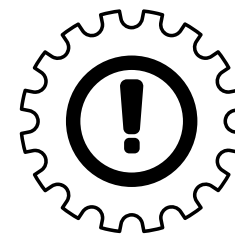


HR ANALYTICS

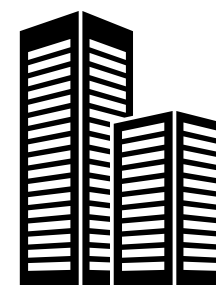
Employee Attrition

Agenda

QUAY LẠI TRANG CHƯƠNG TRÌNH



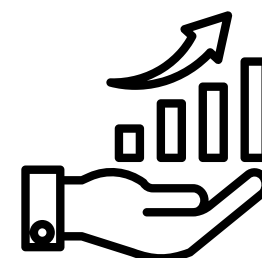
General



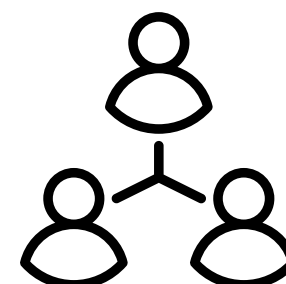
Problem Statement



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

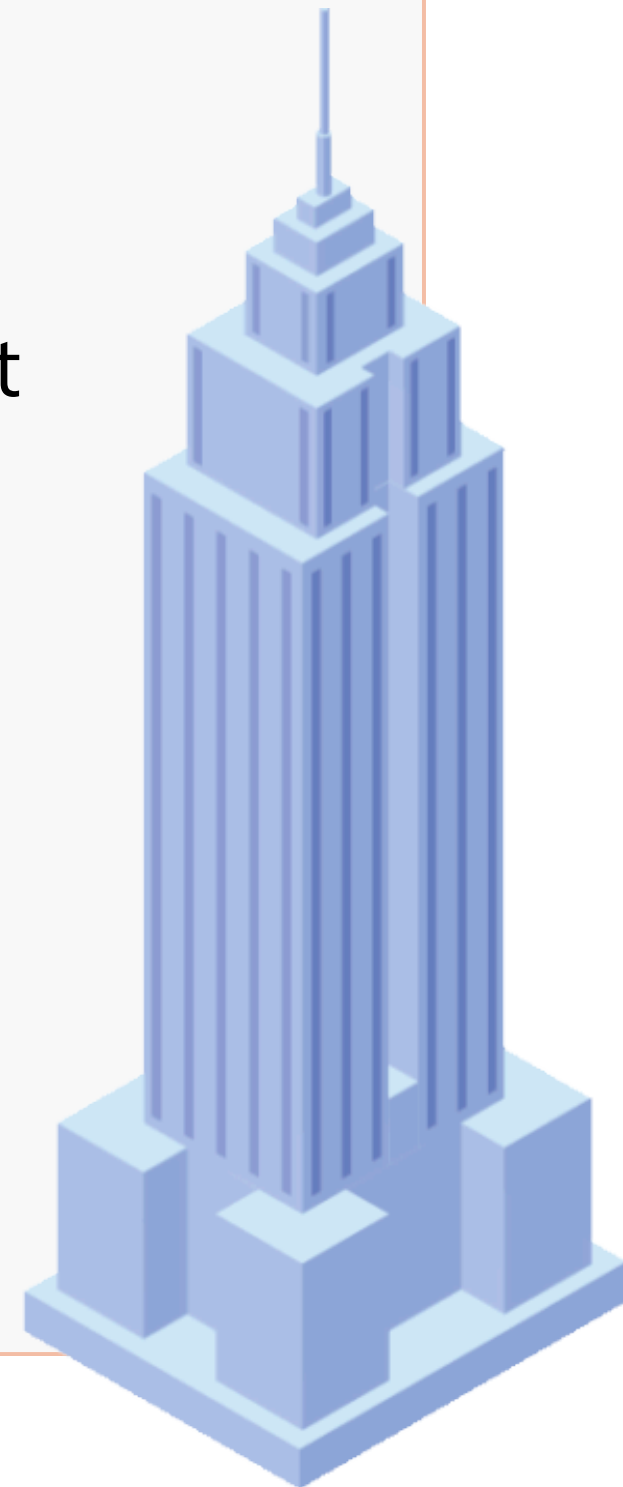
2. What is a good Attrition Rate?

