

HR Analysis Dashboard on Why Employees Left the Company

Total employees

14,999

Still in company

11,428

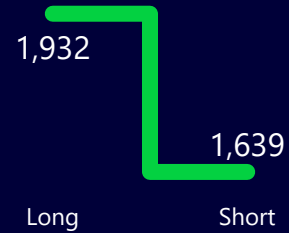
Avg._monthly_ho...

201

Left company

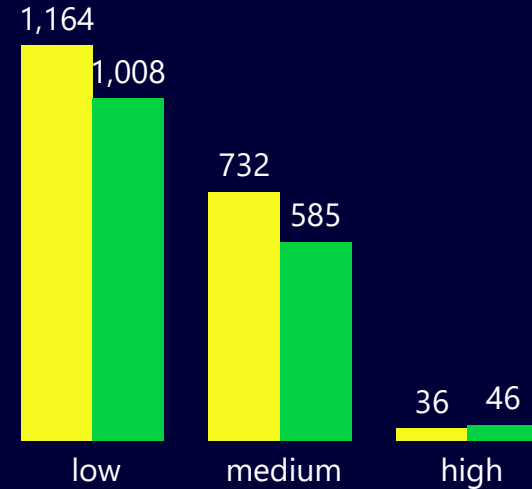
3,571

Left company by Time spent



Left company by salary and Time spent

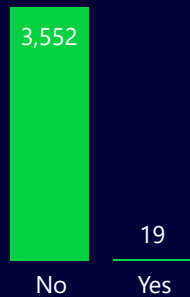
● Long ● Short



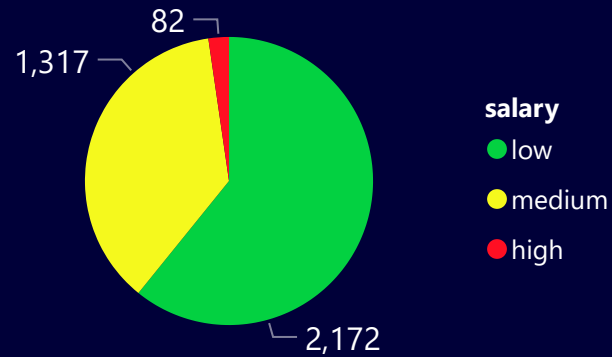
Left company by department



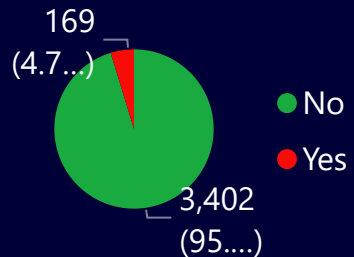
Left company by Last_5years_Promoton



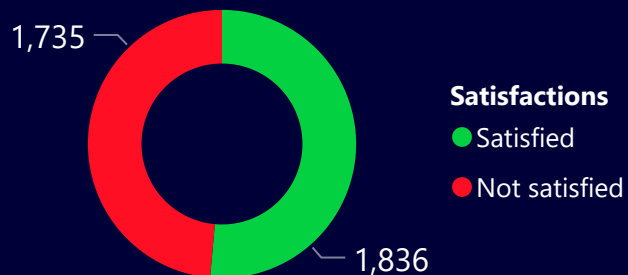
Left company by salary



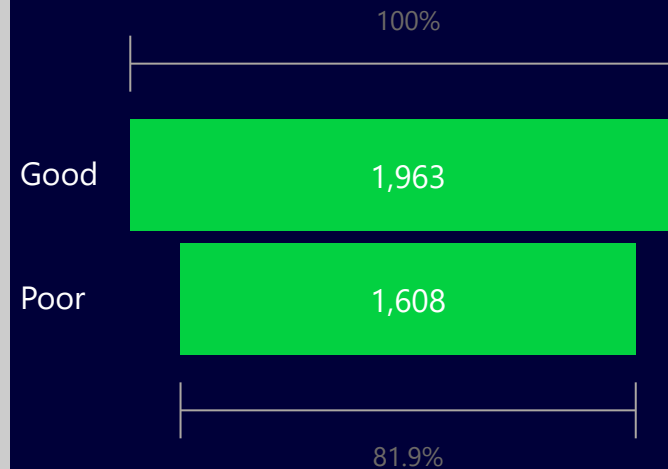
Left company by Work Accident



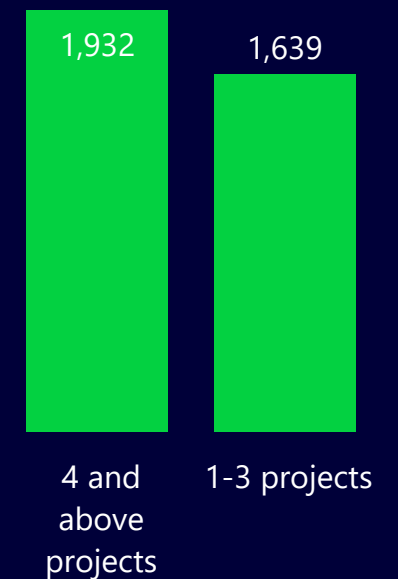
Left company by Satisfactions



Left company by Evaluation



Left company by Project Handle



HR DATA ANALYSIS

WHO ARE LEAVING THE COMPANY AND WHY.

INTRODUCTION

Currently, talent employees are seen as the most vital valuable asset that gives the company a competitive advantage over its rivals in market. A company is considered as the respectable one when it adopts the appropriate practices to retain the employees.

Losing a single employee can cost tens of thousands of dollars, which means a wave of employee turnover can quickly run up costs ranging not the hundreds thousands.

The analysis tries to study “who” exactly are leaving the company in large numbers, the good/valuable ones or the employees who do not work and also how factors like promotion, satisfaction level , salary level, number of projects handled and time spent at the company. In this study I will evaluate if promotion, salary level and time spent are the major push for “valuable” employees to leave the company.

Data Exploration

The data used in this study is obtained from (kaggle website) which made it a secondary data. This data of 14,999 employees has been taken from a company by the host website.

It has 12 columns which are Names, Satisfaction Level, Last evaluation, Number of projects, Average monthly hours, Time spent at the company, Whether they have had a work accident, Whether the employee has left, Whether they have had a promotion in the last 5 years, Departments, Salary and salary level.

