Strathmore University
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Smart Academy Task:
Employee Attrition
Analysis

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Introduction

Employee Attrition

Employee Attrition also known as employee turnover, refers to the process by which employees leave an organization and are subsequently replaced by new employees. This can occur through various forms such as resignations, retirements, layoffs, or terminations. Understanding and managing employee attrition is crucial for organizations because high attrition rates can lead to increased costs, loss of institutional knowledge, and decreased morale among remaining employees.

Objectives

- Perform Data wrangling techniques and carry out Exploratory Data Analysis to gain insights into factors influencing employee attrition.

- Identify patterns, trends and potential areas of improvement to better understand and manage employee attrition in the organization.

- Identify what type of measures should the organization take to retain their employees

Key Findings

Employee Attrition Rate

Employee Attrition by Distance From Home
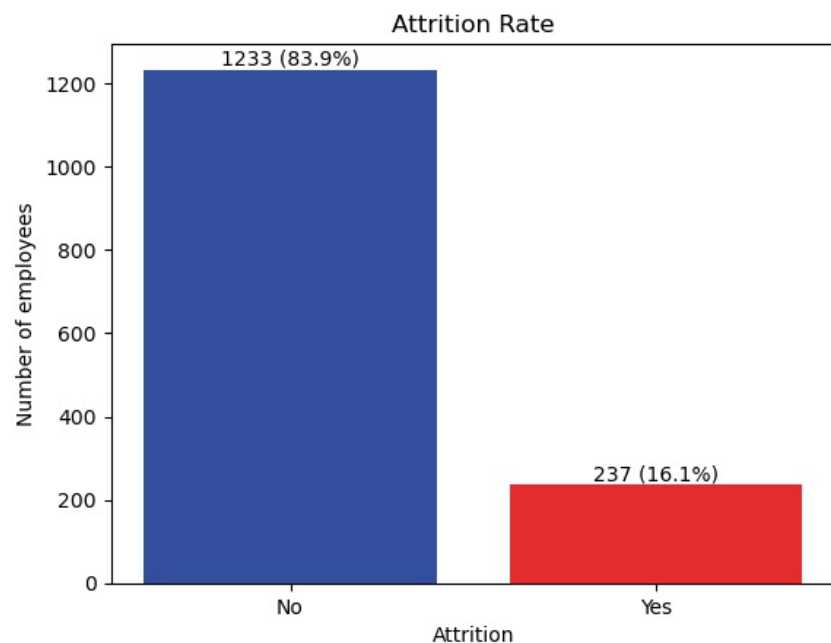
Employee Attrition By Job Role And Monthly Income

Employee Attrition Rate By Department

Employee Attrition By Education Field
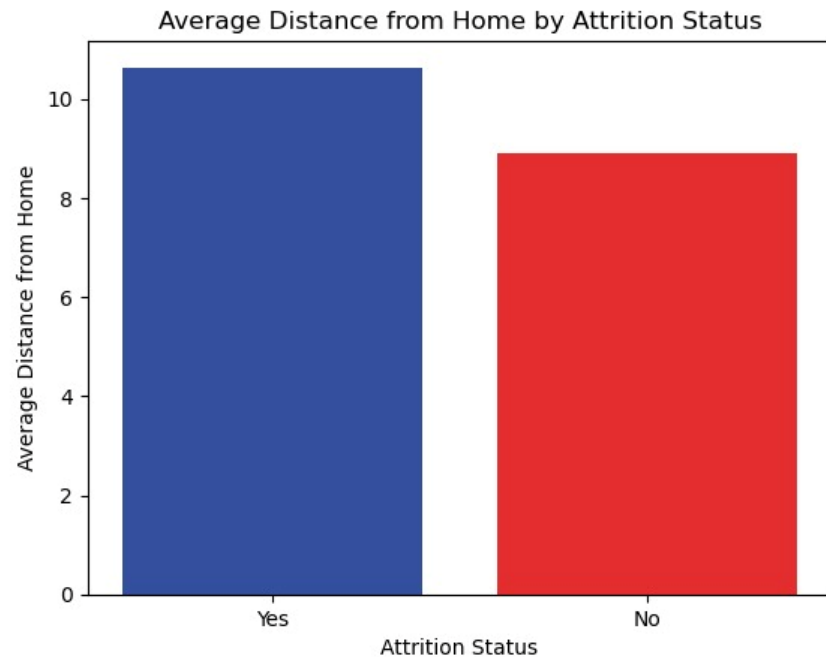
Key Findings

