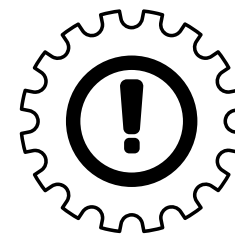


# HR ANALYTICS

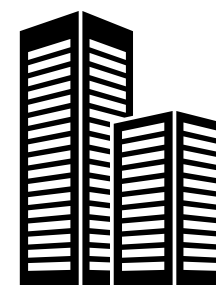
## Employee Attrition

# Agenda

QUAY LẠI TRANG CHƯƠNG TRÌNH



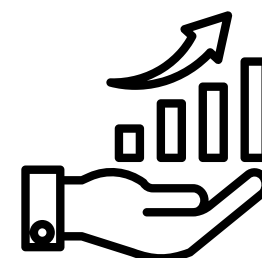
General



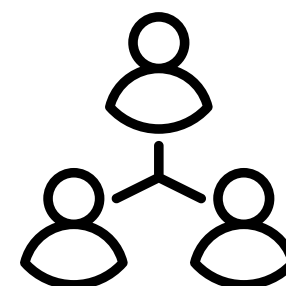
Problem Statement



Objectives



Analytics



Recommendation

## 1. What is the Employee Attrition Rate?

- Attrition rate measures how many employees leave a company over a period of time
- Attrition rate is calculated by dividing the total number of employees who left within a timeframe and were not replaced by the average number of employees, then multiplying by 100

## 2. What is a good Attrition Rate?

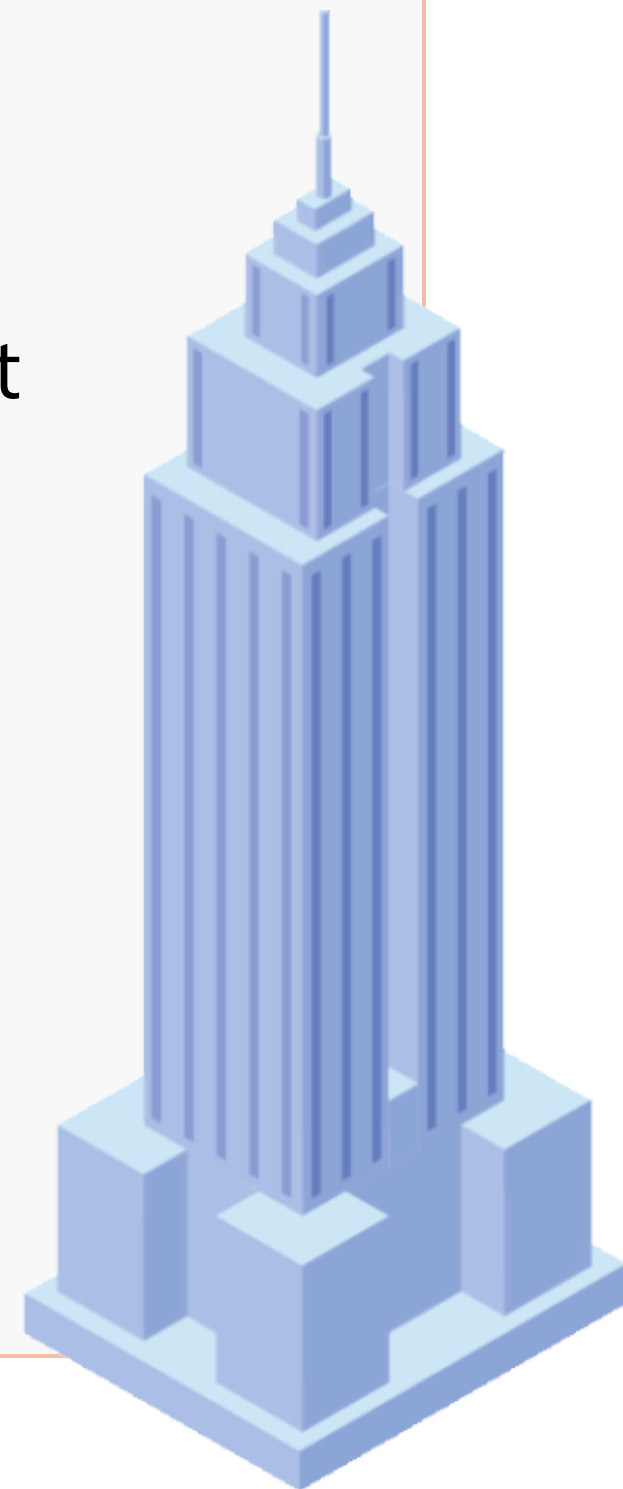
- In general, companies should strive to have a low attrition rate.