- 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?



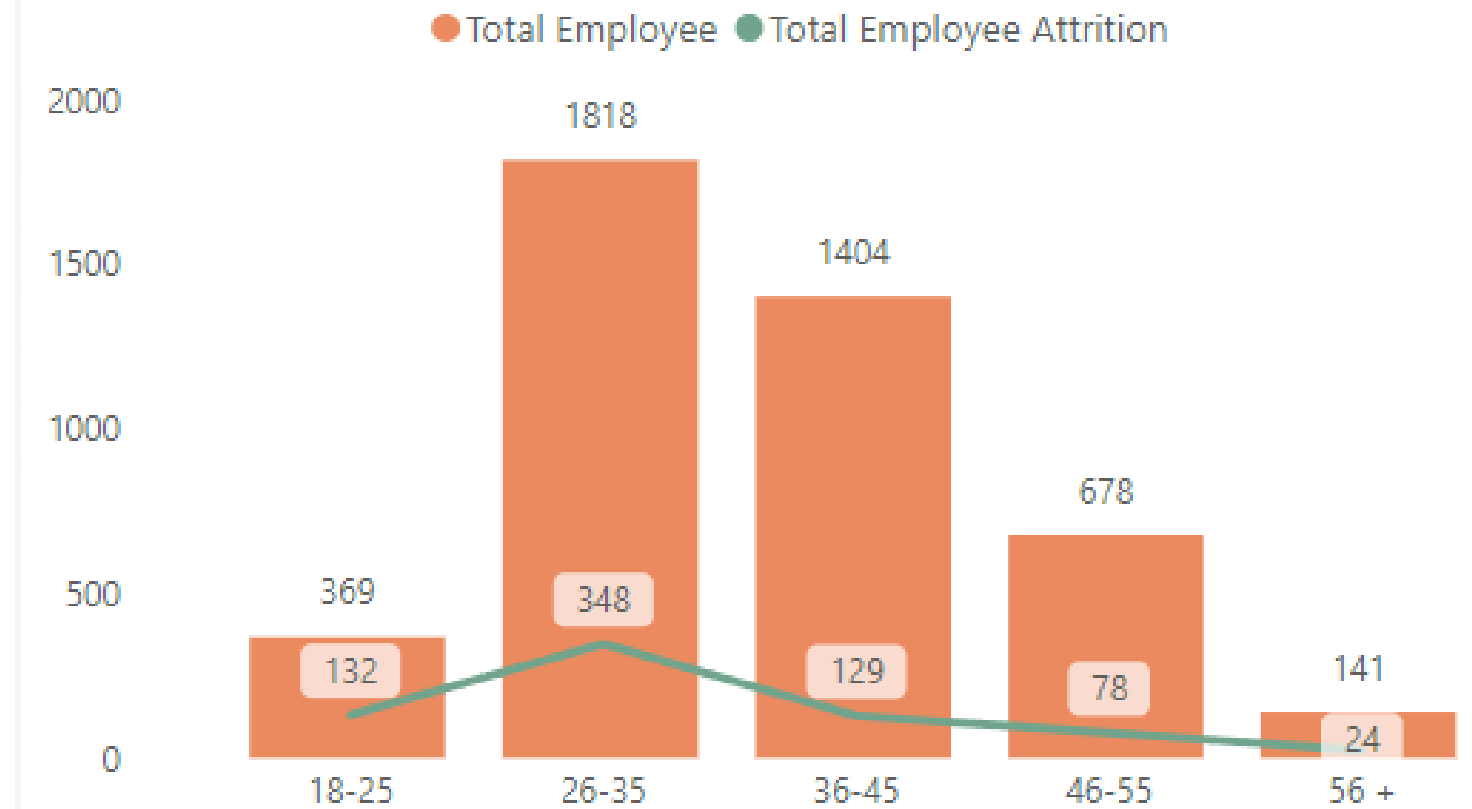
Recommendations

