Galaxy HR Employee Attrition Report

By : Akande S. Damilola
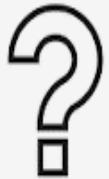
Outlines

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▶ Problem Statement

▶ Project Objectives

▶ Recommendations

▶ Insights

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Problem Statement

The company is experiencing high employee turnover, and there is a need to understand the underlying causes and factors contributing to this issue. The analysis investigates patterns and trends in employee attrition, focusing on demographic characteristics, job roles, and departmental. By uncovering these insights, the goal is to identify key drivers of turnover and provide recommendations to enhance employee retention and reduce overall attrition rates.

Project Objectives

► Identify the Reasons for Employee Attrition

► Analyze Turnover by Race and Gender

► Track Turnover Trends Over Time

► Turnover by Department and Location

► Monitor the overall number of employees

Recommendations

1. **Targeted Retention Strategies:** Develop tailored retention strategies for departments and employee groups with high turnover rates.

2. **Diversity and Inclusion Initiatives:** Enhance diversity and inclusion efforts to create a more inclusive work environment for all employees.

3. **Career Development Opportunities:** Invest in employee development and provide clear career paths to retain top talent.

4. **Exit Interviews:** Conduct thorough exit interviews to gather feedback from departing employees and identify areas for improvement.

5. **Remote Work Policies:** Evaluate the effectiveness of remote work policies in these regions and explore potential adjustments.

6. **Flexible Work Arrangements:** Consider providing more flexible work arrangements, such as remote work or flexible hours, to accommodate the needs of younger employees.

7. **Mentorship Programs:** Establish mentorship programs that pair employees from different backgrounds.

Dashboard Overview

GALAXY HR ANALYTICS REPORT

| Headquarters | Remote |

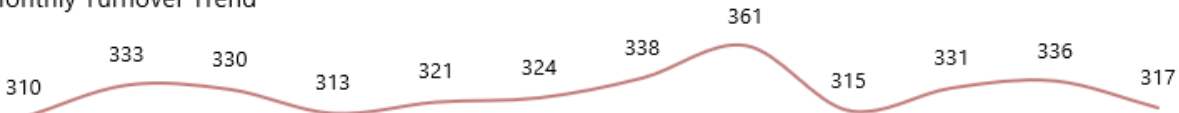**Female Employees** 10321

Male Employees 11288

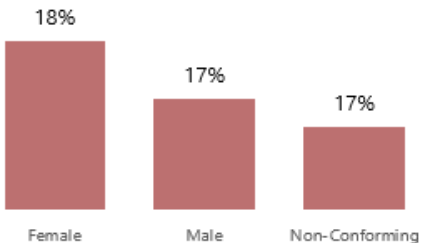**Total Number of employees Terminated** 3929

Overall Turnover Rate 17.7%

Termination Rate 18%

2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041	

Monthly Turnover Trend

310 333 330 313 321 324 338 361 315 331 336 317

Attrition by Gender

Female 18%
Male 17%
Non-Conforming 17%

Turnover by Race

Hispanic or Latino 17%
American Indian or Alaska Native 17%
Black or African American 18%
Asian 18%
White 18%
Two or More Races 18%
Native Hawaiian or Other Pacific Islander 19%