According to experts, healthy organizations have an attrition rate of **10% or less**. At this attrition rate, your workforce is stable, and you're unlikely to risk shortages or other disruptions.



**XYZ INC. is facing a high attrition rate among their employees which in turn negatively affects their business due to**

- The project of the former employee is progressing slowly, making it difficult to complete on schedule, weakening their position
- Need to maintain a large department for the purpose of recruiting new talent
- New employees must be trained on the job and have time to get acquainted with the company.





**What are the factors that affect an employee's ability to quit?**



**Which factors are most important and should be addressed immediately?**



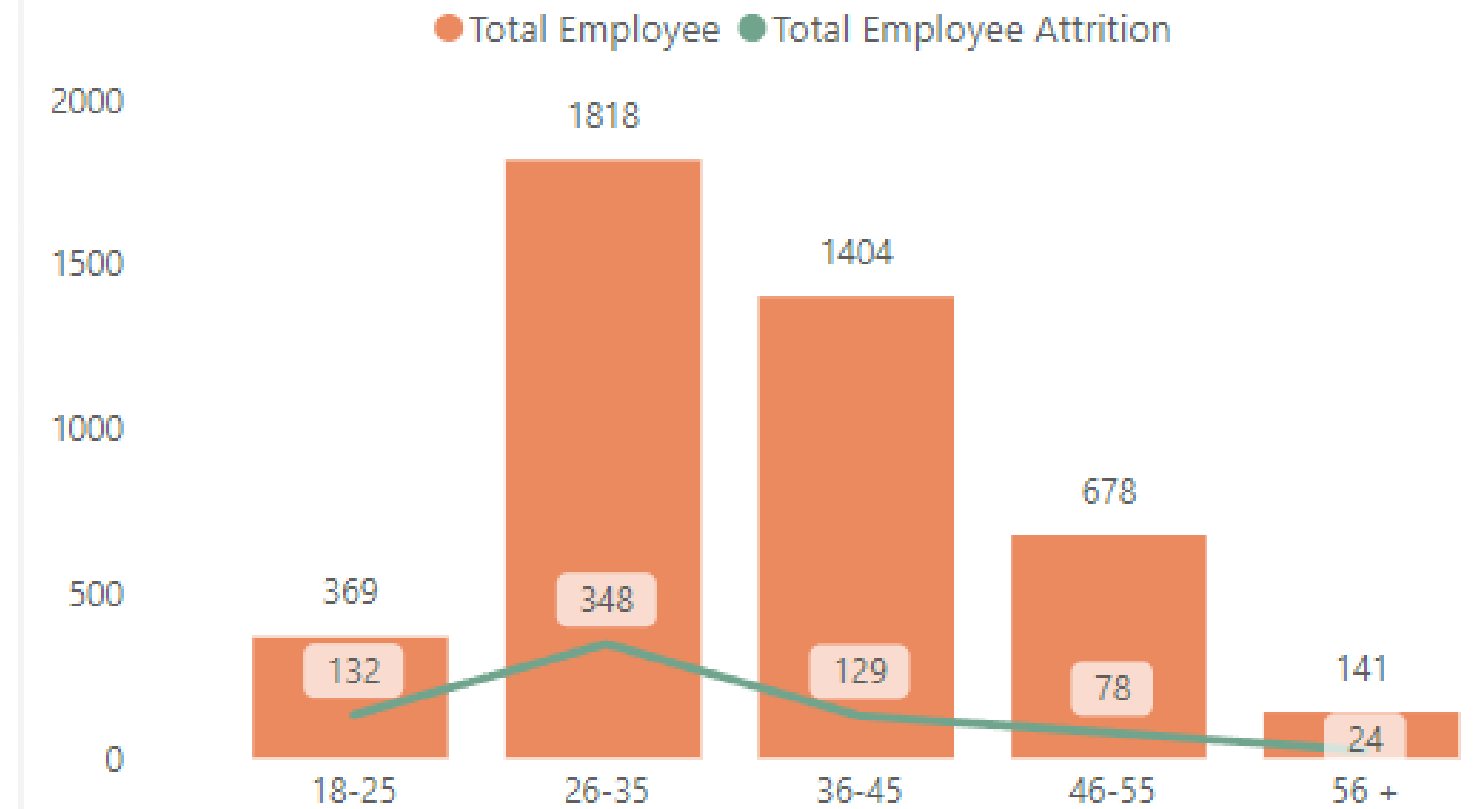
**Recommendations**

# Age & Gender

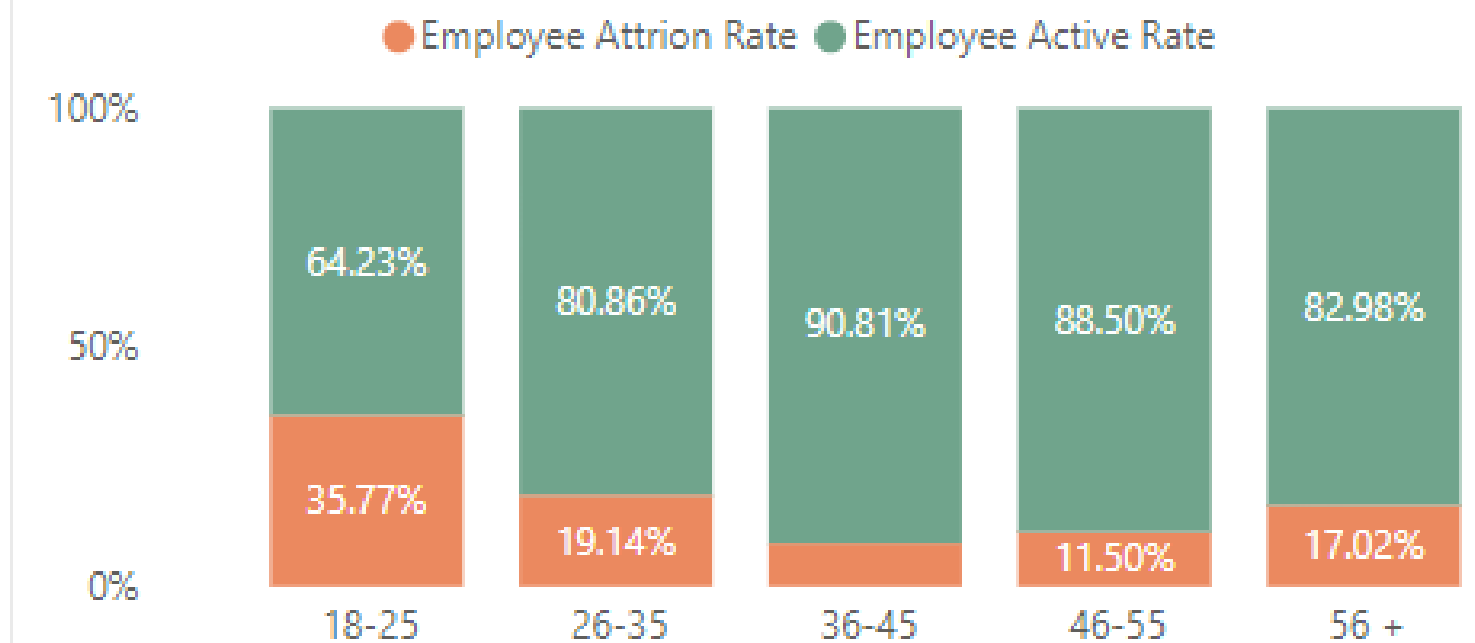
- **35,77%** of employees being age between **18 to 25** left their jobs

=> The employees in their 20's will have higher chance of churning out of the company, and older employees tend to stay with the company

**Total Attrition  
by Age Group**



**Attrition Rate  
by Age Group**



# Age & Gender

- The female attrition rate is **13,27%**, which is not a significant difference compared to **14,29%** in male attrition rate

