

HR ANALYTICS

Adecco

www.adecco.co.in

CASE STUDY



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Introduction

Adecco India, a medium-sized technology company specializing in software development, has a diverse workforce across departments like engineering, marketing, sales, and customer support. Recently, the company has experienced an increase in employee turnover, particularly among junior-level staff, raising concerns for management. Understanding the key factors contributing to employee attrition and job satisfaction has become a priority. Adecco India is committed to addressing these issues by developing targeted strategies to improve employee engagement and retention, ensuring a motivated and productive workforce to sustain its growth and success in a competitive market

Problem

Adecco India is experiencing high employee turnover, particularly in the sales department among junior-level employees. This turnover is costly and disrupts team dynamics, leading to decreased productivity and morale.



Solution



DATA ANALYSIS :

Gather and analyze employee data such as employee count, Attrition, department, etc to analyse data.



STAKEHOLDER ENGAGEMENT :

Involves Internal holders such as sales department, human resource department, etc.



DATA -DRIVEN INSIGHTS:

Leverage insights from data to identify specific factors contributing to turnover in the sales department.



Stakeholder

01

Internal Stakeholders:

- *HR Department*
- *Sales Department*
- *Engineering Department*
- *Marketing Department*
- *Customer Support Department*
- *Senior Management*

02

External Stakeholders:

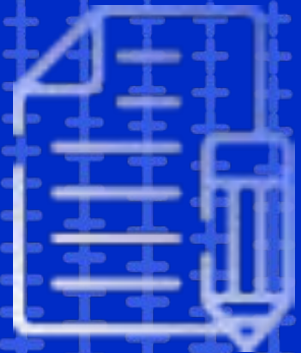
- Recruitment Agencies
- Training Providers



Key Performance Indicator(KPI)



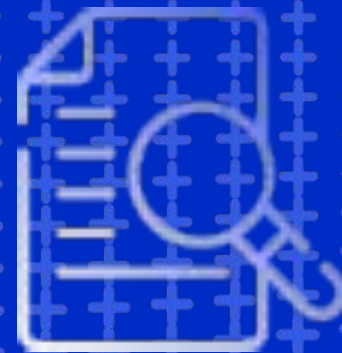
KPI 1



Total Attrition
Rate

(237)

KPI 2



Average Monthly
Income

(6502.9)

KPI 3



Average No.of Years
in Company

(7.003)

KPI 4



Average Job
Satisfaction Score

(2.79)

Goal

To analyze Adecco India's HR data to identify the factors contributing to high attrition rates, particularly among junior-level sales employees. The analysis aims to uncover key insights that will inform strategies for improving employee satisfaction and retention, thereby minimizing the costs and productivity impacts associated with high turnover.



Methodology

01

Data Sources

- *SQL*
- *Data Scraping*
- *Local Data Sources*
- *AWS*

02

Data Analysis

*Identifying Patterns and
Trends for analysis*

03

Data Wrangling

- *Data Cleaning*
- *Data Manipulation*
- *Data Joining*
- *Data Merging*
- *Data Understanding*



Recommended Analysis

1. What is the overall attrition rate at Adecco India?

16.123 is the overall attrition rate at adecco india.

2. Which department has the highest attrition rate?

Research and Development department 133 (56.12%) has the highest attrition rate as compared to Human Resource department 12 (5.06%).



Recommended Analysis

3.What is the average age of employees who have left the company?

33.61 is the average age of employees who has left the company.

4.How does job satisfaction vary across different job roles?

Job role names as Health Representative (2.79) has the highest job satisfaction score as compared to human resource role(2.56) which has least job satisfaction score.



Recommended Analysis

5. Is there a significant difference in attrition rates between male and female employees?

Yes, there is a significant difference in attrition rate as the male 882 (60%) as the highest attrition rate as compared to female 588 (40%).

6. What is the average monthly income of employees who have left the company?

4787.09 (73.61%) is the average monthly income of employees who has left the company.



Recommended Analysis

7. What is the distribution of performance ratings among employees?

The distribution of performance rating among employees is 3 (1244) and 4 (226).

8. How many employees work overtime regularly?

Over 416 (28.30%) employees work overtime regularly as compared non-worker 105 (71.70%).

9. What is the average number of years employees have worked at Adecco India?

5.131 (73.21%) is the average number of years that employees have worked in adecco india.