Age & Gender

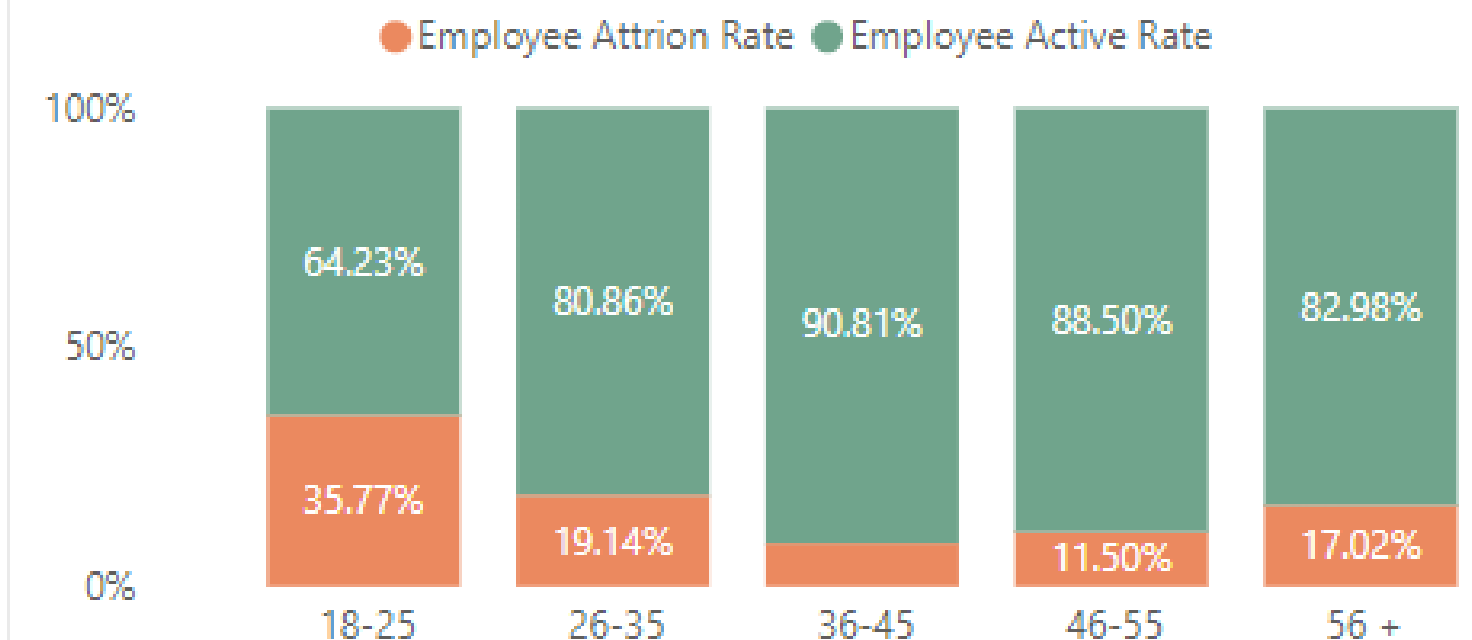
- **35,77%** of employees being age between **18 to 25** left their jobs