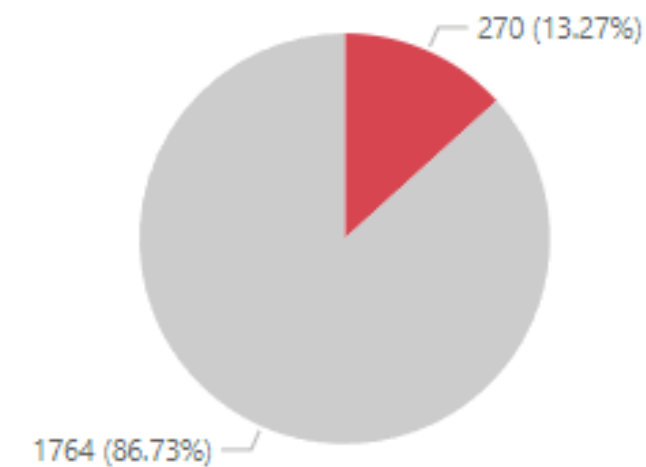
=> No discrimination

## Total Attrition by Gender



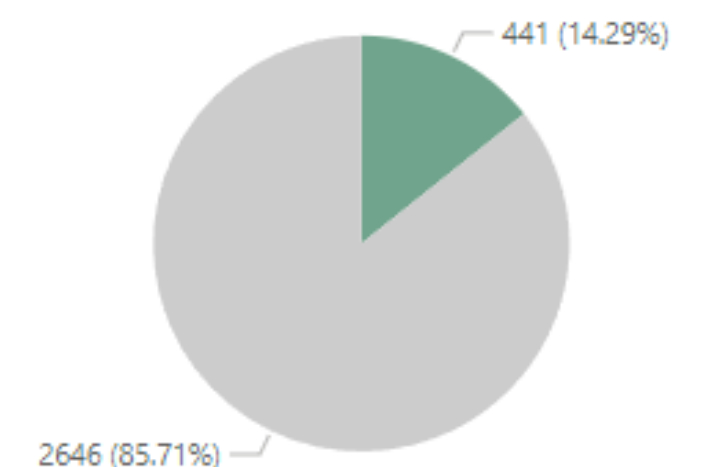
### Attrition Rate by Female

● Total Female Attrition ● Total Female Employees



