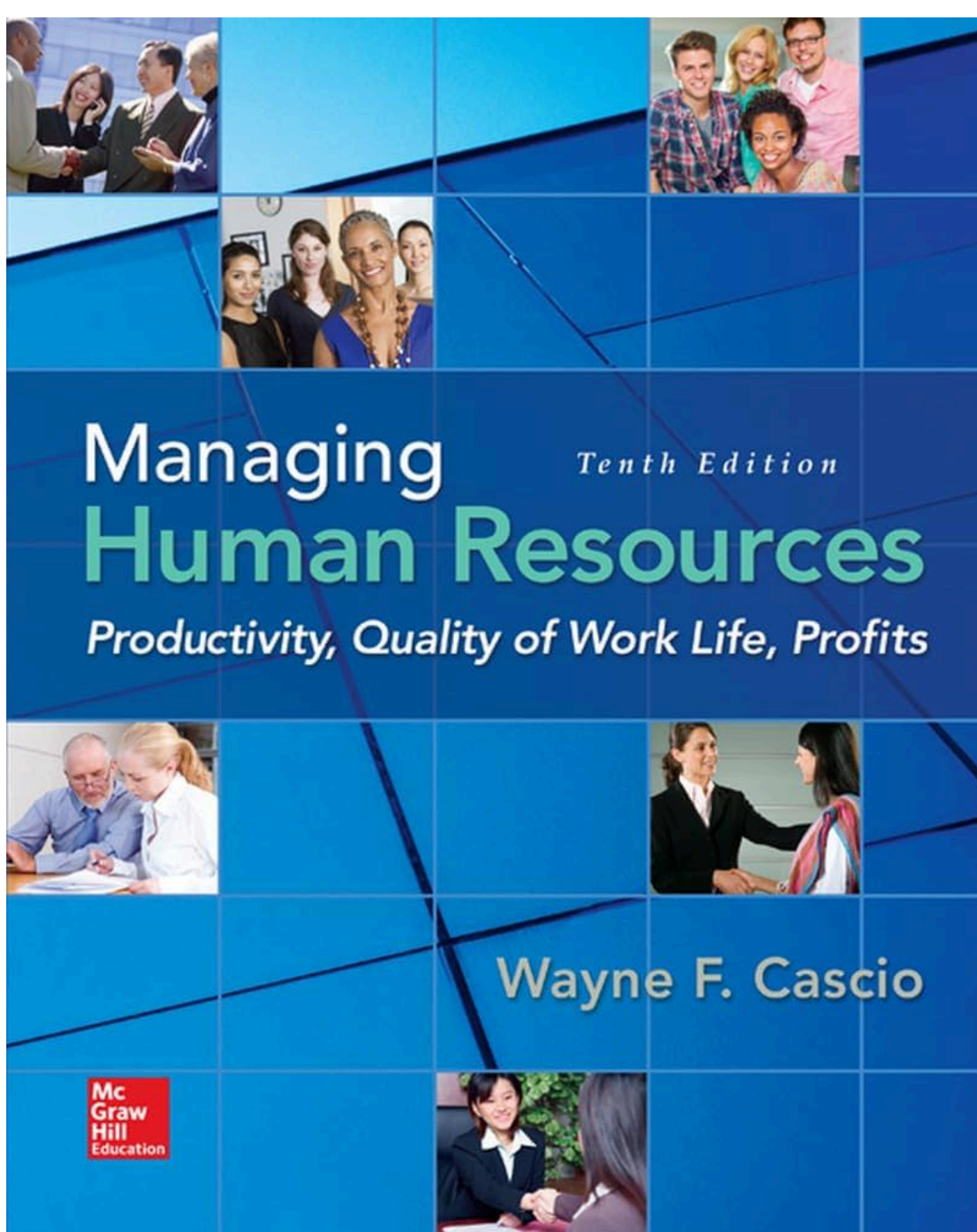
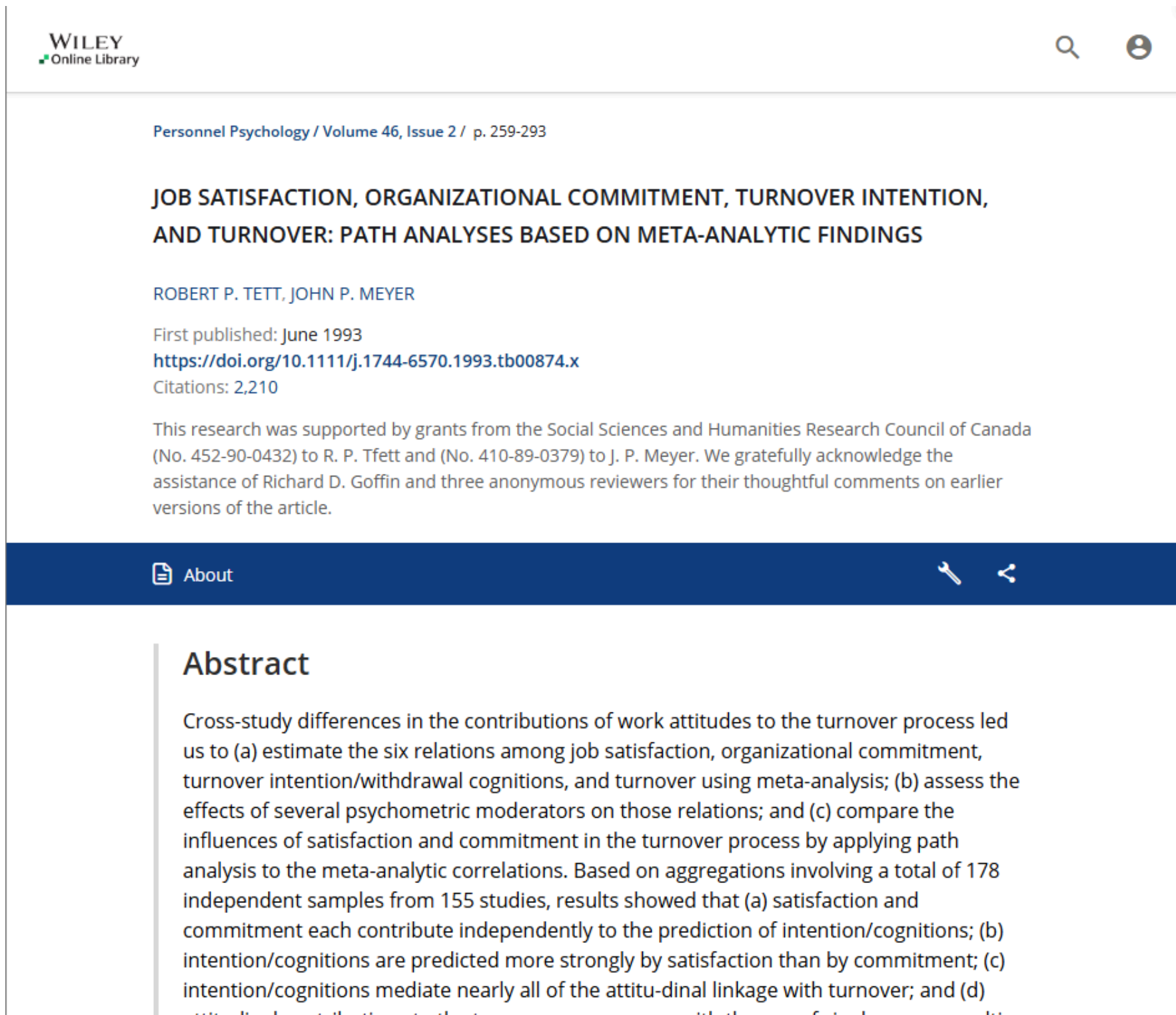
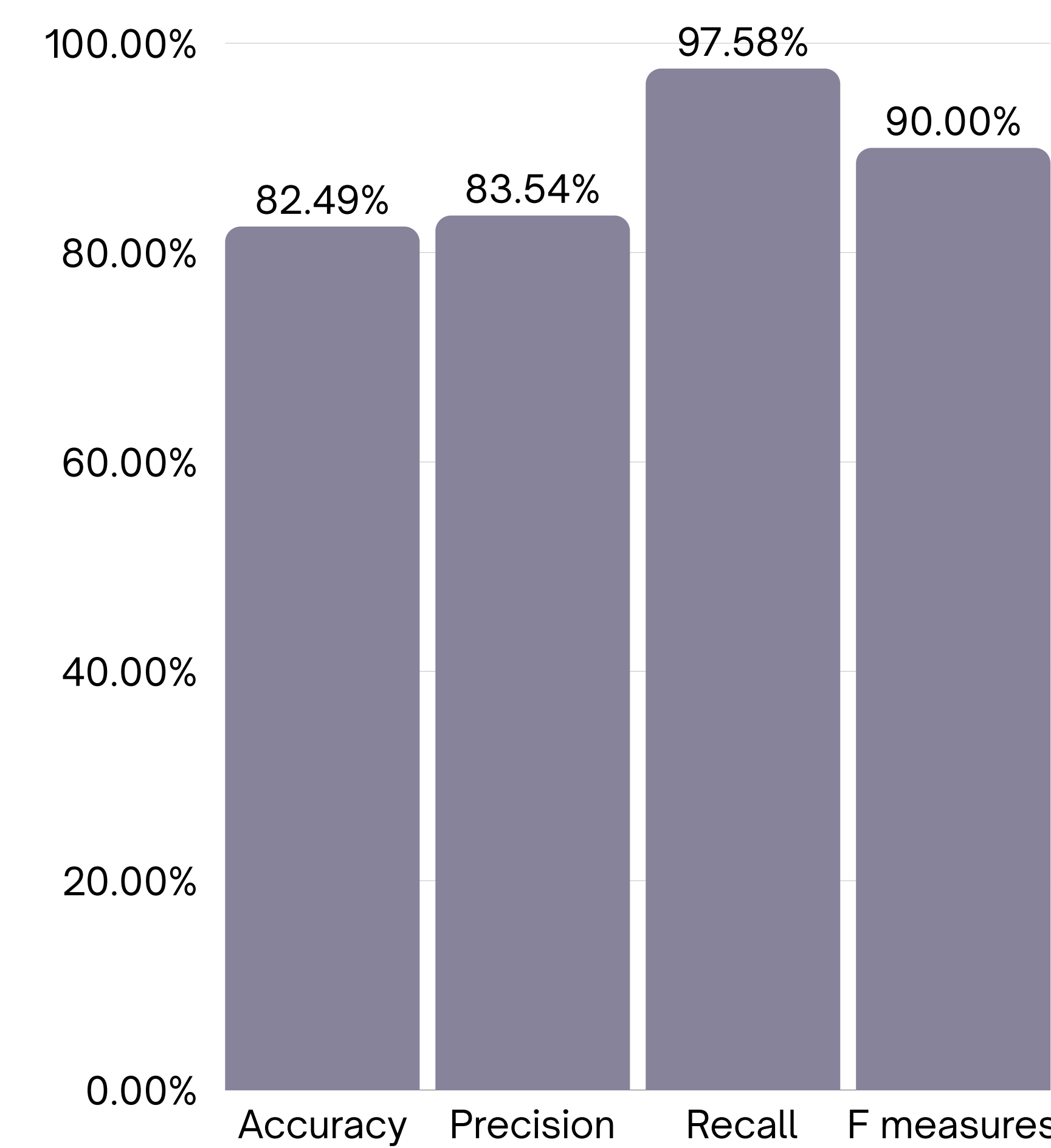


RESEARCH

POSTER

EXPLORING JOB SATISFACTION AND WORK-LIFE BALANCE AS PREDICTORS OF EMPLOYEE ATTRITION		
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<div>INTRODUCTION</div> <div>High employee attrition rates can disrupt business operations and increase costs. Identifying predictors like job satisfaction and work-life balance can aid in developing strategies to retain employees.</div>	<div>RESEARCH QUESTION</div> <div>What factors contribute to employee attrition in companies and how can we predict which employees are likely to leave?</div>	<div>METHODOLOGY</div> <div><ul style="list-style-type: none">Dataset: IBM HR AnalyticsFocus: Examined job satisfaction and work-life balance impacts on employee attrition.Objectives:<ul style="list-style-type: none">Identify attrition factors.Analyze department-specific trends.Predict high-risk employees.