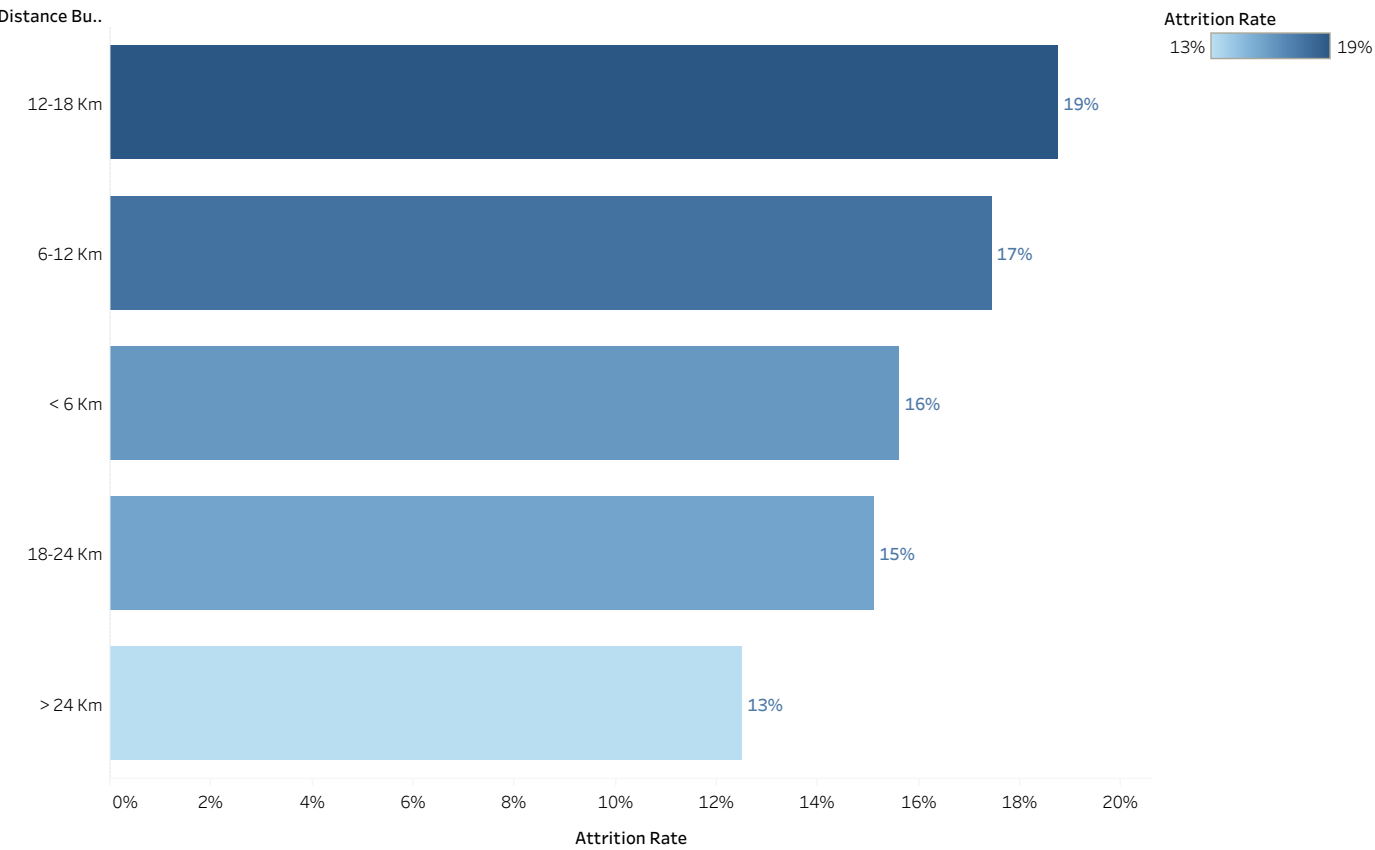
► Employees who travel frequently have the highest attrition rate at approximately 24.91%



Job Role	Monthly Income	Business Travel	Distance From Home	Number of years worked	Satisfaction	Recommendations
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## Attrition by commute