### Attrition Rate by Male

● Total Male Attrition ● Total Male Employees

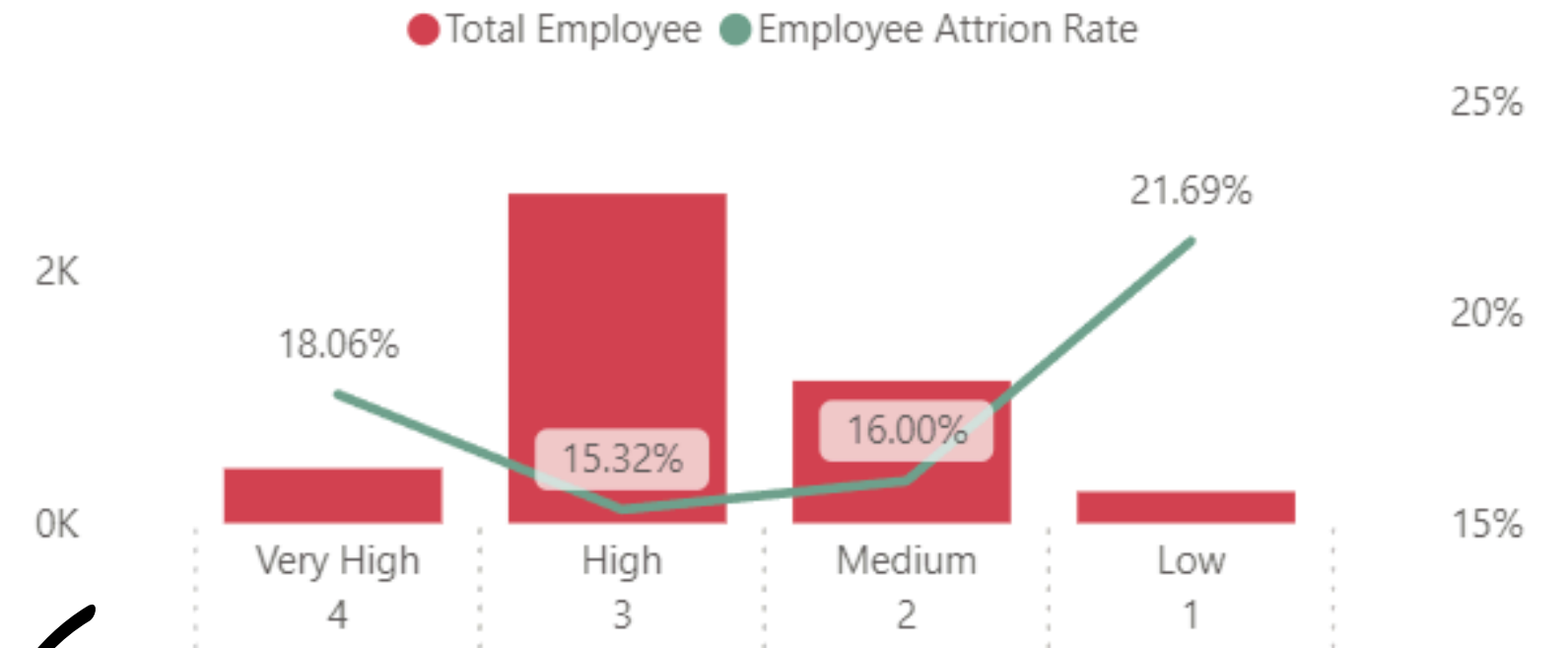




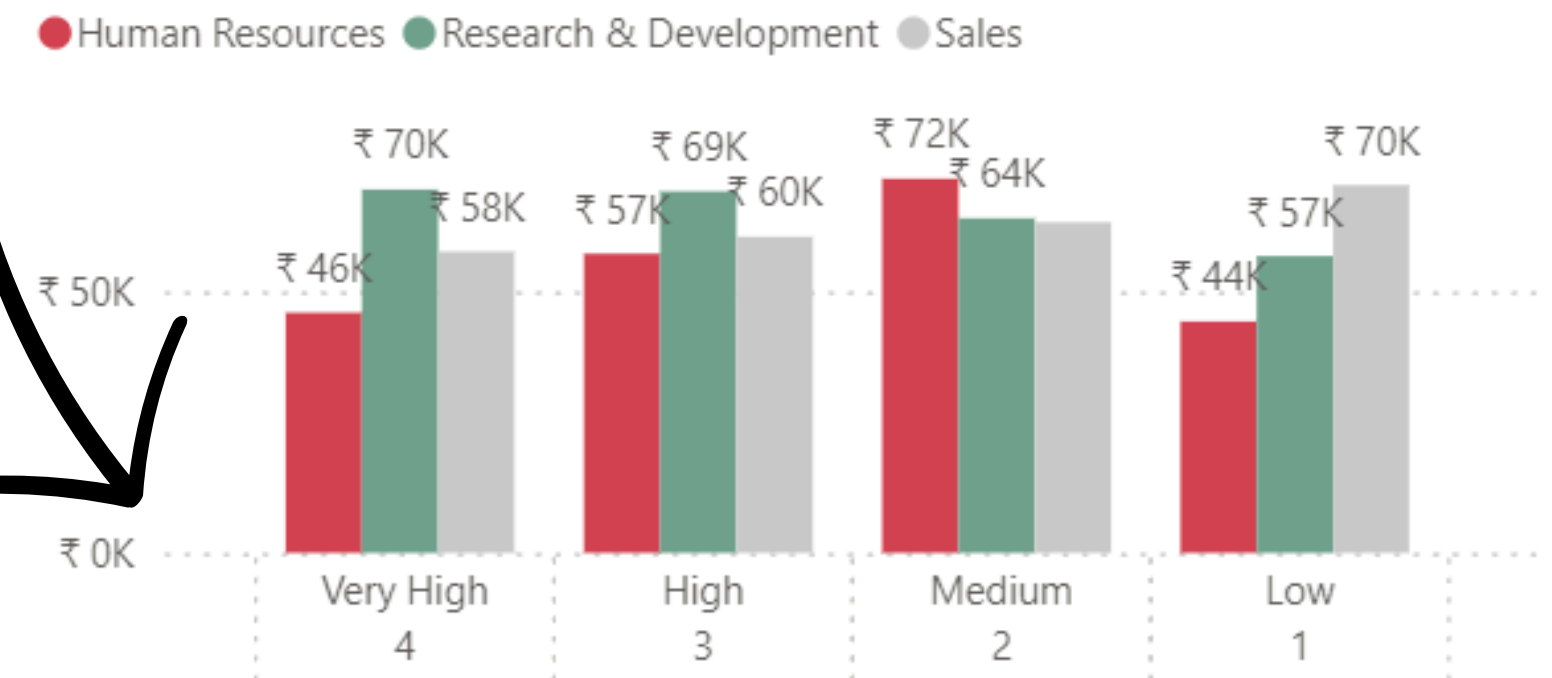
# JOB

- Employees with low job involvement are more likely to quit (**21,69%**)