</div> <div>Modeling Approach</div> <div><ul style="list-style-type: none">Classifier: Decision Tree for classification and feature importance analysis.Process:<ul style="list-style-type: none">Data cleaning and feature selection.Two model versions:<ul style="list-style-type: none">Version 1: Baseline insights.Version 2: Improved with down-sampling and cross-validation to handle class imbalance.</div> <div>Results & Insights</div> <div><ul style="list-style-type: none">Version 2 Performance: Higher accuracy, precision, and recall.Key Findings:<ul style="list-style-type: none">Clear attrition patterns identified.Departmental analysis highlighted attrition drivers, aiding retention strategies</div>
<div>RESEARCH PURPOSE</div> <div><ul style="list-style-type: none">Few studies examine the combined impact of Job Satisfaction, Work-Life Balance and Environment Satisfaction on attrition.The pandemic introduced remote and hybrid work models, reshaping expectations for flexibility and well-being.Employees now value flexible arrangements and better Work-Life Balance, highlighting their importance.Research is needed on the joint effects of Job Satisfaction and Work-Life Balance on attrition using predictive models.</div>	<div>IMPORTANCE OF JOB SATISFACTION & WORK-LIFE BALANCE IN HUMAN RESOURCE MANAGEMENT</div> <div></div> <div></div>	
