



**Acme Corp.**

# Employee Attrition Analysis

SMSS | Dataset: IBM HR Analytics  
(Kaggle)



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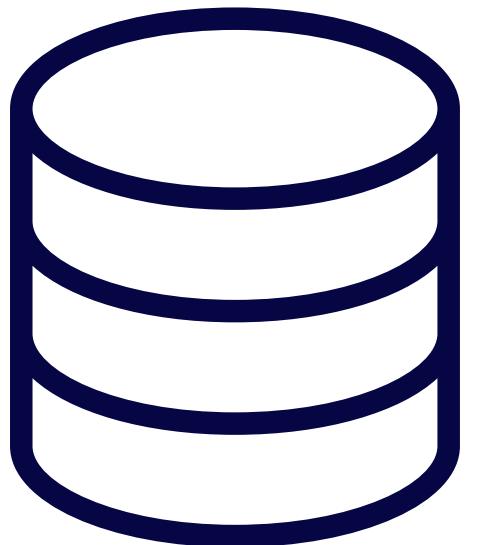


# Project Overview

- **Objective:** Identify the key factors driving employee attrition.
- **Scope:** Conducted a SQL-only analysis on a dataset of 1,470 employees.
- **Goal:** Deliver actionable recommendations to reduce turnover.



# Methodology



## Data Import

CSV - SQL database (SMSS)



## SQL Querying

Aggregations, Joins, Grouping for analysis



## Insights Generation

Business Questions answered with SQL results



## Executive Summary

Recommendations for reducing attrition

# Business Scenario

## *Problem Statement*

-  **High Attrition (16%)**: Notably concentrated in Sales, low-income employees, and overtime workers.
-  **Business Impact**: Increased costs from recruitment, training, and lost productivity.
-  **Objective**: Use SQL-driven analysis to identify root causes and provide actionable insights.

# Key Insights

## *Key Workforce Trends Driving Attrition*

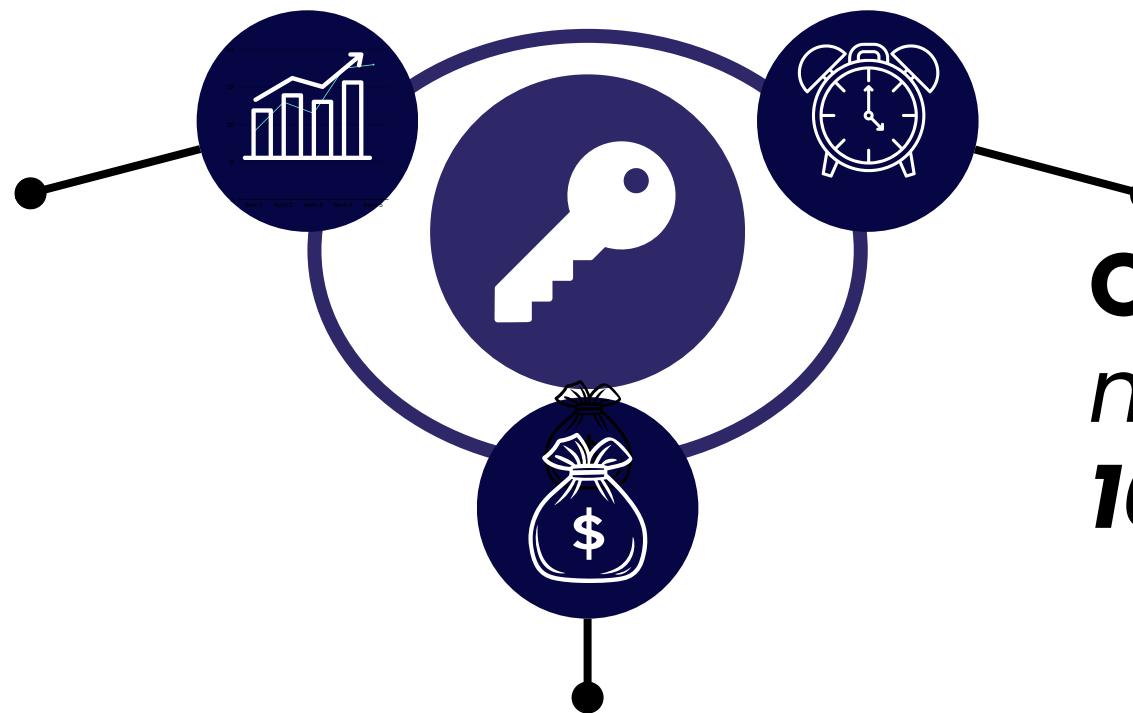


- **Overall Attrition:** **16.1%** of workforce left
- **By Age:** Under 30 - **27.9%** (highest)
- **By Commute Distance:** 21+ km - **22% attrition**