## Attrition Rate by Job Involvement



## Average of Monthly Income by Department and Job Involvement

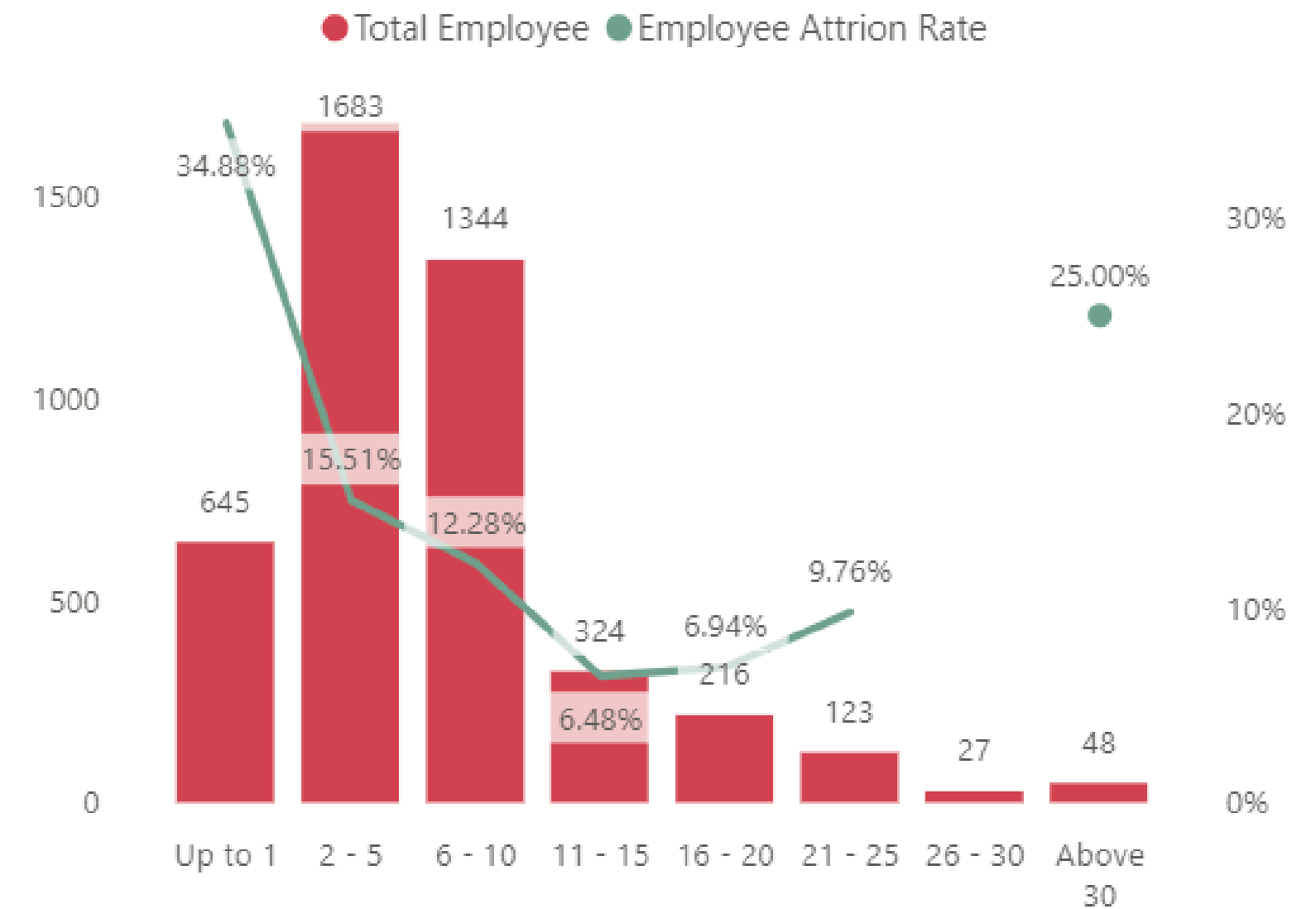


# JOB

- The first-year attrition rate is **34.88%** which occupies the highest proportion

