Attrition Analysis

Attrition Analysis & Workforce Insights

PURPOSE & IMPORTANCE OF THE ATTRITION ANALYSIS

- **Identify Key Drivers of Employee Turnover:**

  Understand which factors: such as age, tenure, salary, performance, or department are contributing most to attrition.

  Helps pinpoint patterns that may not be obvious without data visualization.

- **Enable Targeted Retention Strategies:**

  Empowers HR and leadership to design focused interventions for high-risk groups (e.g., mid-tenure employees, top performers).

  Avoids one-size-fits-all solutions by tailoring actions to specific segments.
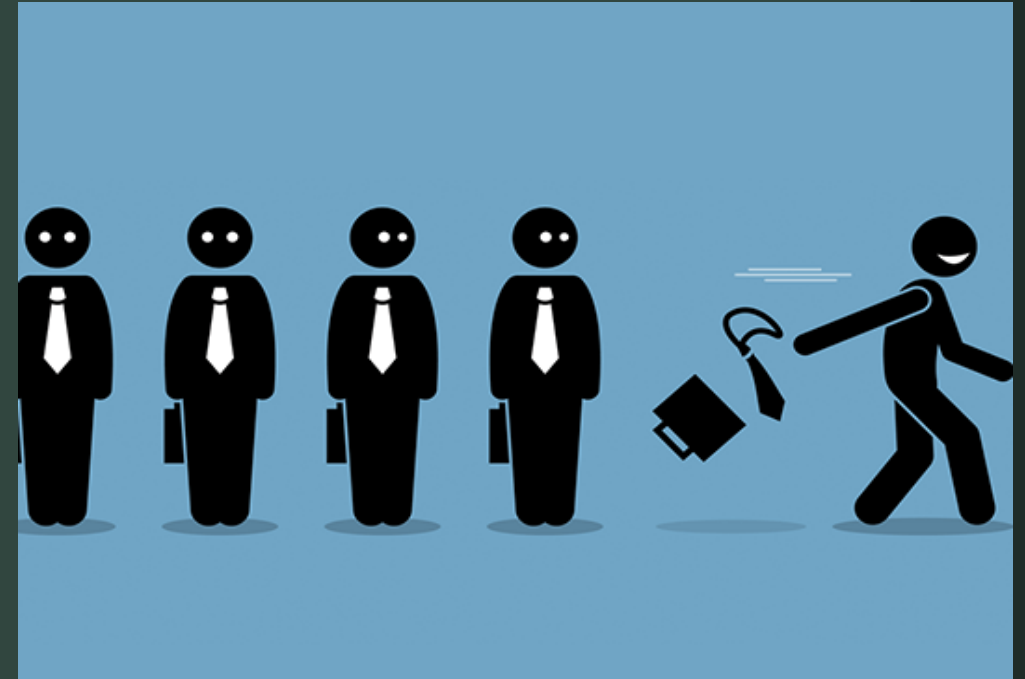
- **Improve Organizational Stability and Productivity:**

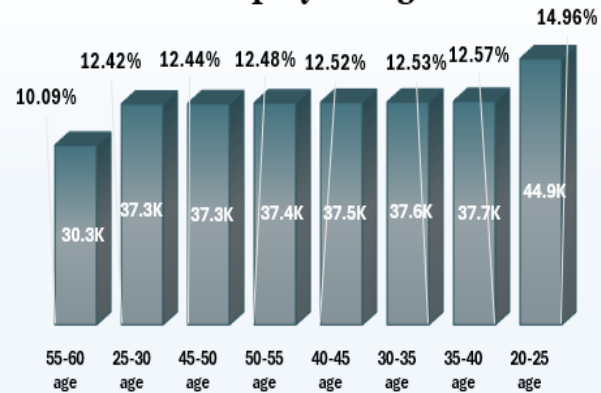 Reducing attrition minimizes disruption, lowers hiring costs, and preserves institutional knowledge.

