

HOW DO YOU RETAIN EMPLOYEES?

PRESENTED BY ICE ASORTSE



QUESTION

What are the major factors affecting the attrition in the company?

OVERVIEW AND ANALYSIS FOR EMPLOYEE RETENTION

- Today I'd like to share with you about the analysis on IBM HR dataset for Attrition.
- I'm going to share with you about our data collection and outcome of our analysis.
- If you have any questions, please don't hesitate to interrupt me. I'm happy to answer any questions as we move along.

WHAT IS ATTRITION?

Attrition is the reduction of employees from a company or organization due to various reasons

METHODS

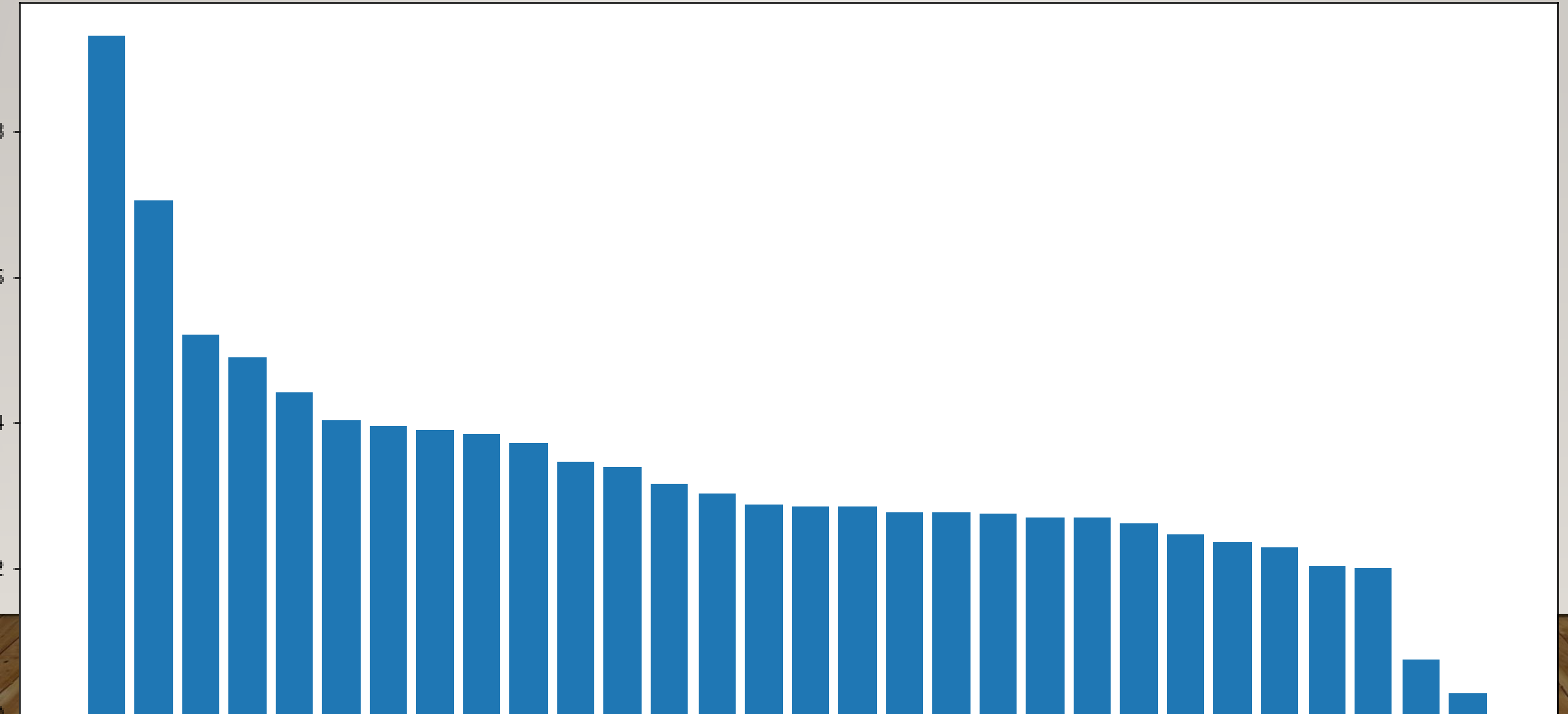
- We collected data from IBM HR dataset on Employees in the company.