=> The more years of experience, the higher the retention rate with the company

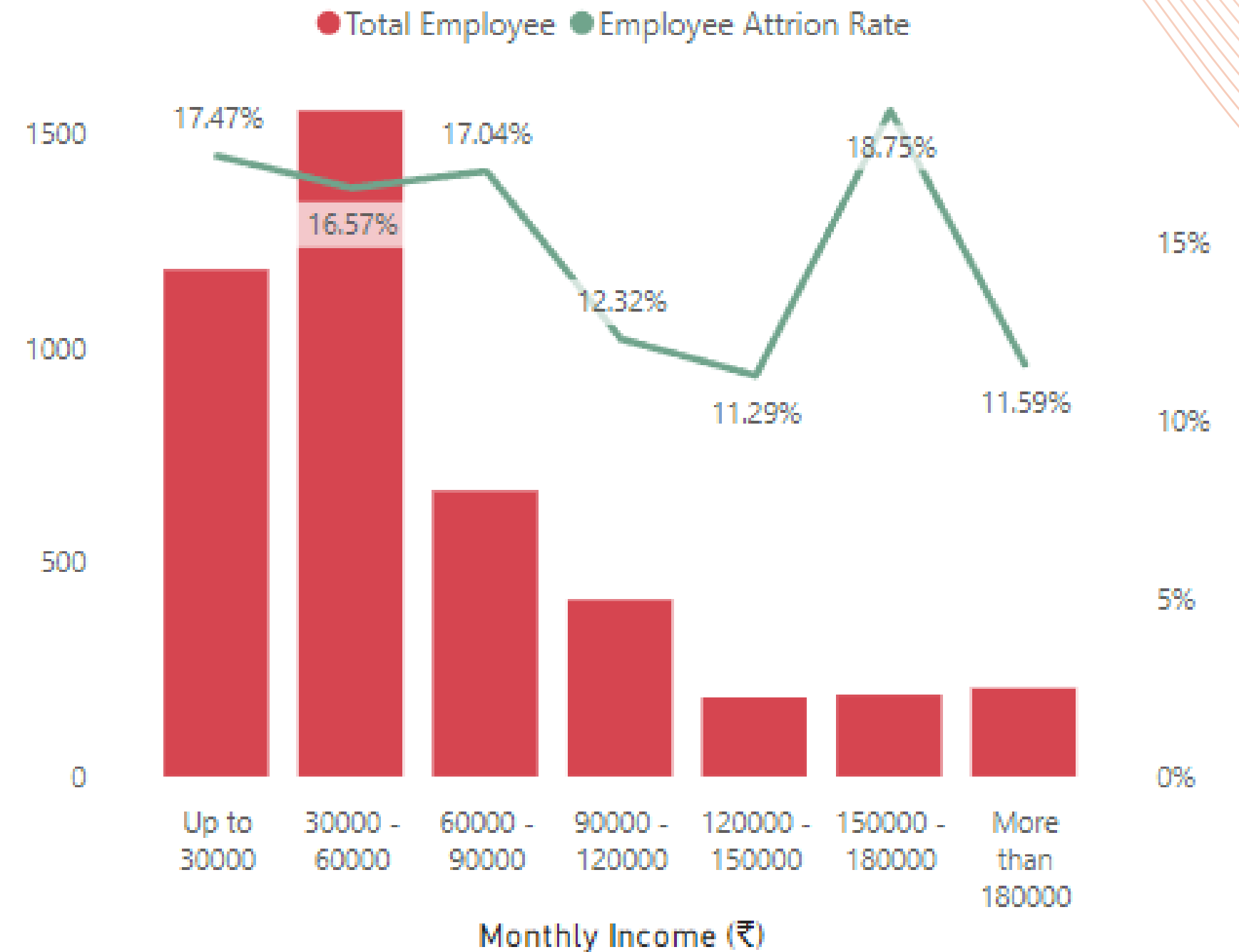
**Attrition Rate  
by Services Years**



# JOB

- Employees that earn less than **30.000 INR** as well as **150.000 INR - 180.000 INR** left the company with high attrition rates **18,75%** and **17,47%** in turn