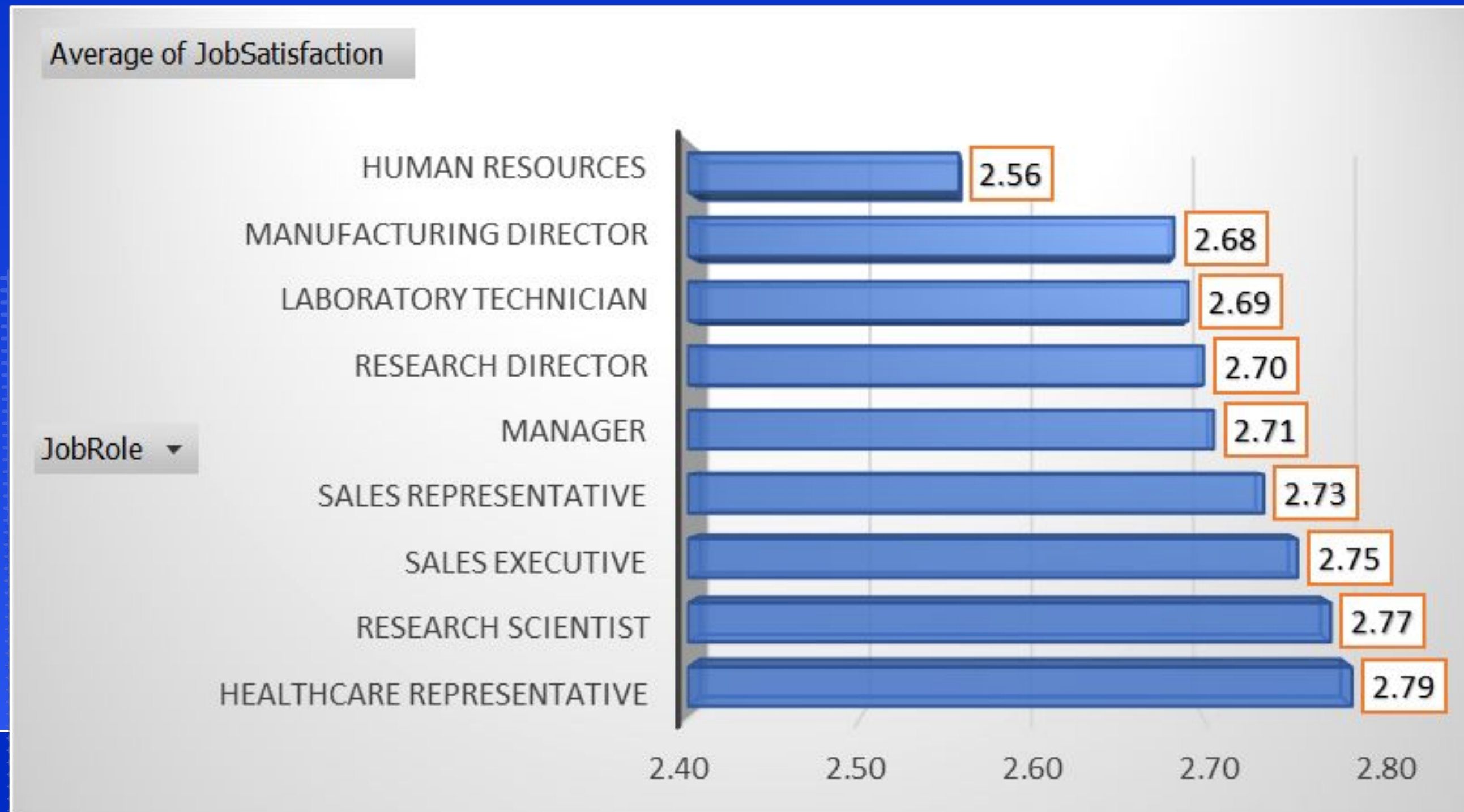
Department by Attrition Rate