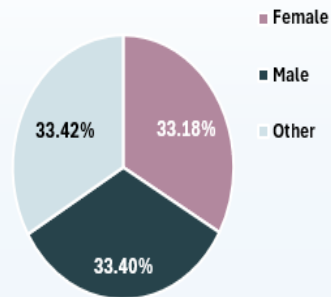 Supports a more engaged, experienced, and high-performing workforce.
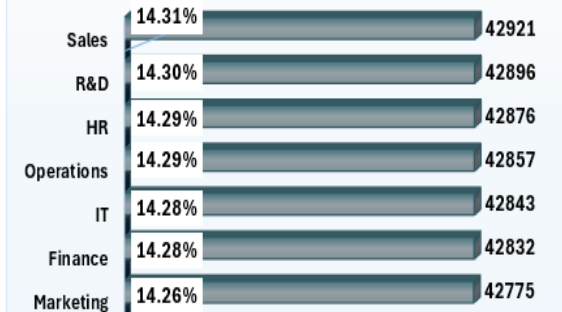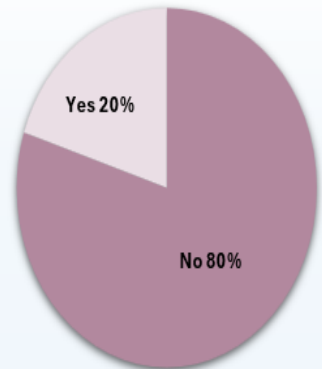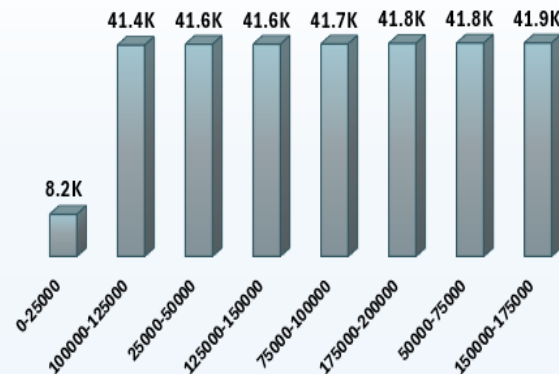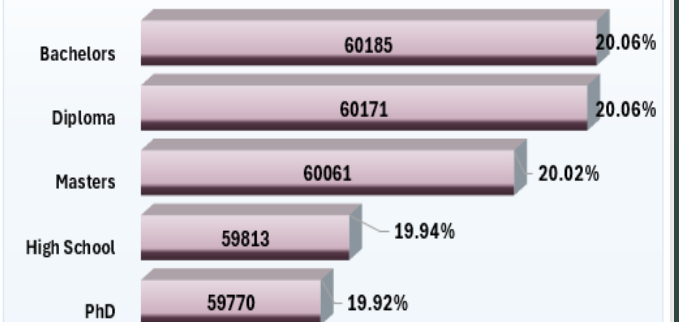
COMPANY'S OVERALL INSIGHTS

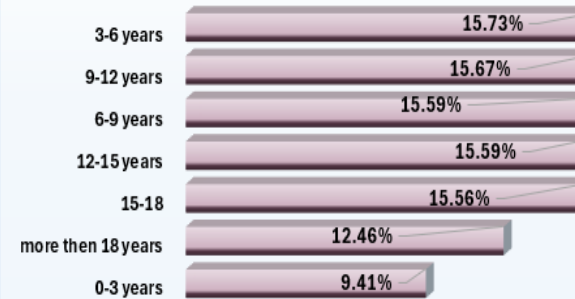- **Youthful Workforce:** Around **14.96% of employees are aged 20–25**, showing a strong presence of young talent in the organization.

- **Balanced Gender Distribution:** Employees are **almost evenly distributed across genders**, reflecting diversity and inclusivity

- **Stable Tenure**: A majority of employees have been with the company for **3–6 years (15.73%),** followed closely by **9–12 years (15.67%),** and **6–9 years / 12–15 years (15.59% each).** This indicates healthy retention and organizational stability.

- **Departmental Strengths**: The largest workforce segments are in **Sales and R&D**, highlighting the company's focus on growth and innovation.