<div>RESULTS/FINDINGS</div> <div>Job Satisfaction:</div> <div><ul style="list-style-type: none">Employees with higher levels of job satisfaction were significantly less likely to leave their positions.This factor had the strongest impact on predicting attrition compared to other variables.</div> <div>Work-Life Balance:</div> <div><ul style="list-style-type: none">Work-life balance also influenced attrition, with better balance leading to lower turnover.However, its effect was smaller than that of job satisfaction.</div> <div>Overall Predictive Power:</div> <div><ul style="list-style-type: none">The combination of job satisfaction and work-life balance explained a significant portion of the variation in attrition rates.Together, they form key predictors for understanding and addressing employee turnover.</div>	<div></div> <div>PERFORMANCE MATRIX IN PERCENTAGE</div>	
<div>DEPARTMENT-SPECIFIC INSIGHTS</div> <div>The Decision Tree analysis revealed differences in attrition drivers across departments:</div> <div><ul style="list-style-type: none">Sales: Environment Satisfaction plays a crucial role in retention, with lower scores linked to higher attrition.Human Resources: Job Satisfaction significantly influences turnover, highlighting the need for job enrichment.Research & Development: Both Work-Life Balance and Job Satisfaction were critical predictors, underscoring the importance of a supportive work-life integration.</div>	<div>IMPLICATIONS FOR PRACTICE</div> <div>The findings support data-driven strategies to improve retention, focusing on Work-Life Balance, Job Satisfaction, and Environment Satisfaction:</div> <div><ul style="list-style-type: none">General Strategies<ul style="list-style-type: none">Increase workplace flexibility to support employees' personal and professional needs.Offer clear career development paths to boost engagement and loyalty.Foster an inclusive and supportive work culture to reduce turnover.Department-Specific Strategies<ul style="list-style-type: none">Customize retention plans based on department-specific challenges and attrition trends.Address unique workload, resource, or management issues in each team to improve satisfaction and retention.</div>	
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