# Key Insights

*Work Patterns Behind Attrition*

**By Role:** Sales Reps = **39.7%** (*highest risk*)

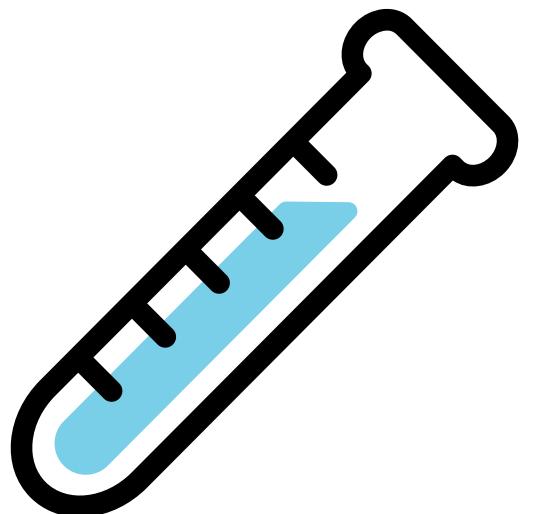


**Overtime:** Attrition nearly trip - **30.5%** vs **10.4%**

**By Salary Band:** Low-income employees = **28.6%** attrition.

# Key Insights

*Department & Satisfaction  
Insights*



**By Department:** Sales - **20.6%**, R&D - **13.8%**

**By Job Satisfaction:** Level 1 = **30.5%**  
*attrition*



# Recommendations

## *HR Action Plan to Reduce Attrition*



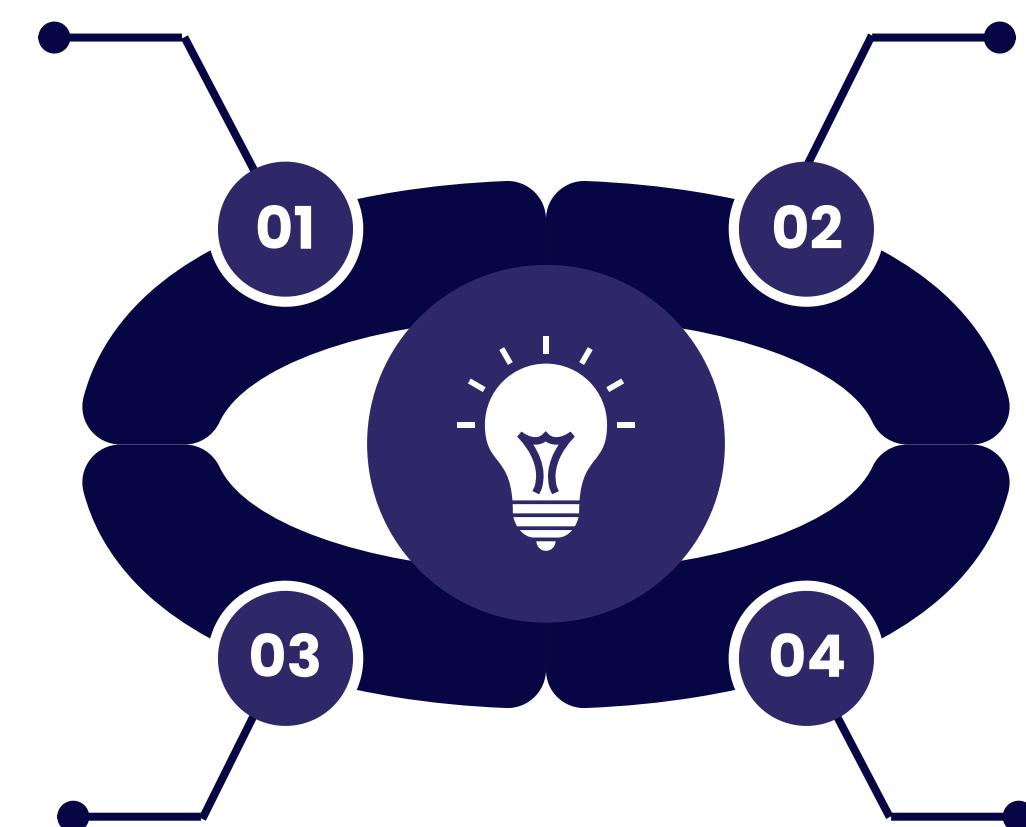
**Review pay structures** – Focus on low-income bands to reduce financial pressure.



**Limit Overtime** – Ensure fair workload distribution to avoid burnout.



**Target High-Risk Groups** – Sales Reps & employees under 30 need tailored retention strategies.



**Flexible Work Options** – Relocation support or hybrid/remote roles for long commutes.

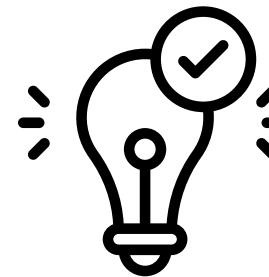
# Conclusion

## Key Takeaways



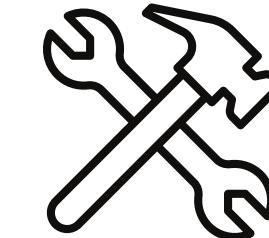
### Attrition is Uneven

Certain groups (Sales Reps, young employees, low-income, long commutes, overtime workers) face much higher risks.



### Strategic Fixes Matter

Addressing *pay, workload, and mobility* will significantly reduce turnover.



### SQL Power

Even without BI dashboards, SQL alone uncovers valuable, actionable insights.

# About Acme Corp.

- **Global Presence:** Leading provider of technology and HR solutions worldwide.
- **Workforce:** Diverse team of 50,000+ employees across multiple regions.
- **Commitment:** Focused on *innovation, employee development, and sustainable growth*.





**Acme Corp.**

# Thank You

For Your Attention



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