Satisfaction Level, Last evaluation, Number of projects, Average monthly hours and Time spent at the company are numeric data type (from 4 years and above indicates spent long time), where satisfaction level ranges from 0.1-1 , 0.6 and more being highest level of satisfaction while Whether they have had a work accident, Whether they have had a promotion in the last 5 years and Whether the employee has left , that for work accident implies no accident while 1 implies occurrence of accident, for promotion 0 implies no promotion while 1 implies promotion of the employee and for leaving the company code 0 implies employee hasn't left the job while 1 represents he has left the job. Others Name, Departments and Salary are strings.

Overview of the Study

The study defines the valuable employees on the basis of their last evaluation scores, time spend by them with the company and number of project handled . So the analysis shall be dealing with those valuable employees who have left the company but have an evaluation score of 0.6 or higher, that have spent 4 years or more and also that have handled 4 or more projects before they left.

Conclusions

By looking at the HR Raw_Data obtained from (Kaggle websites) I am able to find out that :

- . The total number of employees in the company is 14,999 and out of it, 3,571 employees left the company while 11,428 employees still remain in the company and also, the Average monthly hours of the employees is 201.
- . It was also found out that the Employees that left the company had been working in the company for a long period of years while their Salary is very Low and there is No promotion since Last 5 years of working.
- . It was also revealed that, the Company Evaluated most of those Employees very well and their works are satisfied by the Company.
- . Lastly, most of those employees handled many projects and most of them came from Sales Department.

Recommendations

Based on the findings of this study. Since the work of those employees that left the company are satisfied and well evaluated. Then, I would like to recommend that;

1. The company should increase the Salary of those employees.
2. The company should make provision for Promotions at when due.
3. The company should encourage those that handle many projects well in order to make them more responsible.

THANKS

Total employees

14,999

Still in company

11,428

Left company

3,571

Avg._monthly_hours

201

The total number of employees in the company is 14,999. Out of 14,999, 3,571 employees left the company while 11,428 employees still remain in the company. Also, the Average monthly hours of the employees is 201.