=> 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

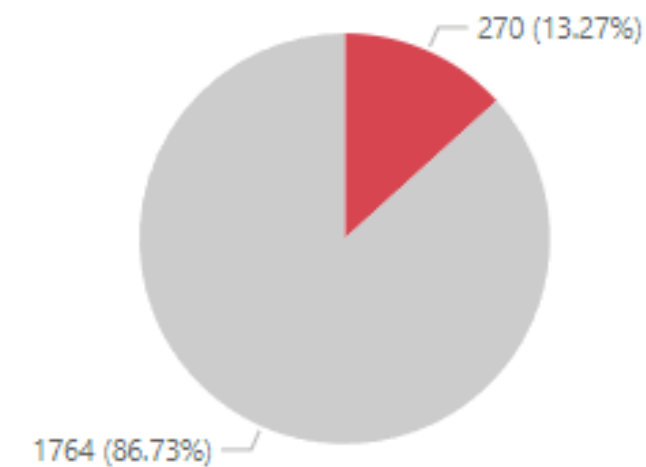
=> No discrimination

Total Attrition by Gender



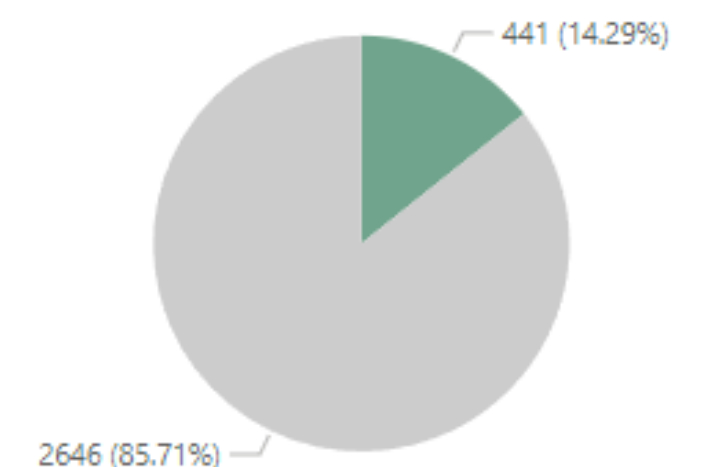
Attrition Rate by Female

● Total Female Attrition ● Total Female Employees



Attrition Rate by Male

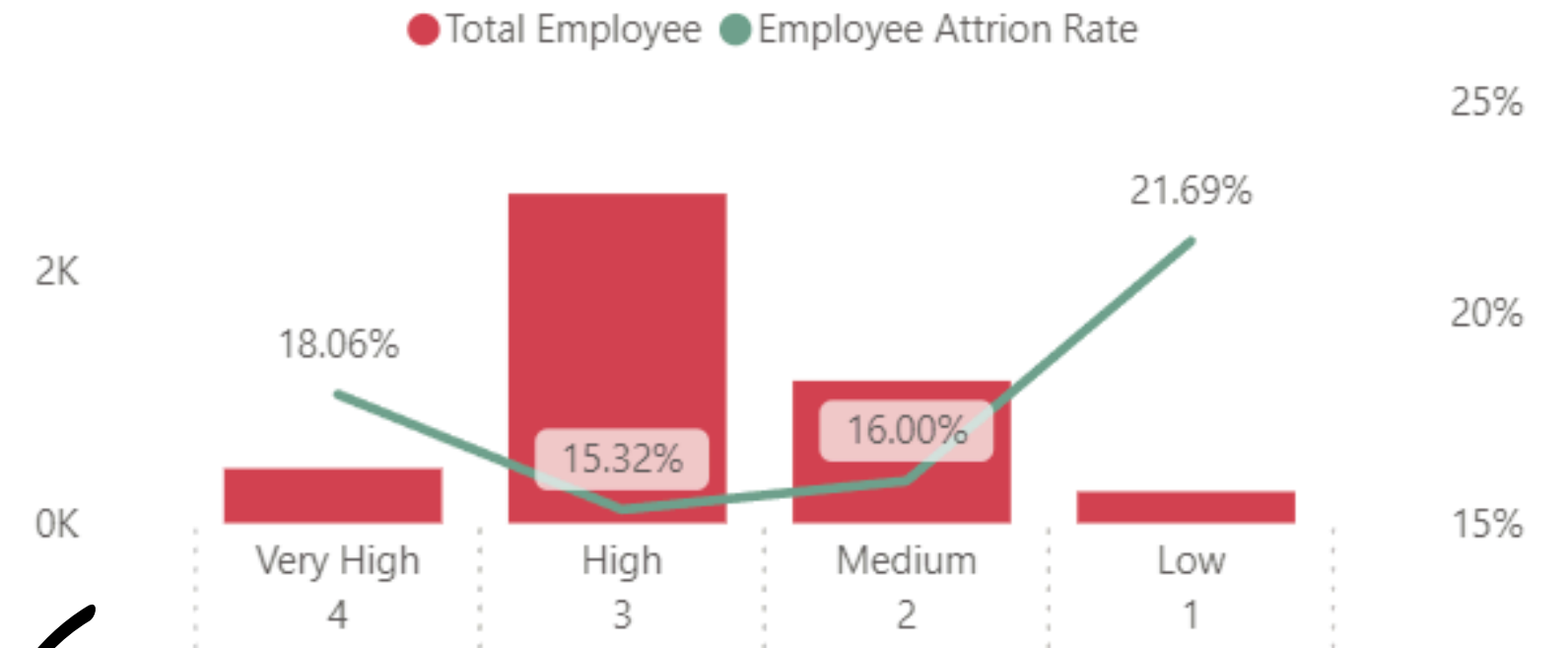
● Total Male Attrition ● Total Male Employees