- **Attrition Rate:** Current attrition stands at **20%**, which is significant and requires proactive retention strategies.
- **Performance Distribution**: While **60% of employees are performing well (Good/Excellent),** about **40% (Bad + Needs Improvement)** need targeted support and development.
- **Salary Range**: Most employees fall within the **150,000–175,000 range**, suggesting a concentration in mid-to-high salary bands.
- **Education Levels**: The majority of employees hold **Bachelor's degrees or Diplomas**, forming the backbone of the company's talent pool.

ADDITIONAL INSIGHTS FROM THE DASHBOARD

- **Overall Employee Count**: The company has a strong base of **300K employees**, reflecting scale and capacity.

- **Age Diversity**: Besides youth, there is a balanced distribution across 30–55 years, ensuring **a mix of experience and fresh perspectives.**

- **Performance Excellence**: About **20% of employees are rated Excellent**, which is a strong leadership and high-performance pool to nurture.

- **Attrition by Tenure**: Employees with longer tenure (15+ years) show slightly lower attrition, indicating **loyalty among senior staff**.

💡 SUGGESTIONS

1.Talent Development & Upskilling

   •Invest in training programs for both youth (20–25 age group) and experienced employees to balance innovation with expertise.

2.Performance Culture Enhancement

   •Since 60% are already performing well, build recognition programs to celebrate excellence while supporting the 40% who need improvement.

3.Departmental Strength Leverage

   •With Sales and R&D being the largest groups, align company growth strategies around innovation and market expansion.

4.Compensation & Career Pathing

   •Most employees fall in the 150K–175K salary range. Ensure career progression and role enrichment to keep them motivated.

5. Diversity & Inclusion

•Gender distribution is balanced — continue fostering inclusivity and extend focus to other diversity dimensions (skills, backgrounds, geographies).

6. Retention & Engagement

•Attrition at 20% is a challenge. Strengthen employee engagement, mentorship, and leadership development to build loyalty.
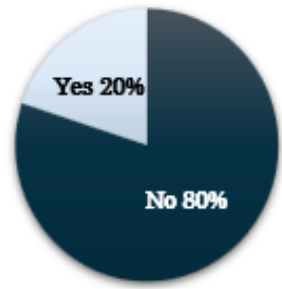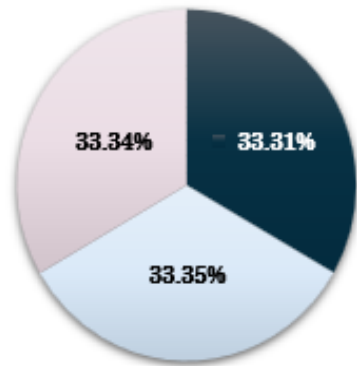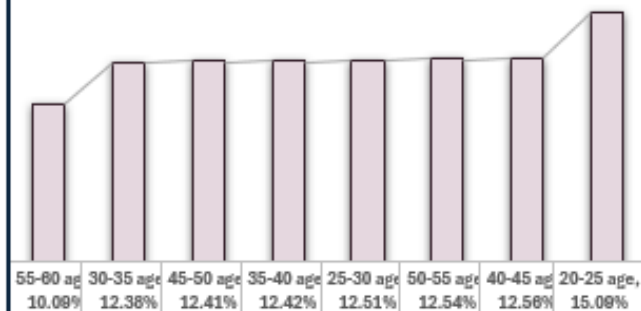
ATTRITION ANALYSIS

Attrition Analysis

Percentage of attrition

Yes 20%
No 80%

Attrition based on gender

33.31%
33.34%
33.35%

Age range wise attribution

| 55-60 age 10.09% | 30-35 age 12.38% | 45-50 age 12.41% | 35-40 age 12.42% | 25-30 age 12.51% | 50-55 age 12.54% | 40-45 age 12.56% | 20-25 age, 15.09% |