Termination by State

Wisconsin 16%
Michigan 15%
Illinois 16%
Indiana 18%
Ohio 18%
Pennsylvania 17%
Kentucky 17%
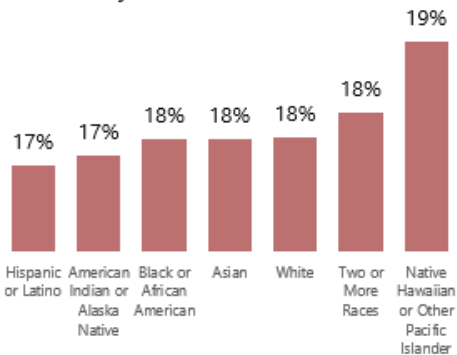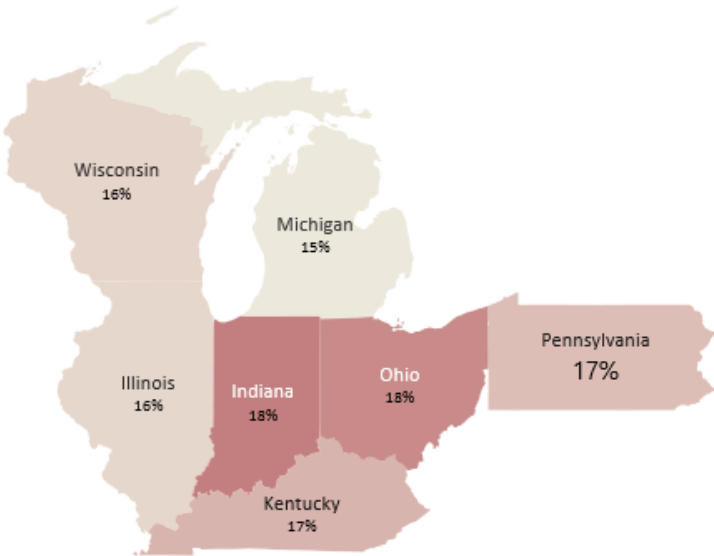
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Termination by Top 5 Department
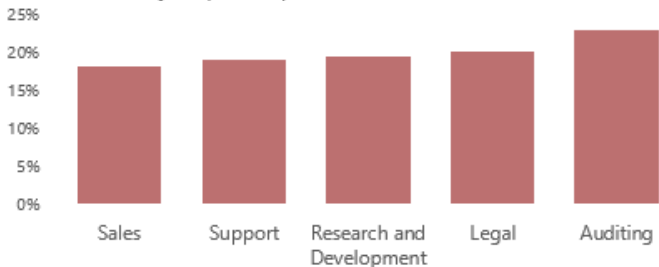
Sales, Support, Research and Development, Legal, Auditing

Statistician IV and **Executive Secretary** exhibit the highest turnover by job title, each nearing **100%** and **Sales Representative** show lower rates

Termination by Top Job title
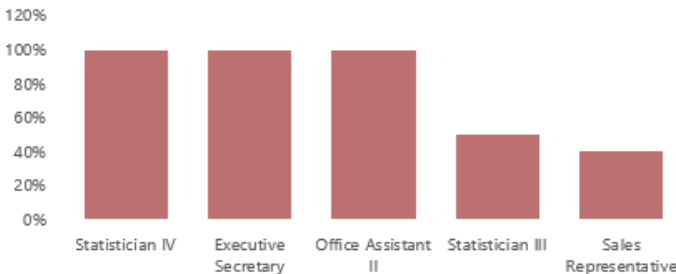
Statistician IV, Executive Secretary, Office Assistant II, Statistician III, Sales Representative
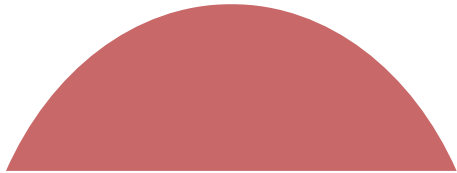
The highest attrition rate by age group falls **under 30** at **18.10%.** The rates gradually decline across older age groups, with those **50 and over** having the lowest attrition at **17.00%.**
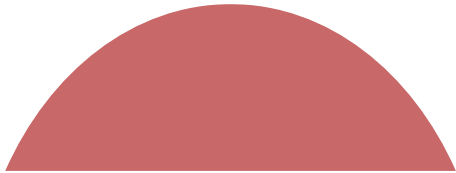
Attrition by Age-Group

Under 30 18.10%
30-39 17.88%
40-49 17.77%
50 and Over 17.00%
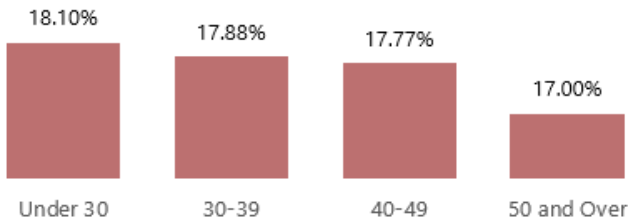
Insights :KPIs

3,929
Total Number of
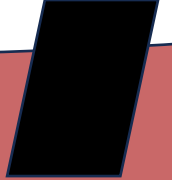Employees Terminated