Comparison of Left employees with Time spent

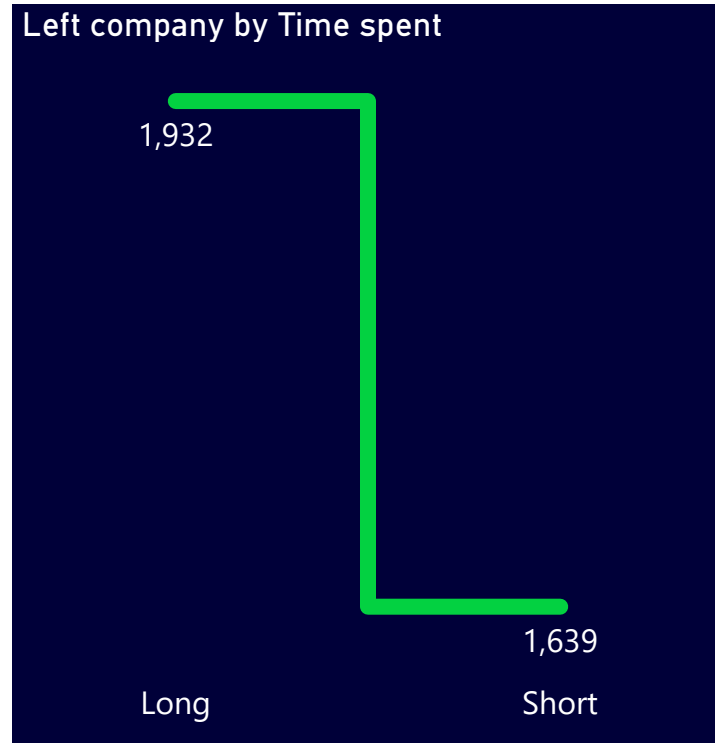


Figure 1

It was observed from Figure 1 above that, most of the employees that left the company 1,932 spent long time (4 years and above) while 1,639 spent short time (3 years or less) in the company before they left.

Comparison of Left employees with Salary

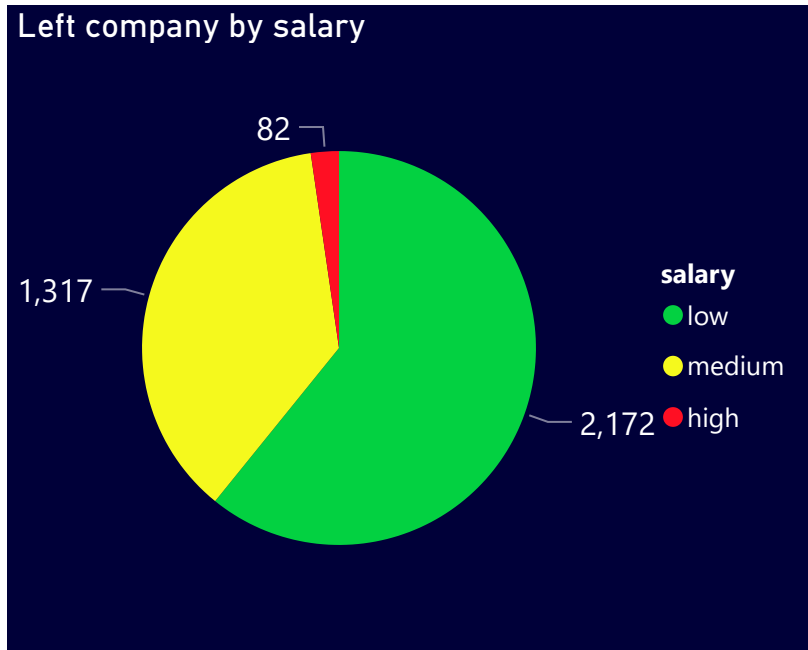


Figure 2

It was reveals that, 2,172 employees that left the company fell under Low salary payment, 1,317 of them fell under Medium salary payments while just 82 of them fell under High salary payments.