► Employees living 12-18 km from the workplace have the highest attrition rate at 18.75%. The 6-12 km distance bucket also shows a high attrition rate at 17.45%

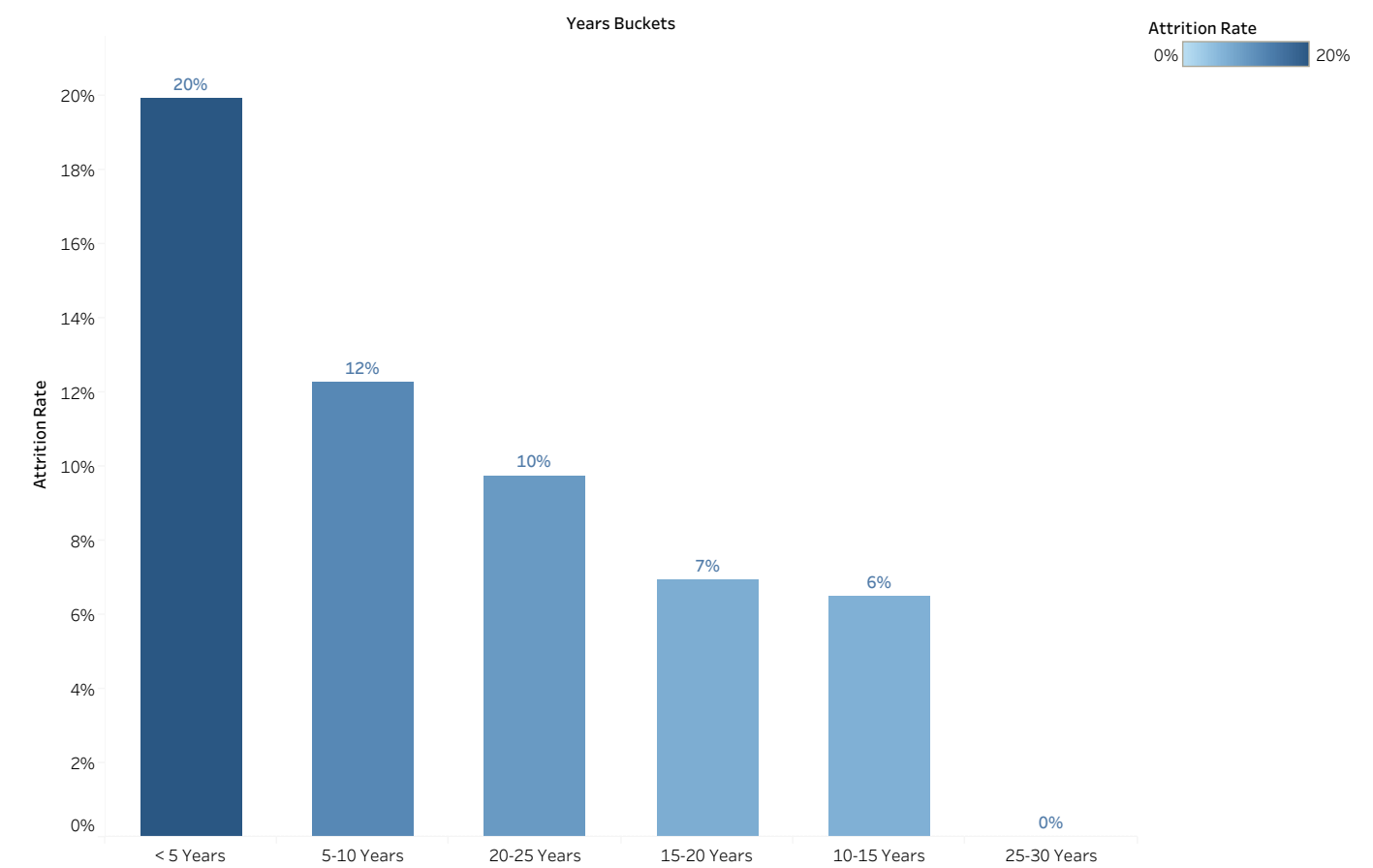




Job Role	Monthly Income	Business Travel	Distance From Home	Number of years worked	Satisfaction	Recommendations
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## Attrition by number of years worked

► Employees with less than 5 years of experience with the company has the highest attrition of nearly 20%.