Employee Attrition

The employee attrition rate in this organization is 16.1%. This is considered high as experts in Human Resource suggest that a normal attrition rate for organizations is between 4% to 7%.
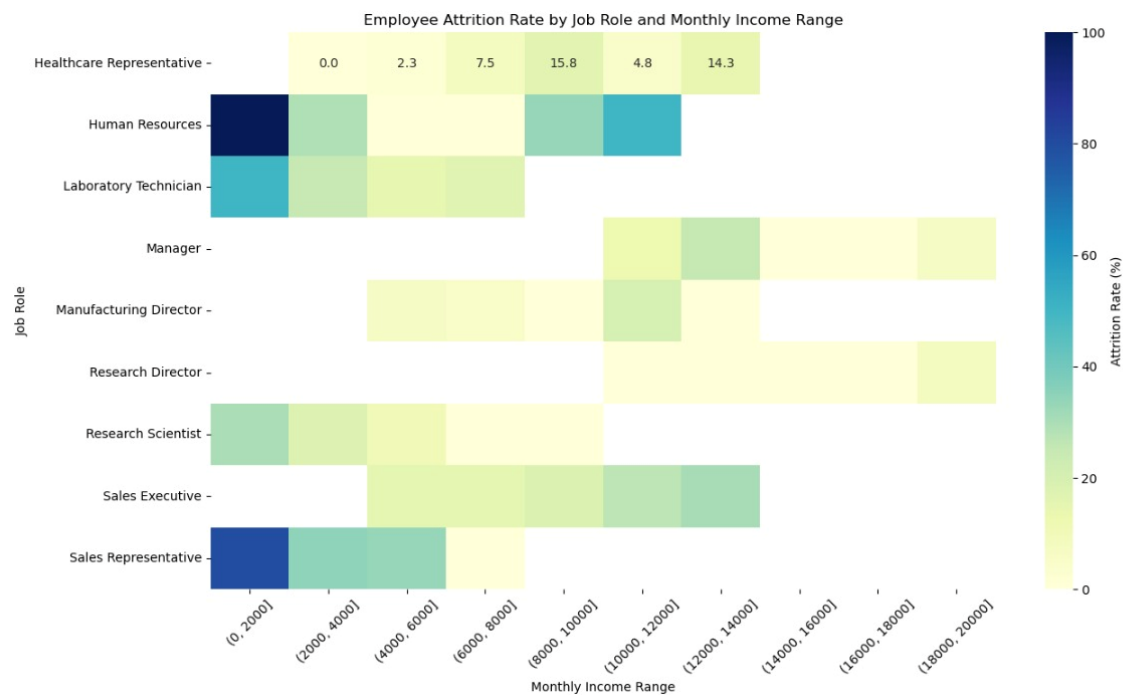
Key Findings

Employee Attrition by Distance From Home

Average Distance from Home by Attrition Status

Most of the people who leave the organization are located more than an average of 9 km away from the organization

Key Findings

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Employee Attrition By Job Role And Monthly Income

