

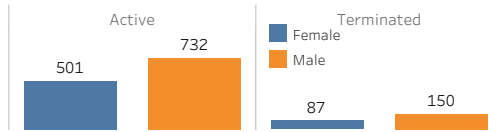
HR-Data Analysis Report

Employee attrition is the gradual decline in your workforce's size brought on by unforeseen circumstances, like workers quitting for personal or professional reasons. Successful organizations adopt practices enabling employees to perceive their rights as protected and uplifted. Such practices include but are not limited to, good recognition, opportunities for career growth, post-recognition, staff engagement, and good management.

Below is an analysis of a company's employee data. Checking the relationship between attrition and employee factors and pointing out some possible reasons why employees left the company

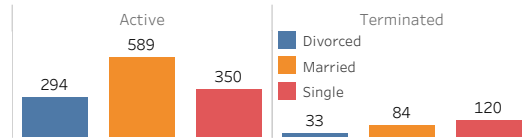
I have also provided actionable insights and recommendations following the analysis.

Attrition and gender



Looking at the relationship between employee gender and attrition, there is no particular relationship or association between these two. Although from literature, Lyness and Judiesc(2001) found that female employees have a higher tendency to quit or switch jobs. (Pearson Chi-Square = 1.175, P value = 0.259)

Attrition and marital status



Looking at the relationship between employee marital status and attrition, the data shows a relationship with single employees having the highest attrition count. (Pearson Chi-Square = 46.164, P value = 0.000)

Summary of ANOVA Analysis Fixed Factor - Attrition

Dependent Variable	Active Employee Avg Score	Terminated Employee Avg Score	F-value p-value	Status
Age	37.6	33.6	38.18 0.0000	Significant
Distance from home	8.9	10.6	8.97 0.0030	Significant
Monthly Income	6,832.7	4,787.1	38.49 0.0000	Significant
Performance rating	3.2	3.2	0.01 0.9120	Insignificant
Job satisfaction	2.8	2.5	15.89 0.0000	Significant
Environment Satisfaction	2.8	2.5	15.86 0.0000	Significant
Relationship Satisfaction	2.7	2.6	3.10 0.0790	Insignificant
Job Level	2.2	1.6	43.22 0.0000	Significant
Education Level	2.9	2.8	1.45 0.2290	Insignificant
Work Life Balance	2.8	2.7	6.03 0.0140	Significant
Years In Current Role	4.5	2.9	38.84 0.0000	Significant
Years With Current Manager	4.4	2.6	36.71 0.0000	Significant
Years Since Last Promotion	2.2	2.0	1.60 0.2060	Insignificant
Years At Company	7.4	5.1	27.00 0.0000	Significant
Total Working Years	11.9	8.2	44.25 0.0000	Significant

INSIGHTS

More younger employees left the company than older ones.

The average distance from home of the employees who left the company is farther than that of the active employees.

The average monthly income of the active employees is higher than that of those who have left.

Performance ratings have no influence on attrition, implying that the employees who left were not sacked.

The employees who left had lower average job satisfaction and environmental satisfaction scores.

Lower-level employees left the company more than higher-level employees.

The average work-life balance score of the active employees is higher than that of those who left.

The averages of years in the current role, years with the current manager, years at the company, and total working years of the active employees are significantly higher than those that left.

RECOMMENDATIONS

The company should adopt methods that encourage younger employees to stay like Inclusiveness, Training and growth opportunities.

The company should adopt a more flexible work type, like hybrid or remote work, in order to reduce the money spent on transportation by their employees.

The company should review its salary scheme.

The company should look for ways to increase employee job satisfaction, like giving incentives and applause to high-performing employees.

The company should adopt modern practices that enable employees to have a life outside of work.

The company should improve their work environment.

The company should adopt a method of measuring the performance of ..