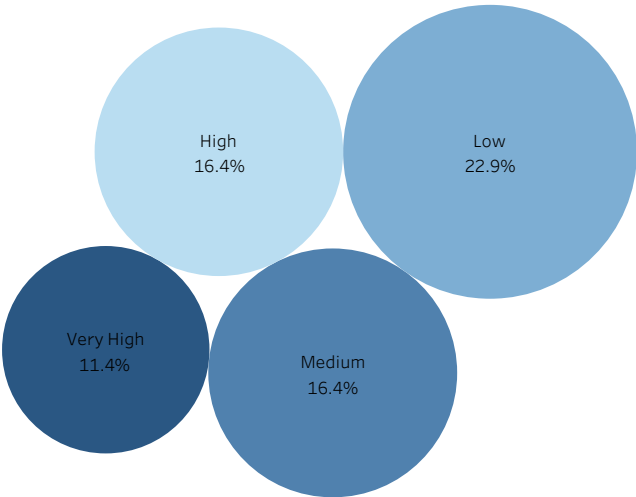


Job Role	Monthly Income	Business Travel	Distance From Home	Number of years worked	Satisfaction	Recommendations
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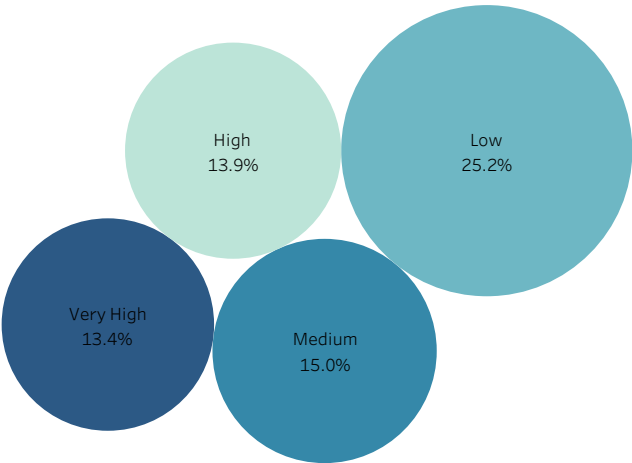
## Satisfaction

► Both survey results show we have the highest attrition with low satisfaction, which indicates high correlation.

### Job satisfaction



### Environment satisfaction



Job Role	Monthly Income	Business Travel	Distance From Home	Number of years worked	Satisfaction	Recommendations
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## Recommendations

### JOB ROLE:

► Offer training and development programs for employees in Laboratory Technicians and Sales Executives to improve their job satisfaction and opportunities for growth. For example, provide career development paths in these roles to move into managerial positions or other growth opportunities within the organization. Besides that focus on role-specific interventions such as mentorship programs or cross-training to improve retention in these high-attrition job roles.

### MONTHLY INCOME:

► Conduct a salary review for employees earning between 40K-80K and offer salary increases where appropriate to retain key employees. Performance-Based Incentives: Consider offering performance bonuses or recognition rewards to this group, especially those who perform well but may not see immediate salary progression.

### Business Travel:

► Introduce support programs for employees who travel frequently, such as wellness initiatives, stress management resources, or flexibility in work arrangements after travel. Consider reducing the number of trips or offering virtual meeting alternatives where possible to minimize stress, Conduct surveys or focus groups to gather employee feedback on travel-related issues.

### Number of years worked:

► Enhance onboarding programs to ensure new employees feel welcomed and integrated into the company culture. Provide mentorship opportunities to help them build connections and understand their roles better. Offer clear career progression paths and development opportunities for newer employees. Providing training, professional development, and mentorship can enhance their engagement and commitment.

### Satisfaction:

► *Job satisfaction*: Address any concerns raised to foster a more positive work experience. Implement recognition programs to acknowledge employee contributions and successes, boosting morale and job satisfaction.

► *Environmental satisfaction*: Create a supportive and inclusive work environment that addresses employee needs. This could involve improving workplace facilities, offering wellness programs, or providing opportunities for social interaction among colleagues.