17.7%
Overall Turnover
Rate

18%

Termination Rate

From the data , it was discovered that the total number of Employees Terminated is 3,929 ,while the Overall Turnover Rate is 17.7%.
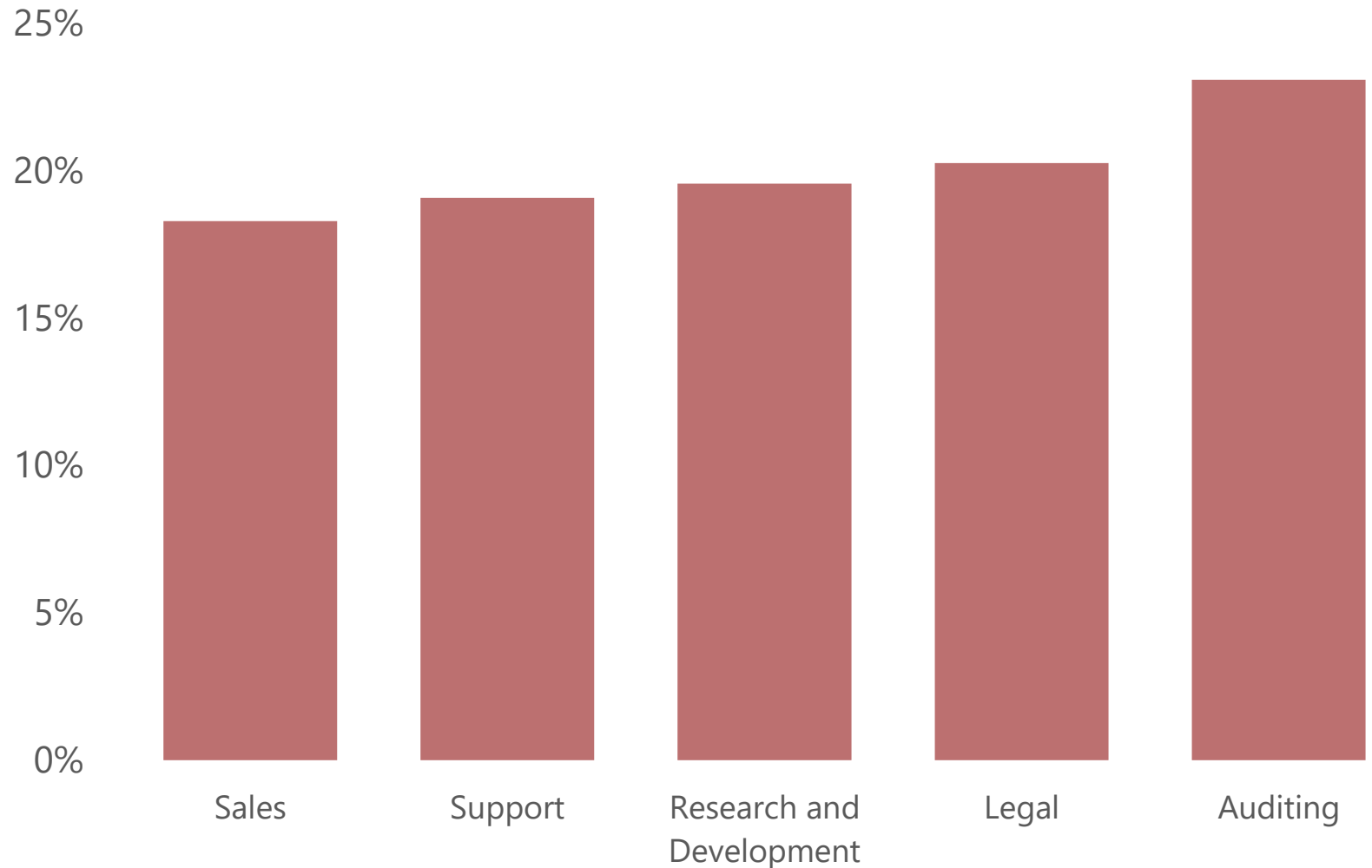
Insights and Visualizations