Factors Considered:

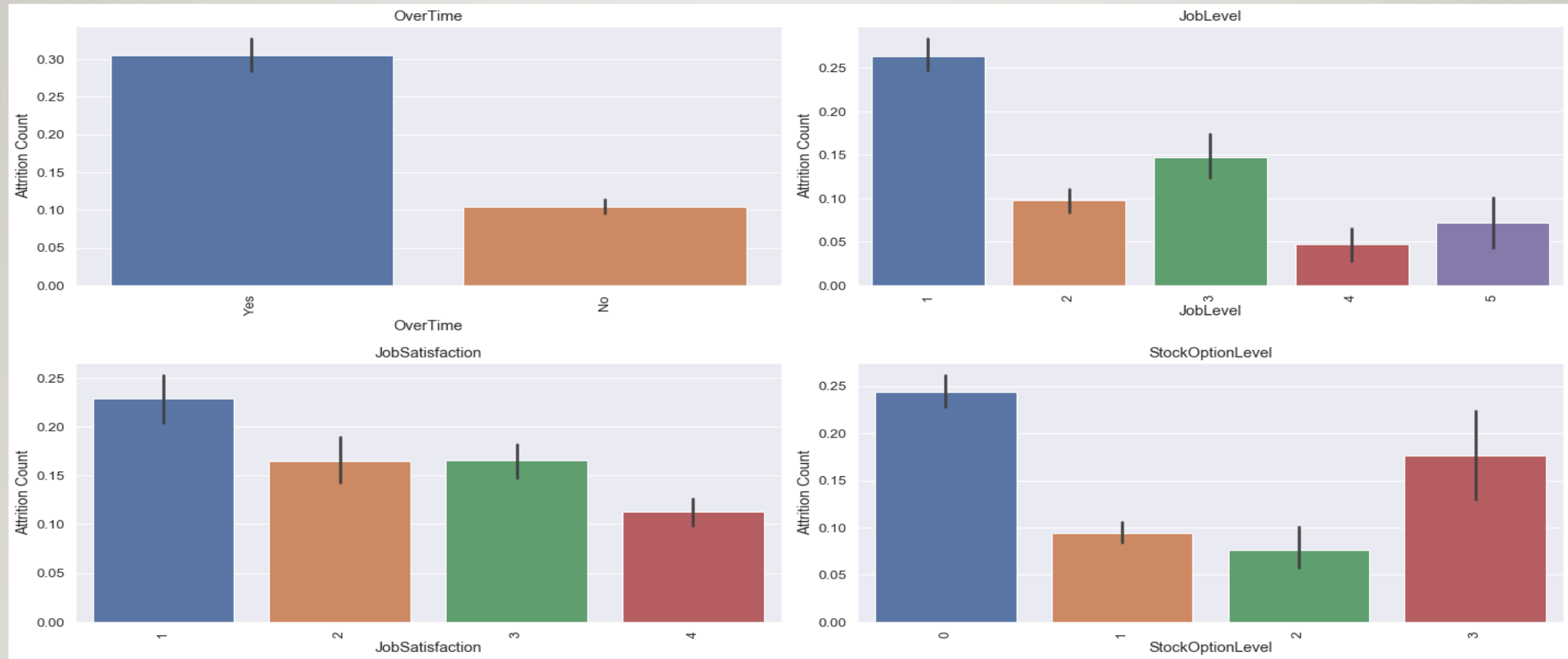
- Dependent Variables (External and Internal factors) such as:
 - Overtime
 - Job Satisfaction
 - Job Level
 - Etc.
- Independent Variable (Target):
 - Attrition

LEVEL OF IMPORTANCE

Feature Importance



VISUALS OF ATTRITION RELATED SOME FACTORS



RECOMMENDATIONS

- Overtime: Company should reevaluate its overtime policy as its affecting employee retention.
- Stock Option Level: Company should consider increasing wages based incentives through stock options.
- Monthly Income: Company should look into meeting industrial benchmark in wages to increase retention.
- Job Satisfaction: when these recommendations are meet, job satisfaction level will increase and so will retention of employees.

FUTURE DIRECTIONS & THANK YOU

- If time permits we would like to look at all the other supporting factors that makes employees stay on the job.
- Thank you for you time!