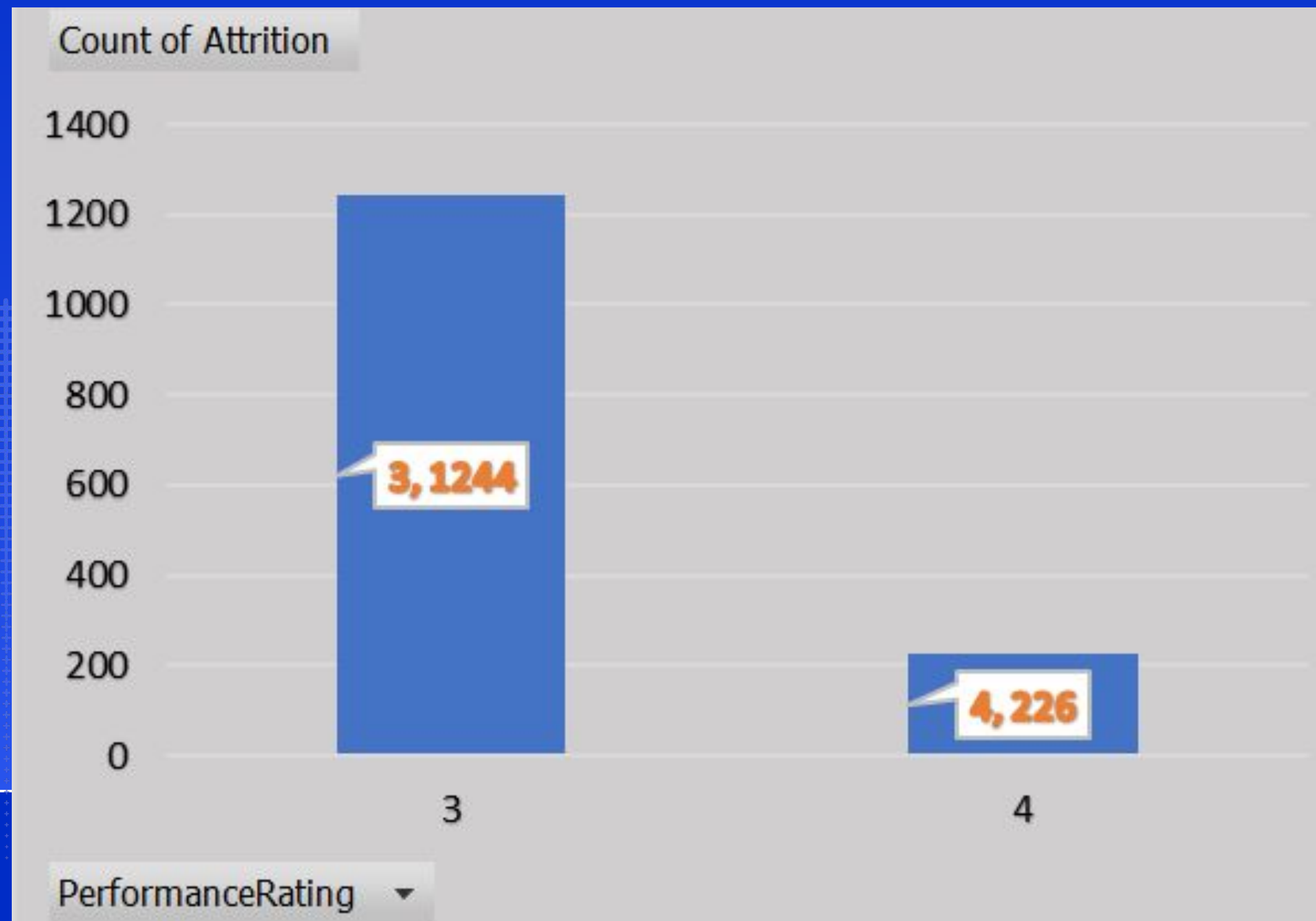
Average age of employees by attrition rate