Key findings

- Auditing departments are showing higher turnover rates, while sales departments have lower rates.
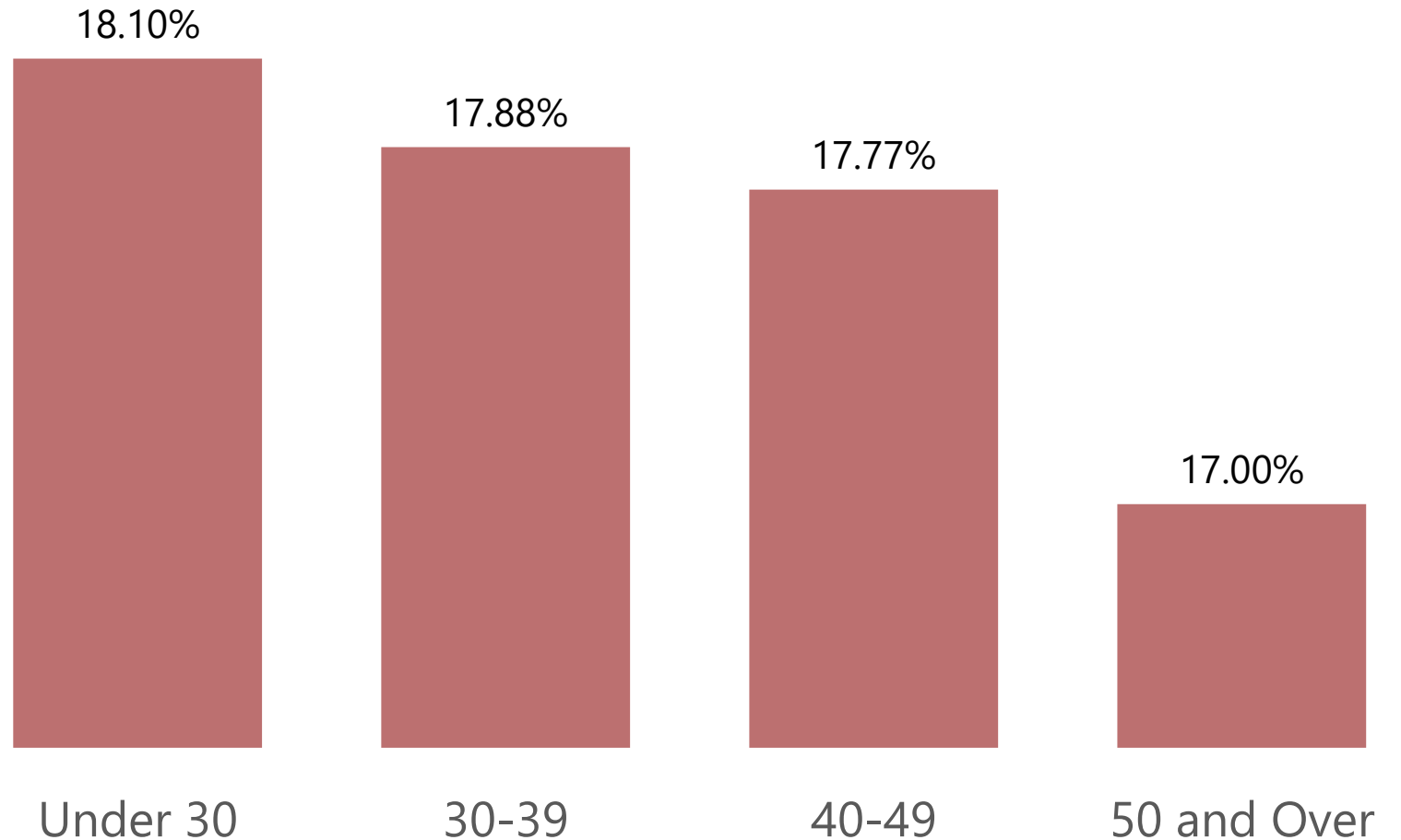
Termination by Top 5 Department