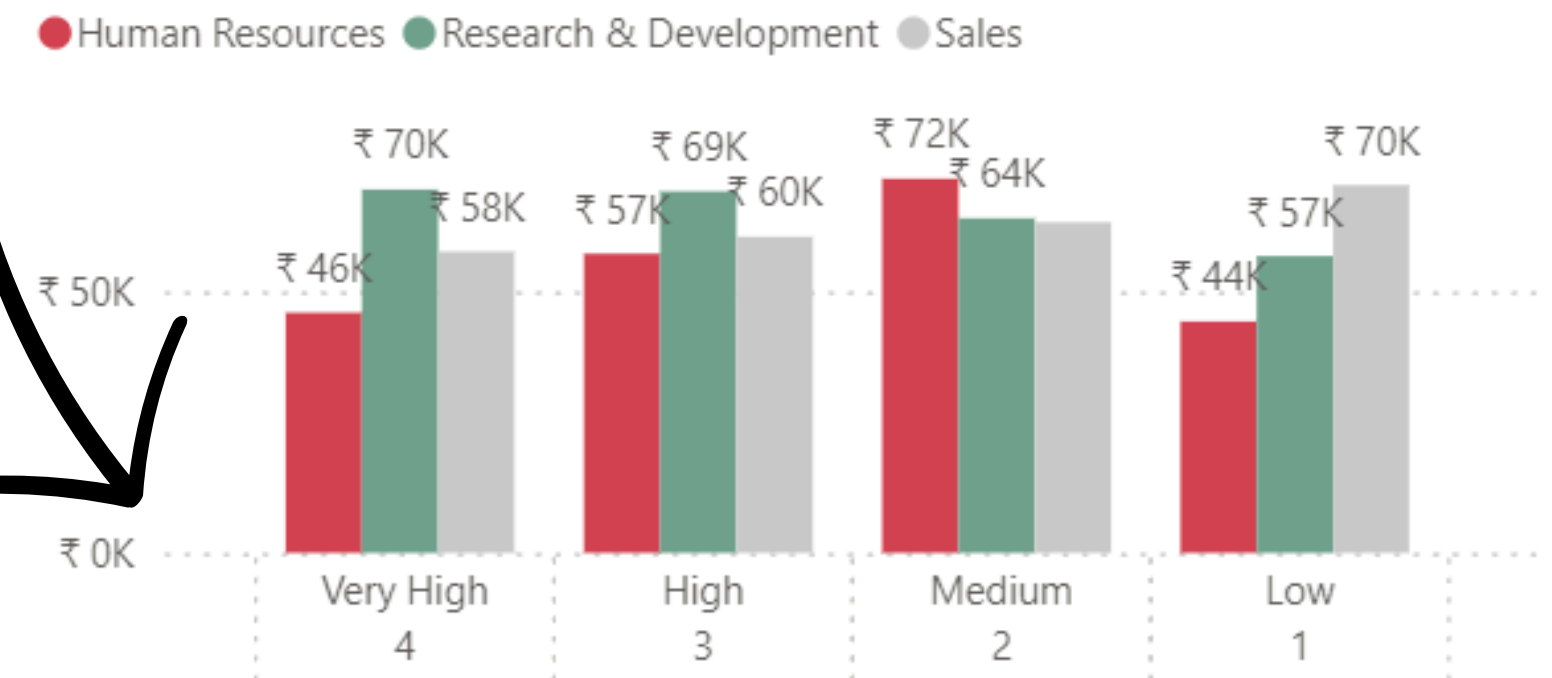
JOB

- 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

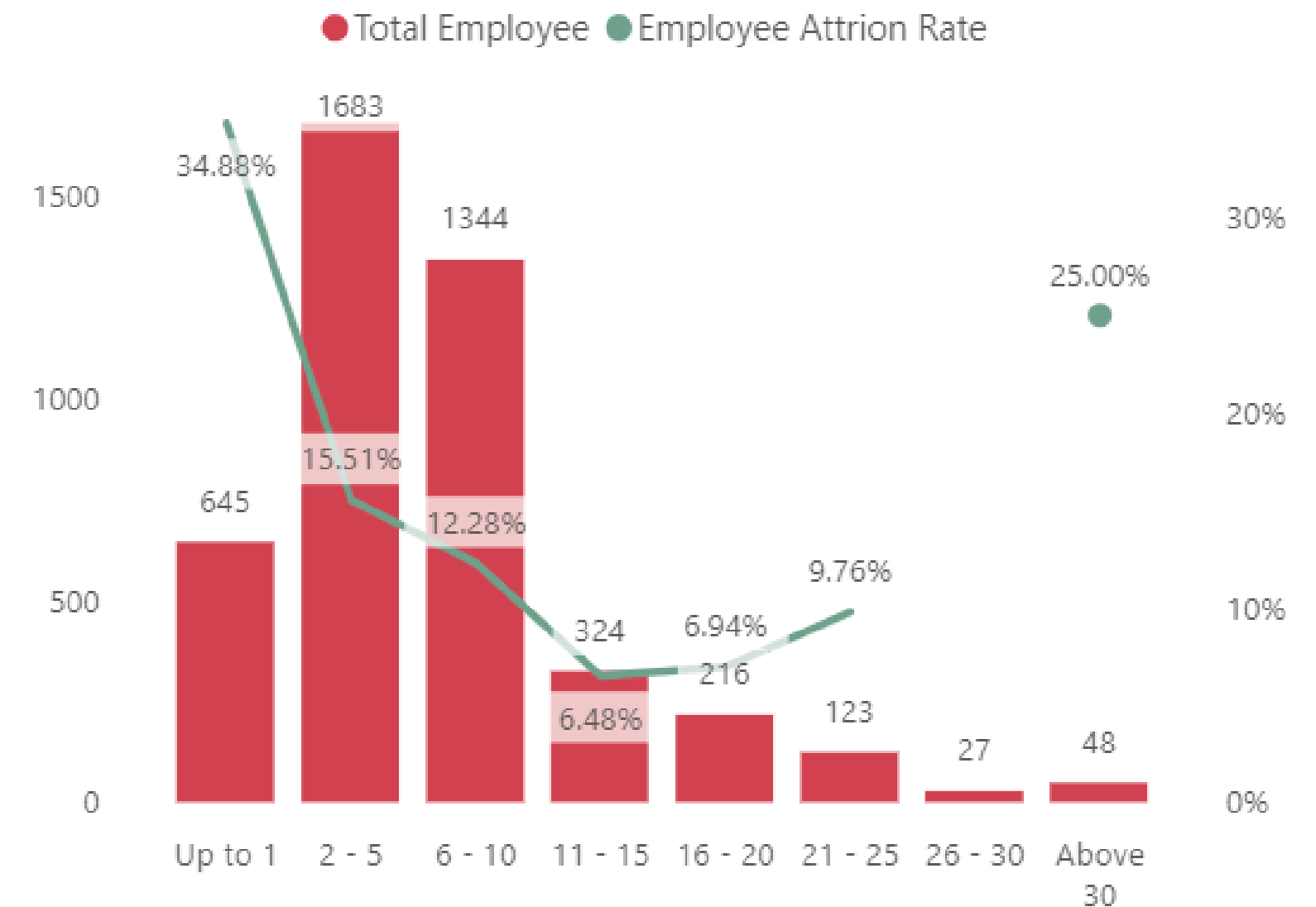


JOB

- 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