Job Satisfaction Score by Attrition Rate

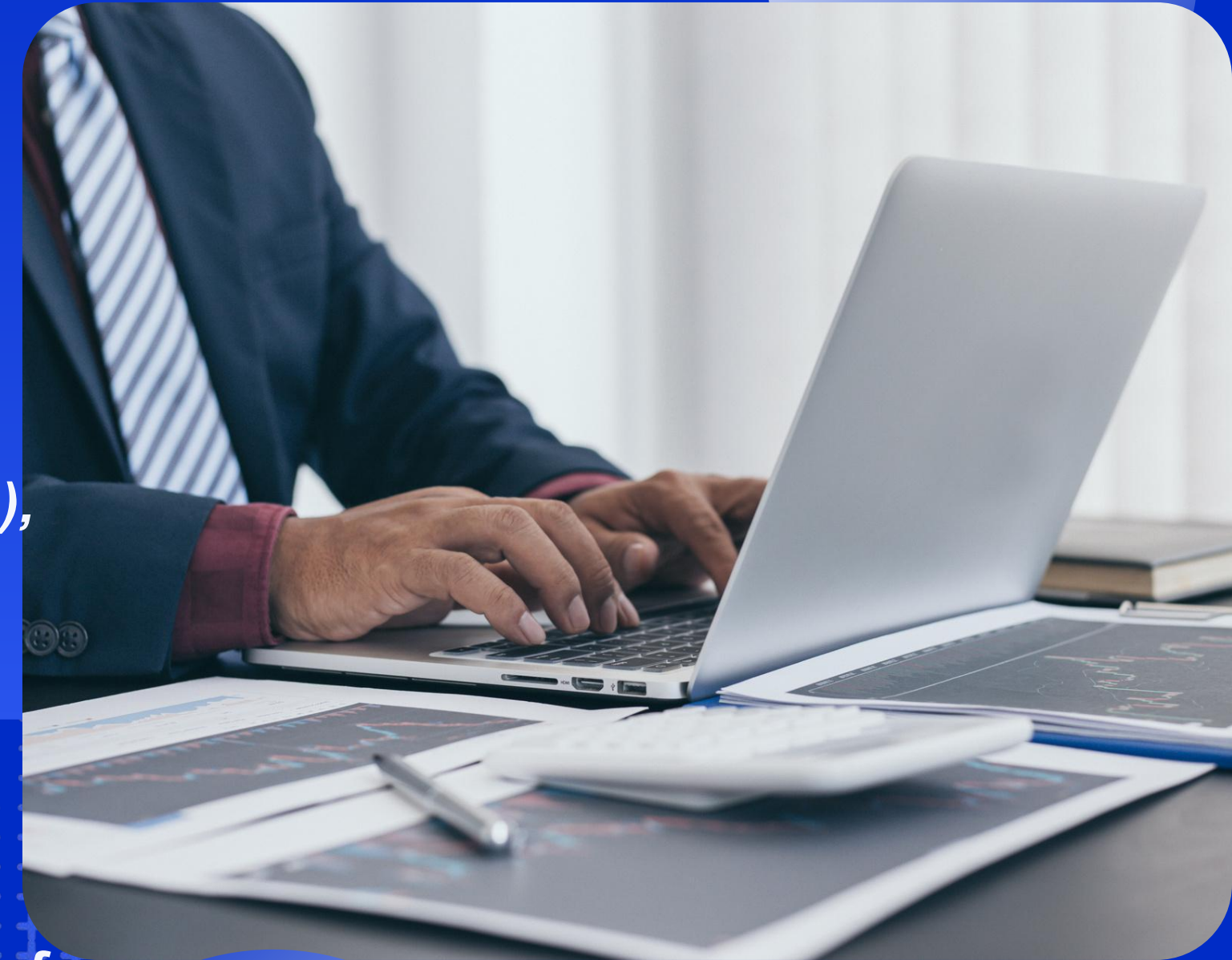


Performance Rateing by Attrition Rate



Conclusion

The analysis reveals that Adecco India faces a significant attrition challenge, with an overall rate of 16.12%. The Research and Development department experiences the highest attrition (56.12%), while Human Resources has the lowest (5.06%). Key factors influencing attrition include low job satisfaction, particularly in the HR role, gender disparities (higher attrition among males), and lower income levels. The average attrition age is 33.61, with employees working overtime and those with a performance rating of 3 being more likely to leave. Addressing these issues with targeted interventions will be critical to improving retention and overall productivity.



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The background is a solid blue color. It features several abstract geometric elements: a large, light blue circle in the top right corner; a smaller, medium blue circle in the bottom right corner; a large, light blue circle in the bottom left corner; and a large, light blue circle in the top left corner. A pattern of small, light blue plus signs is arranged in a grid-like fashion, covering the central area of the image. The text "Thank You" is written in a large, white, sans-serif font, centered horizontally and partially overlaid by a horizontal bar with rounded ends. The bar has a blue-to-white gradient.

Thank You