Comparison of Left with Time spent and Salary

Left company by salary and Time spent

● Long ● Short

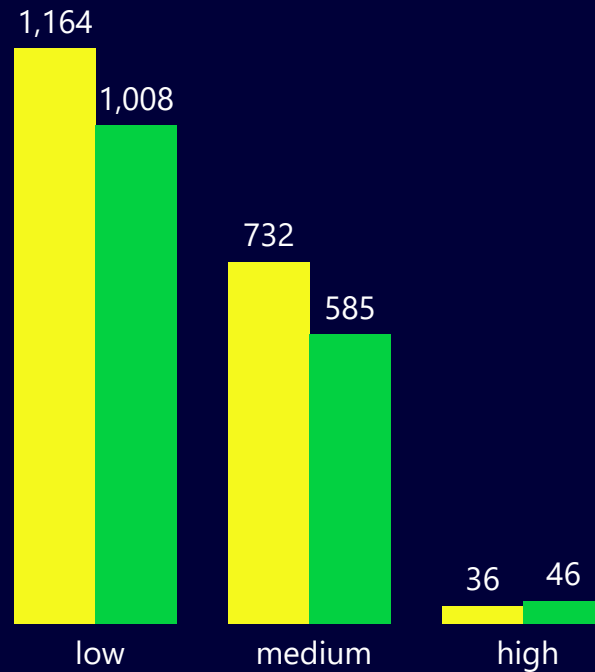


Figure 3

It was reveals from the graph above that 1,164 of the left employees spent (4 years and above) in the company were receiving Low salaries and 1,008 of them spent short time and receiving Low salaries, 732 of them spent Long time were receiving Medium salaries and 585 spent Short time and receiving Medium Salaries while 36 of them spent Long time receiving High Salary and 46 of them spent Short time were receiving High Salaries.

Comparison of Left Company with Last 5years of

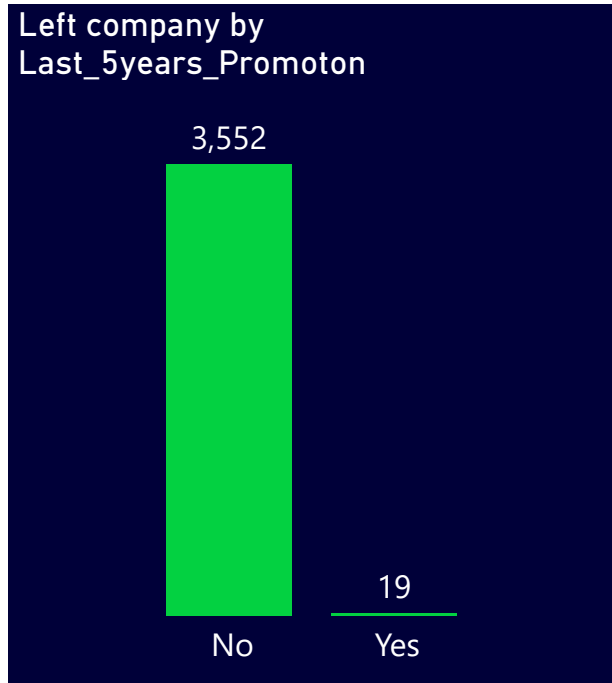
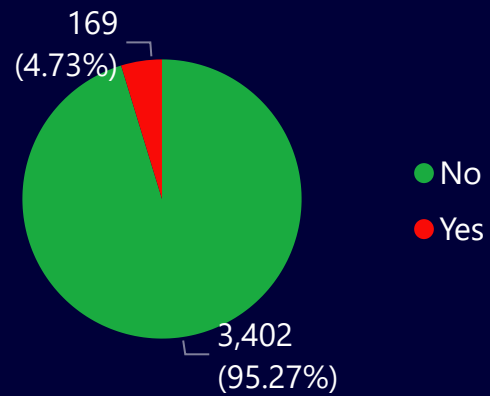


Figure 4

It was reveals from the figure 4 above that, only 19 of the employees that left the company got promoted since Last 5 years while 3,552 of them did not get promotion since last 5 years

Comparison of Left Company with Work

Left company by Work Accident



Figure

It was displayed from the figure 5 above that, 3,402 of the employees that left the company had No Work Accident since the time they joined the company while 169 had Work Accident.

Comparison of Left Company with Satisfaction Rate

Left company by Satisfaction

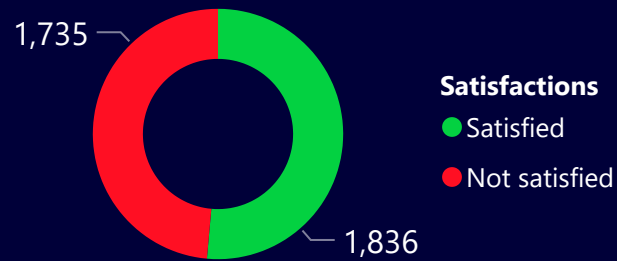


Figure 6

The figure 6 above shows that, the company was satisfied with the work of **1,836** employees that left the company while the company did not satisfied with the work of the rest of them based on the company rating scale.

Comparison of Left Employees with Employees Evaluation.