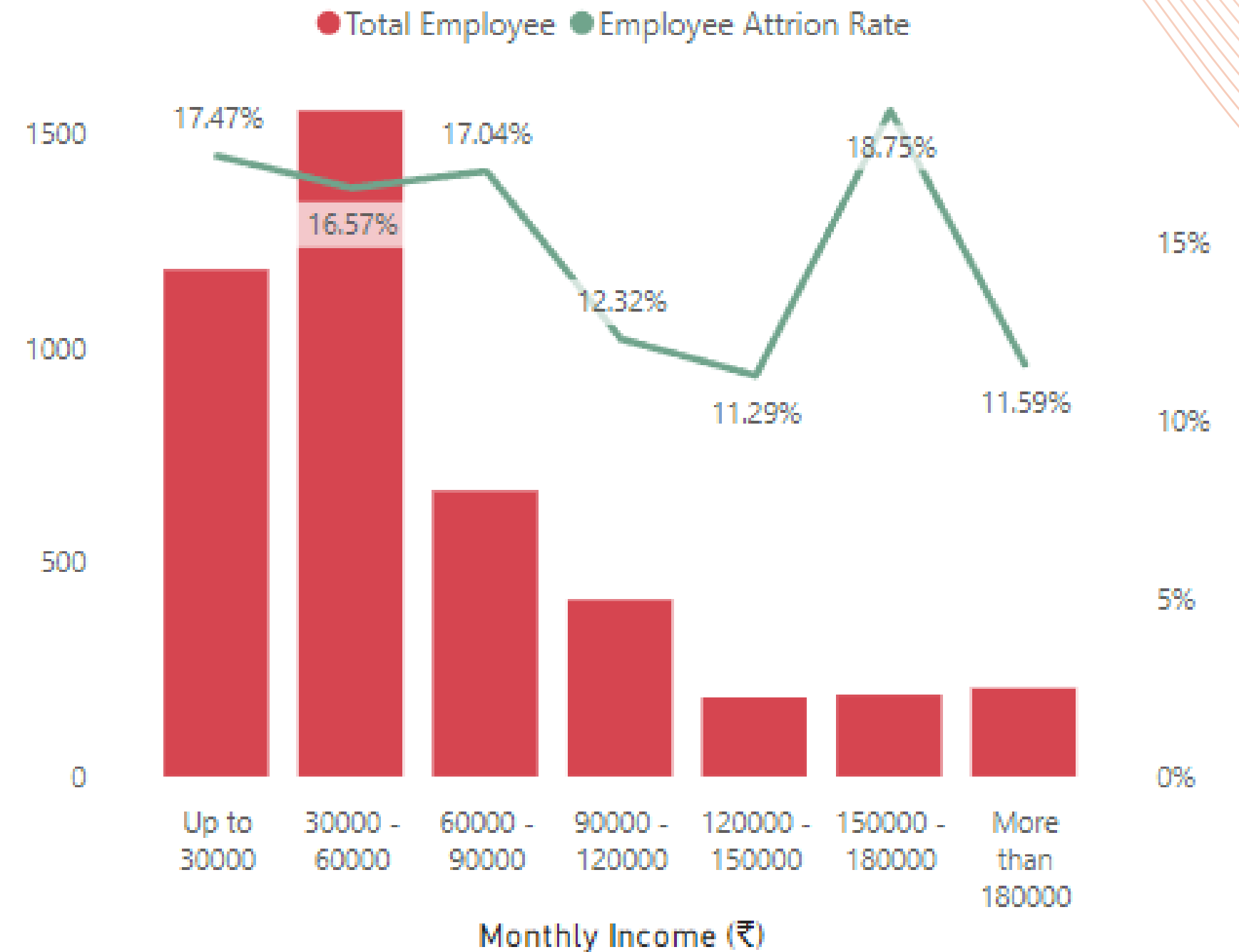
**Attrition Rate
by Services Years**



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

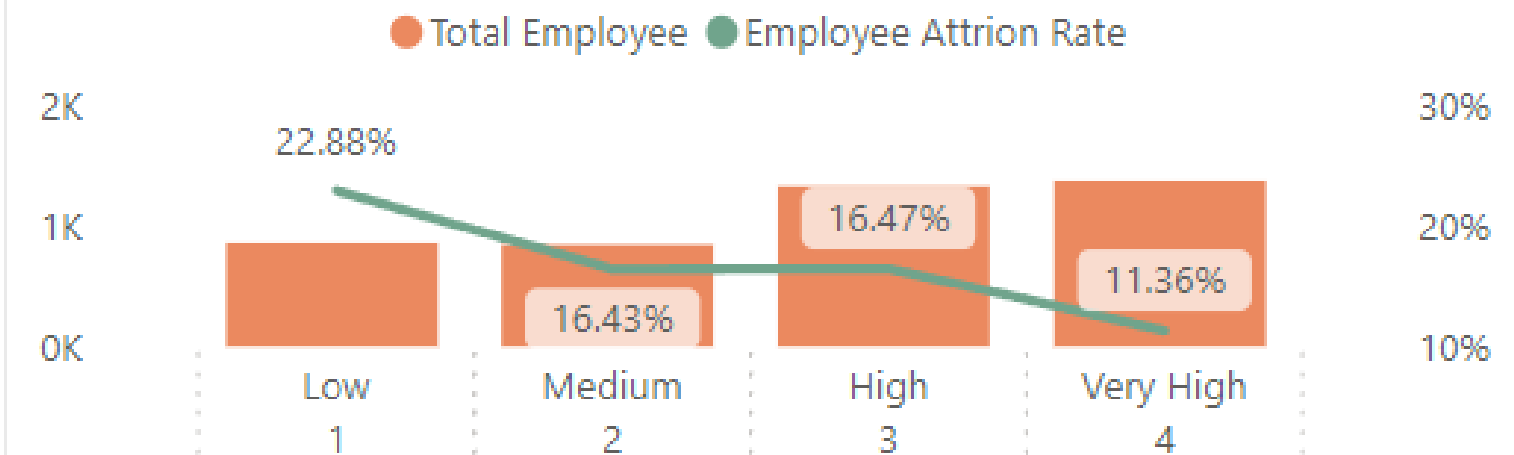
