

Human Resources Report on Attrition Reasons

Introduction:

Employee attrition is a critical concern for any organization, impacting productivity, morale, and overall performance. In our company, a total of 711 employees out of 4410 have resigned, highlighting the need to understand the underlying reasons for attrition. This report aims to analyze the attrition data and provide insights into the reasons behind employee resignations, categorized into three partitions based on priority and frequency.

1. Reasons Initially Thought to be a Priority but Were Not:

- **Salary:** While salary is often assumed to be a primary factor in employee resignations, our analysis indicates that it may not be the sole determinant. Despite initial expectations, some employees who resigned were not driven by salary concerns.
- **Distance:** Contrary to expectations, employees who resigned were often located near the workplace. This suggests that proximity to work may not be a significant factor in employee retention.

2. Reasons with High Attrition Rates:

- **Age Range (18-29):** Employees in the younger age range (18-29) are more likely to resign, possibly due to career exploration, seeking new challenges, or lack of job stability.
- **Marital Status:** Single: Single employees exhibit higher attrition rates, possibly due to fewer family commitments or a higher inclination towards career mobility.
- **Years of Experience (0-10):** Newer employees with less than 10 years of experience are more likely to resign, possibly due to seeking better opportunities or dissatisfaction with their current role.
- **Years at Company:** Newer employees have higher attrition rates, indicating potential issues with onboarding, job satisfaction, or organizational fit.
- **Frequent Travel:** Employees who travel frequently are more likely to resign, possibly due to the impact of travel on work-life balance or job satisfaction.
- **Absence Days:** Higher absence rates correlate with higher attrition, suggesting a link between job dissatisfaction and absenteeism.
- **Department:** The Research and Development department has the highest attrition rate, possibly due to the nature of the work, career progression opportunities, or organizational culture.

- **Job Role:** Sales executives, research scientists, and laboratory technicians have higher attrition rates, possibly due to job stress, performance expectations, or lack of growth opportunities.
- **Job Level:** Junior and entry-level employees have higher attrition rates, possibly due to limited advancement opportunities or job satisfaction issues.
- **Education Level:** Employees with a college education have higher attrition rates, possibly due to higher expectations or market demand for their skills.
- **Education Field:** Employees in life sciences and medical fields have higher attrition rates, possibly due to industry trends or job market demands.
- **Overtime Work:** Employees who work a lot of overtime have higher attrition rates, indicating potential burnout or dissatisfaction with workload.
- **Training:** Employees who do not receive training have higher attrition rates, highlighting the importance of continuous learning and development.

3. Recommendations:

- **Enhancing Employee Satisfaction:** Addressing working hours and reducing work pressure can improve employee satisfaction, potentially reducing attrition rates.
- **Increasing Job Involvement:** Regular individual meetings and feedback can increase job involvement, leading to higher employee retention.
- **Improving Work-Life Balance:** Implementing policies and practices that support work-life balance can improve employee well-being and reduce attrition.
- **Providing Continuous Training:** Offering regular training opportunities can enhance employee skills and job satisfaction, reducing the likelihood of resignation.

Conclusion:

Employee attrition is a complex issue influenced by various factors. By understanding the reasons behind attrition and implementing targeted strategies to address them, organizations can improve employee retention and maintain a motivated and productive workforce.