Attrition rate in department

HR 14.37%
Marketing 14.35%
Finance 14.33%
R&D 14.29%
Operations 14.29%
Sales 14.20%
IT 14.17%
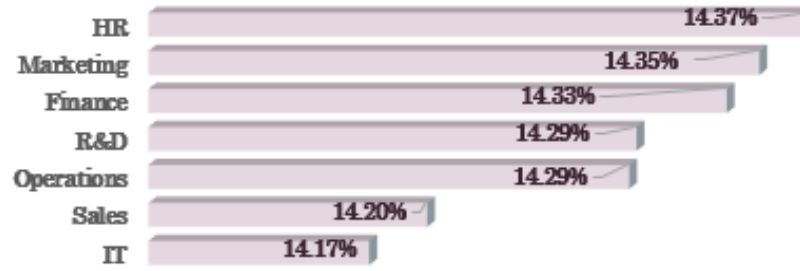
	IT	Sales	Operations	R&D	Finance	Marketing	HR
Count of Attrition	8511	8527	8583	8585	8610	8619	8631
Count of employee_id	14.17%	14.20%	14.29%	14.29%	14.33%	14.35%	14.37%

Attrition Employees Salary ranges VS Non Attributed Employees

- Non-attributed employees
- Attributed

0-25000	100000-125000	25000-50000	125000-150000	75000-100000	175000-200000	50000-75000	150000-175000
6592	33215	33260	33409	33292	33272	33531	33363
1651	8222	8340	8196	8365	8491	8305	8496
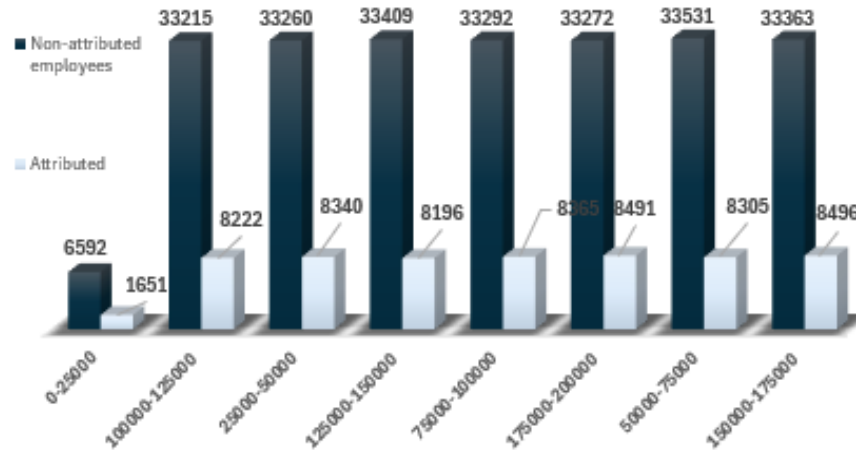
Top10 Employees years at company who're leaving

3-6 years	9637
9-12 years	9562
15-18	9415
12-15 years	9300
6-9 years	9065
more then 18 years	7476
0-3 years	5611

Their education

Bachelors 20.21%
High School 20.05%
Masters 20.03%
PhD 20.00%
Diploma 19.71%
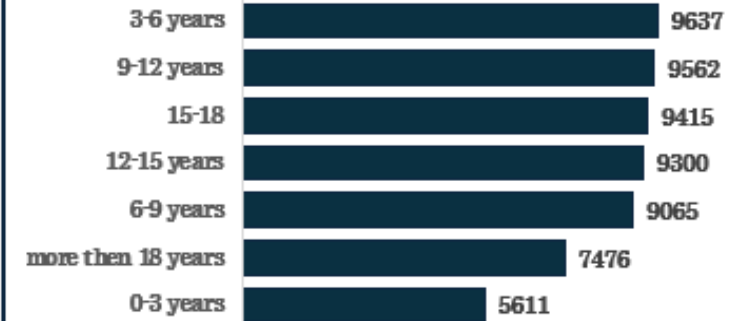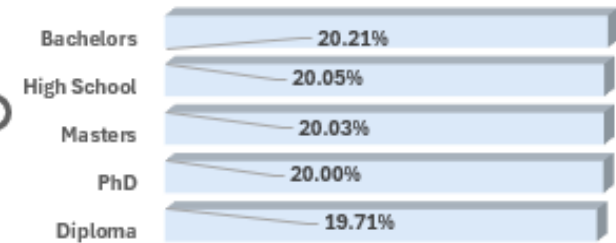
Attrition rate based on performance scores