Insights and Visualization

Key findings

- The highest attrition rate by age group falls under 30 at 18.10%. The rates gradually decline across older age groups, with those 50 and over having the lowest attrition at 17.00%.
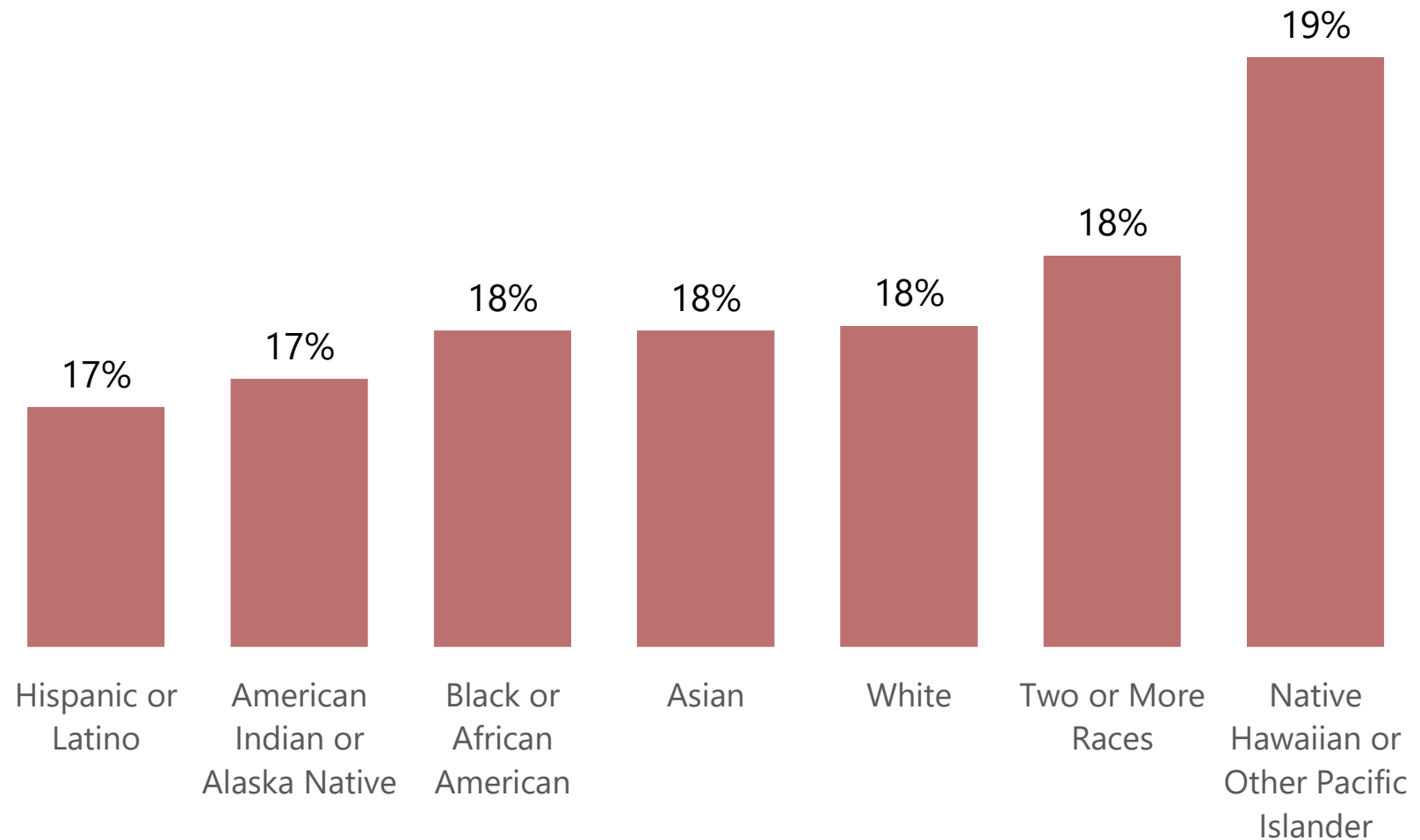
Attrition by Age-Group