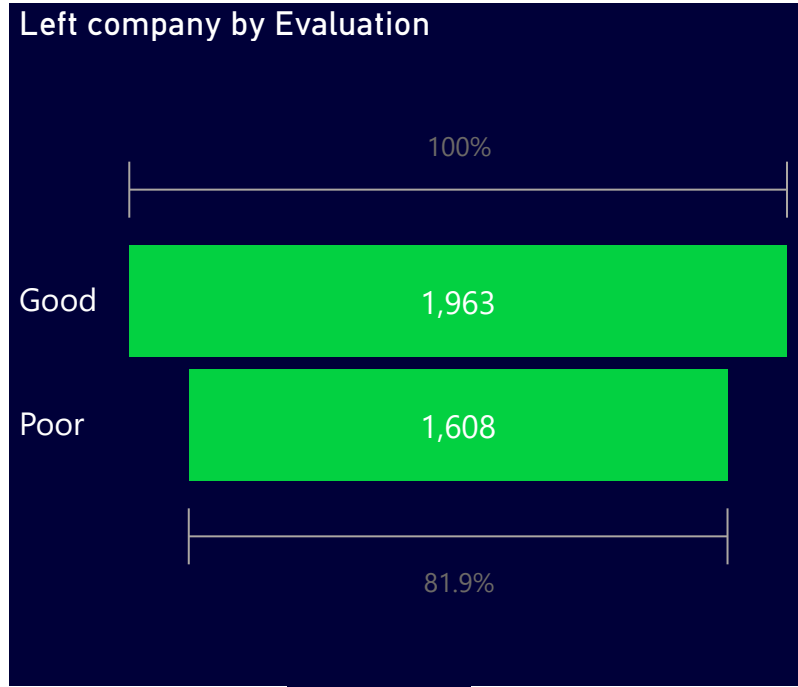


Figure 7

The figure 7 above shows that, **1,963** employees that left the company was evaluated as Good employees (0.6 and above) while **1,608** Left employees were evaluated as Poor employees (0.59 or less).

Comparison of Left Employees with Number of Project Handle.

Left company by Project Handle

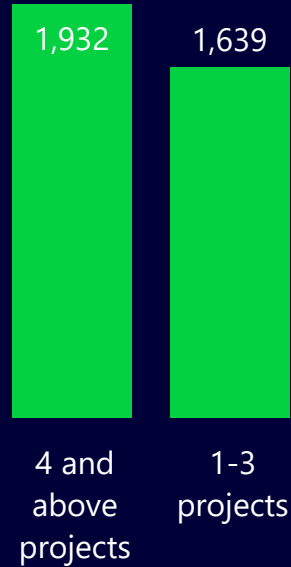


Figure 8

The figure 8 above shows that, **1,932** employees that left the company handled (4 and above) Projects while **1,608** Left employees handled (3 or less) Projects.

Comparison of Left Employees with Employees Department.

Left company by department

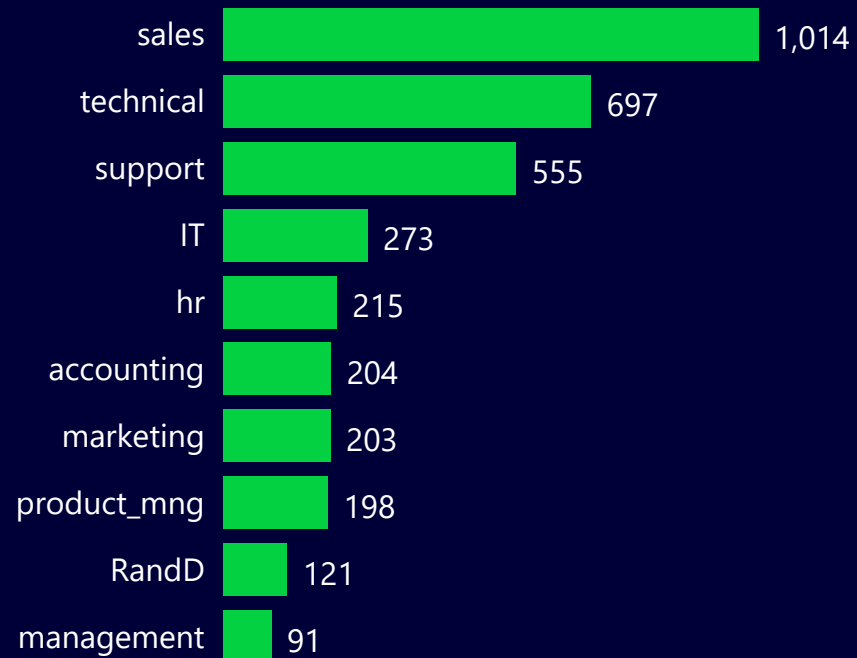


Figure 9

The figure 9 above shows that, Sales department has the highest number of employees that left the company (1,014) while Management Department has the least number of employees that left the company (91).