- Employees with low job satisfaction as well as low environment satisfaction are more likely to leave the job at **22,88%** and **25,12%** attrition rate in turn

Average Job
Satisfaction

2.73



**Attrition Rate
by Job Satisfaction**

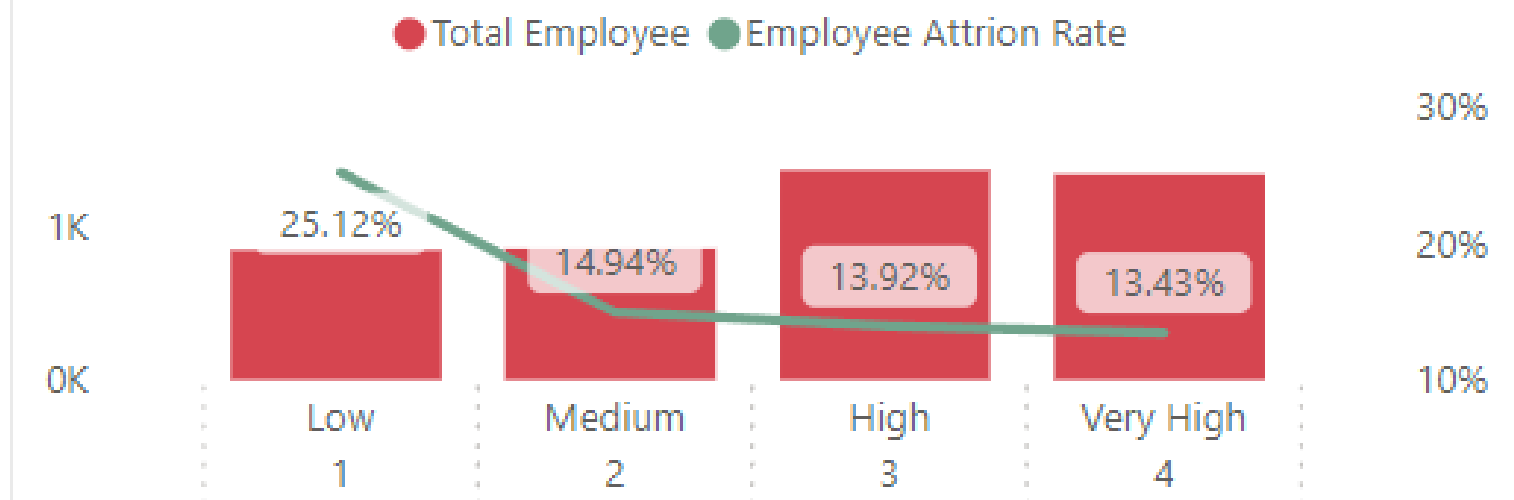


Average Environment
Satisfaction

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 !