Under 30	30-39	40-49	50 and Over
18.10%	17.88%	17.77%	17.00%

Insights and Visualization

Key findings

- Some racial groups like Native Hawaiian are more likely to leave the company than others
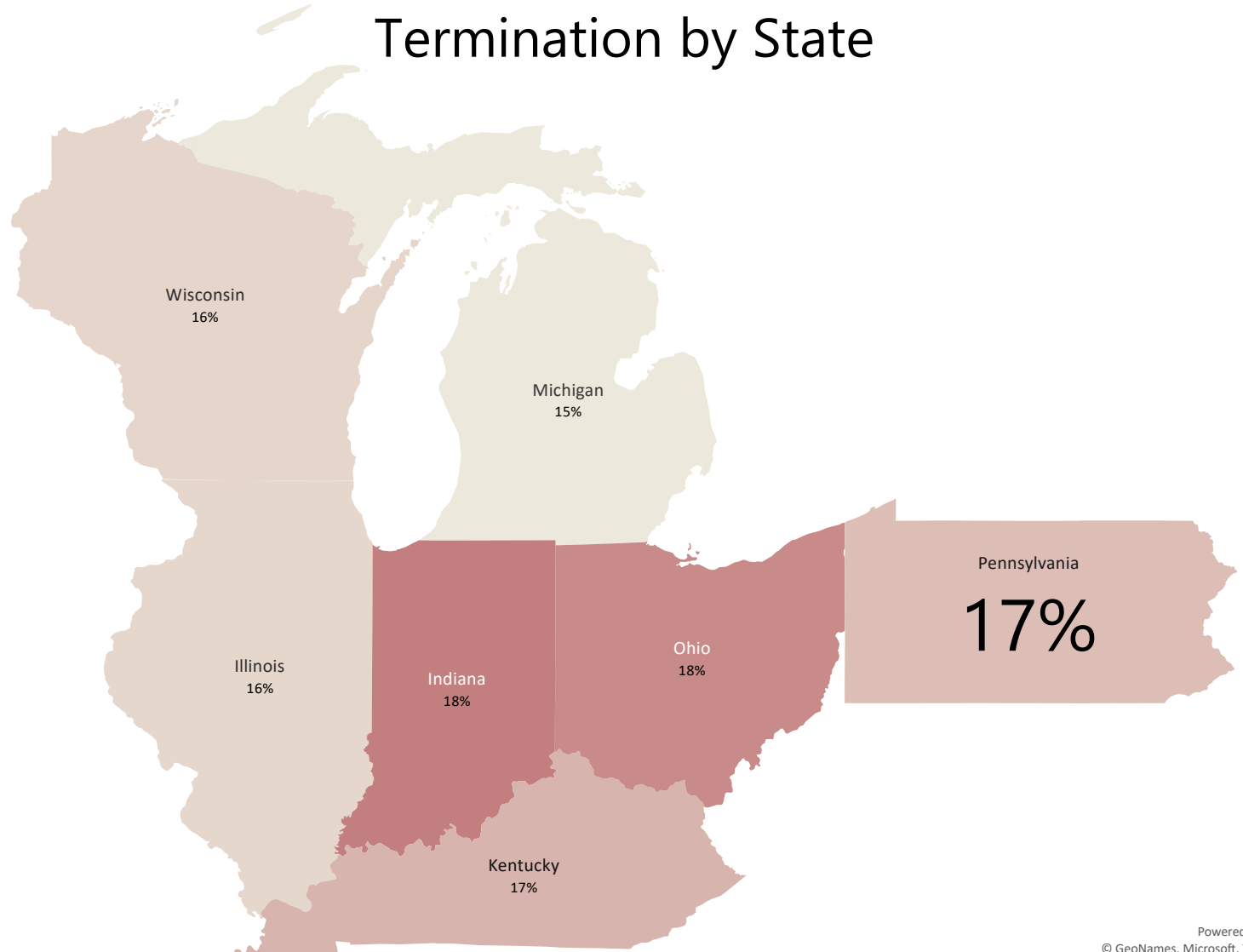
Turnover by Race