## Attrition Rate by Monthly Income



# WORKING CONDITIONS

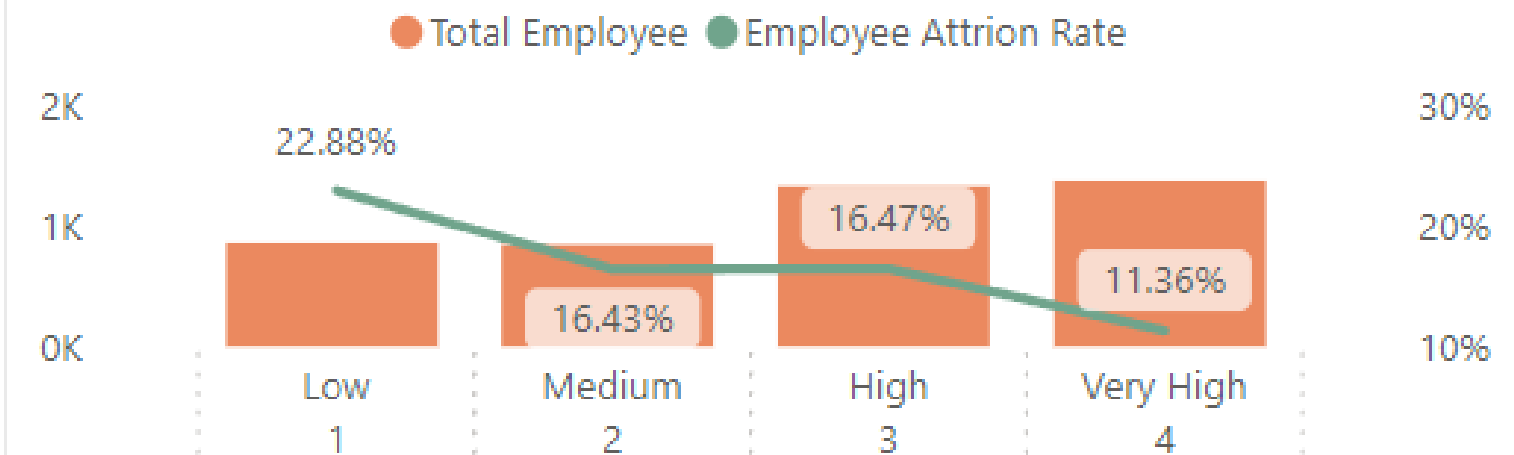
- Employees with low job satisfaction as well as low environment satisfaction are more likely to leave the job at **22,88%** and **25,12%** attrition rate in turn

Average Job  
Satisfaction

2.73



**Attrition Rate  
by Job Satisfaction**

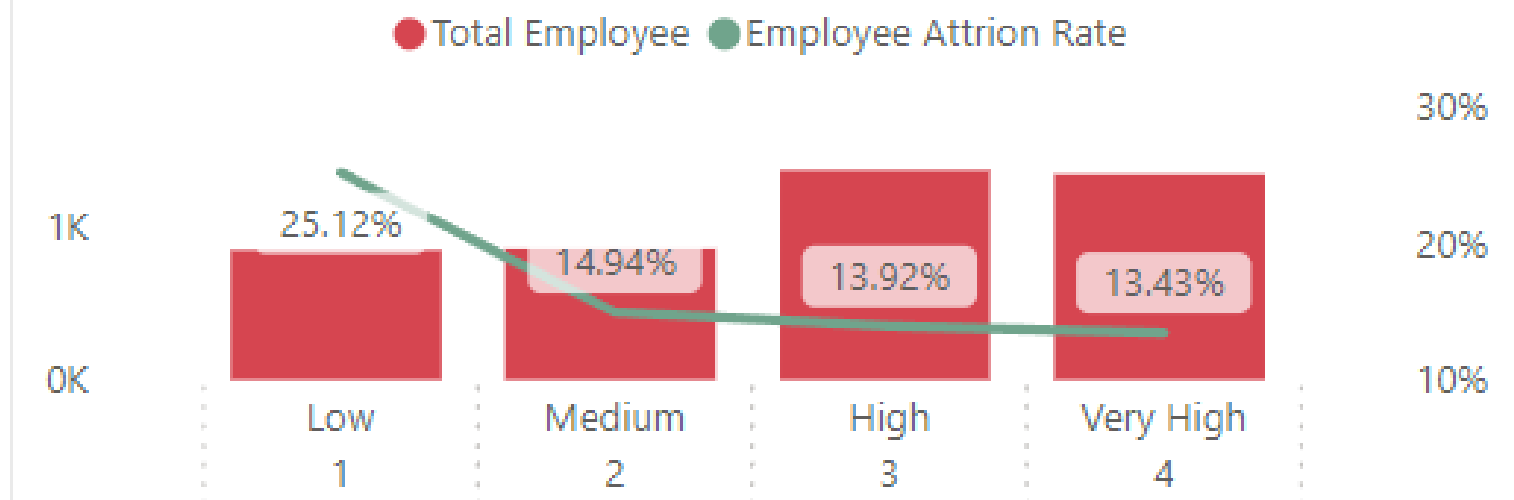


Average Environment  
Satisfaction

2.72



**Attrition Rate  
by Environment Satisfaction**



**First - year  
Attrition**



**Monthly  
Income**



**Environment  
Satisfaction**



## RECOMMENDATIONS

1. Clearly define recruitment requirements of departments

2. Provide appropriate salary and benefits

3. Improve working environment



Thank  
You !