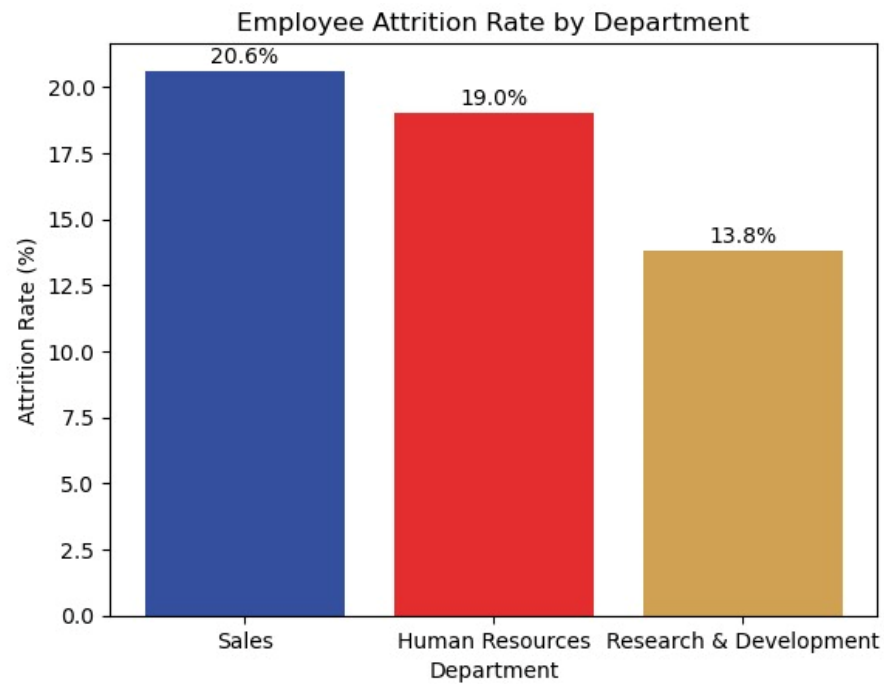</div>

Employee Attrition Rate by Job Role and Monthly Income Range

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Laboratory Technicians, Research Scientists and Sales Representatives have very low salary and this could be a major factor behind attritions.
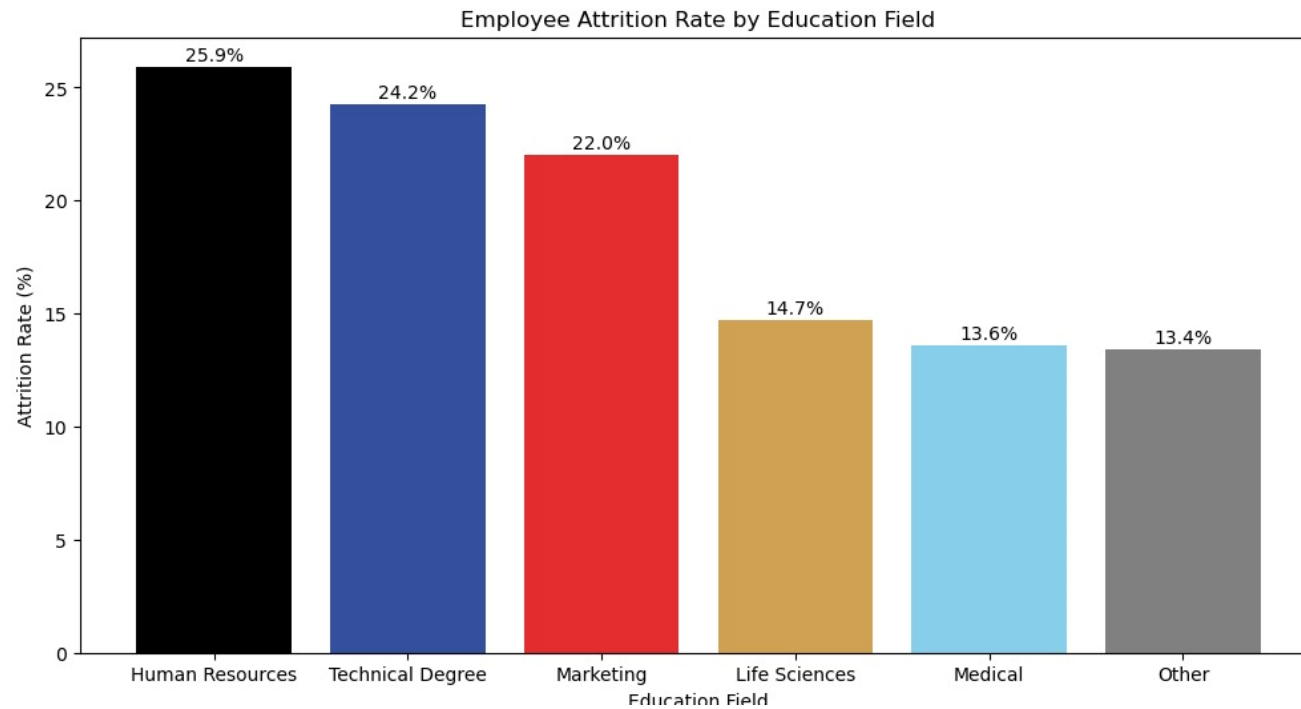
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Key Findings

Employee Attrition Rate By Department

The highest attrition rate is in the Sales Department, followed closely by the Human Resource department

Key Findings

Employee Attrition By Education Field

Employee Attrition Rate by Education Field

We observe that education fields like Human Resource, Technical and Marketing have a very high attrition rate.

Conclusion & Recommendations

Summary of Findings

- The organization has an employee attrition rate of 16.1%

- The employees with low JobLevel, MonthlyIncome, and older are more likely to quit there jobs.

- *Department:* The employees in Research & Development are more likely to stay than the employees on other department.

- *Education Field:* The employees with Human Resources and Technical Degree are more likely to quit than employees from other fields of educations.

- *Gender:* The male are more likely to quit but it is also shown that the organization has more males than females.

- *Job Role:* The employees in Sales Representative,Laboratory Technician, and Human Resources are more likely to quit than the employees in other positions.

- *Distance From Home*: Employees who live an average of 9km from the organization have a high attrition rate.

- *Over Time:* The employees who work more hours are likely to quit then others.

- *Environment Satisfaction:* Employees who rate their job satisfaction as low are more likely to leave the organization.

- *Work-Life Balance:* Employees who rate their work-life-balance as bad are more likely to leave the organization.

Conclusion & Recommendations

Recommendations

- Review and adjust salary structures to ensure they are competitive. Introduce performance-based bonuses and incentives.

- Implement clear career progression plans to offer growth opportunities for employees at lower job levels.

- Implement initiatives to promote gender diversity and inclusion.

- Offer relocation assistance or housing stipends to employees who live far from the organization or provide remote work or flexible schedules to reduce commuting.

- Monitor and manage workloads to prevent excessive overtime and ensure overtime is fairly compensated and voluntary.

- Regularly collect and act on employee feedback regarding the work environment and invest in improving the physical work environment.

- Introduce flexible work policies to help employees manage their work and personal life.

Thank you!!