Insights and Visualization

Key findings

- **Ohio and Indiana** regions has higher turnover rates at 18%

Termination by State

Wisconsin 16%

Michigan 15%

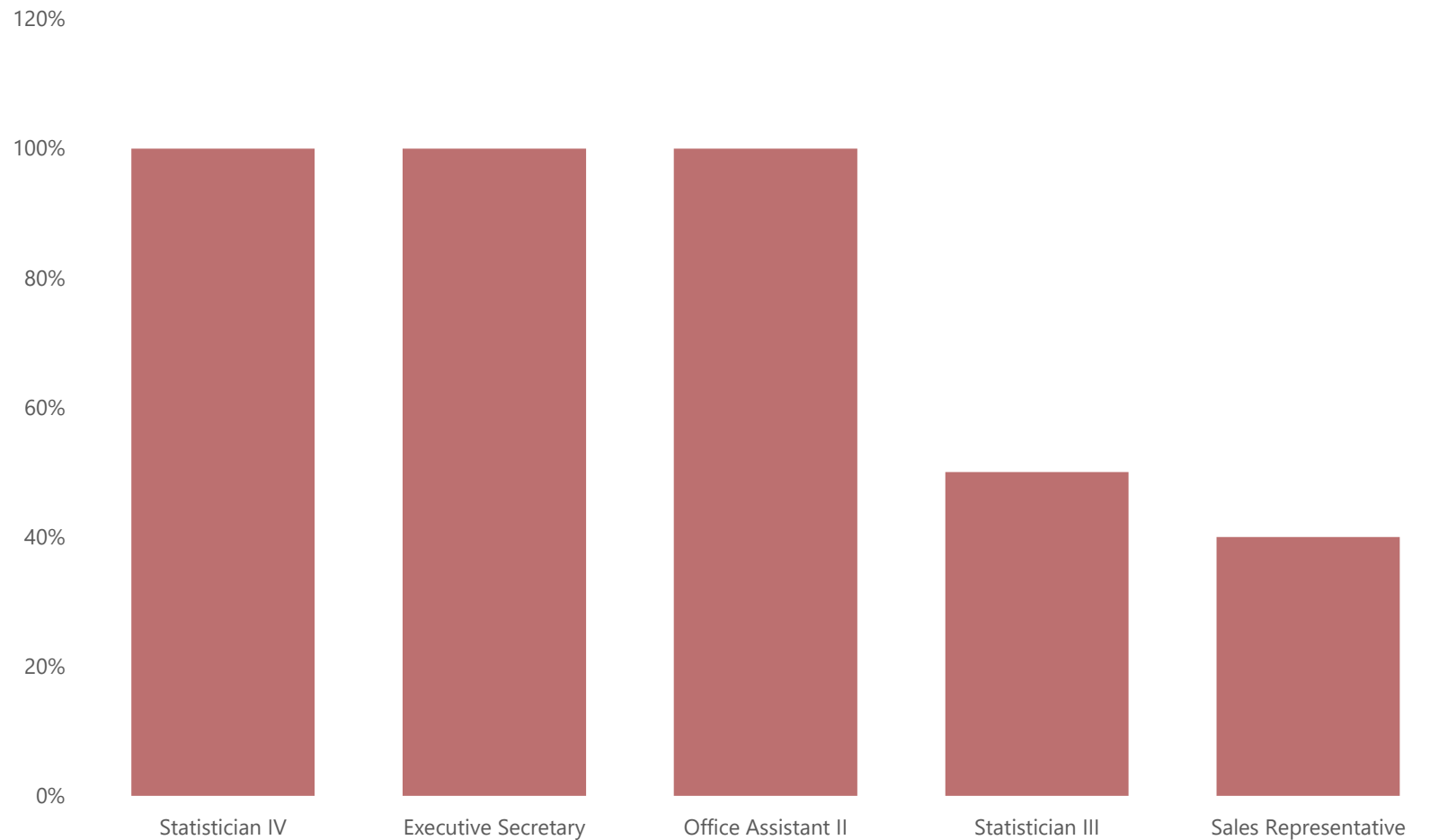Pennsylvania 17%

Illinois 16%

Indiana 18%

Ohio 18%

Kentucky 17%

Insights and Visualization

Key findings

•Statistician IV and Executive Secretary exhibit the highest turnover by job title, each nearing 100% and Sales Representative show lower rates

Termination by Top 5 Job title

Insights and Key Findings

1. The company is experiencing an overall turnover rate of 17.7%.

2. Female employees have a slightly higher attrition rate than male employees.

3. Statistician IV and Executive Secretary exhibit the highest turnover by job title, each nearing 100% and Sales Representative show lower rates

4. The highest attrition rate by age group falls under 30 at 18.10%. The rates gradually decline across older age groups, with those 50 and over having the lowest attrition at 17.00%.

5. Some racial groups are more likely to leave the company than others.

Conclusions

The Galaxy HR Analytics Dashboard provides a comprehensive overview of employee turnover within the organization. The analysis reveals that turnover is influenced by a complex interplay of factors, including gender, department, geography, age, and race.

By implementing targeted retention strategies, promoting diversity and inclusion, and investing in employee development.

THANK YOU!

Do you have any questions?