20.04%
20.33%
20.00%
19.58%
20.05%

- 1
- 2
- 3
- 4
- 5
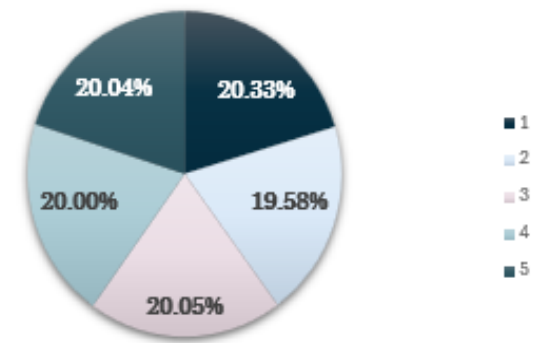
Attrition Analysis

- The company's attrition rate is 20%, meaning about 60K employees are leaving.

- Attrition is evenly spread across genders, showing no bias.

- Younger employees (20–25 years) are leaving slightly more, which aligns with their higher presence in the overall workforce.

- HR and Marketing departments show a bit higher attrition compared to others.

- Employees in the higher salary ranges (150K–200K) are leaving more, suggesting they may need to feel more challenged and valued.

- Mid-tenure employees (3–6 years, followed by 9–12 years) are leaving the most, highlighting a need for career growth opportunities at this stage.

- Employees with Bachelor's degrees and High School education are leaving more than other education groups.

- Those with performance scores of 2 (Needs Improvement) have the highest attrition, showing a link between low performance and turnover.

💡 SUGGESTIONS TO REDUCE ATTRITION

1. **Retention Focus on Key Groups:** Prioritize engagement for **20–25-year-olds** and employees with **3–12 years of tenure**, as they represent the most vulnerable segments. Career development programs, mentorship, and growth pathways can help strengthen their commitment.

2. **Performance-Driven Engagement:** While **60%** of employees are performing well, it's critical to support the **40% needing improvement** through structured training, coaching, and mentorship. At the same time, investigate why some high performers are leaving and retain them with recognition programs, leadership opportunities, and career progression.

3. **Salary & Career Pathing:** Attrition is higher among employees in **upper salary brackets**, often due to unmet expectations or lack of challenge. Conduct stay interviews, provide strategic roles, and offer lateral moves to ensure they feel valued and motivated.

4. Departmental Strategies: Departments such as **HR and Marketing**, which show slightly higher attrition, should be given tailored engagement initiatives. Reviewing workload balance, team dynamics, and leadership effectiveness will help reduce turnover in these areas.

5. **Education-Based Development**: Create learning and development paths customized to different education levels. Upskilling diploma and high school graduates can boost engagement, while advanced programs for degree holders can keep them challenged and growing.

6. Early Warning Systems: - Implement regular **pulse surveys, anonymous feedback tools, and performance reviews** to detect disengagement early. This proactive approach allows timely interventions before employees decide to leave.

TOP 3 PRIORITIES TO REDUCE ATTRITION

1. **Strengthen Retention for Key Groups**

   Focus on **youth (20–25 years)** and **mid-tenure employees (3–12 years)** with mentorship, career growth pathways, and leadership opportunities.

   These groups represent the highest risk and the biggest potential for long-term impact.

2. **Elevate Performance & Engagement**

   Support the **40% of employees needing improvement** through training, coaching, and structured development programs.

   At the same time, retain **high performers** with recognition, stretch assignments, and clear career progression.

3. **Optimize Career Pathing for High Salary Bands**

   Employees in the **150K–200K range** are leaving more, often due to unmet expectations.

   Conduct stay interviews, offer challenging roles, and ensure they feel valued to reduce turnover.

Thank you

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