

# Understanding Employee Attrition at Company

Explore the causes and impacts of the 15% attrition rate at XYZ Company.

Himanshi Saini



# Data Overview

Understanding Attrition at XYZ and Strategic Insights

01

## Introduction to Attrition at XYZ

Overview of the current 15% attrition rate and its business impact.

02

## Data Analysis Approach

Methodologies used to analyze employee data for insights.

03

## Key Findings

Insights gathered from the data analysis revealing trends in attrition.

04

## Strategic Recommendations

Recommendations aimed at reducing employee attrition effectively.

05

## Conclusion and Next Steps

Summary and action items for implementing the recommendations.





# The Problem of Employee Attrition

- XYZ company is experiencing a 15% attrition rate over the past few years, significantly impacting the business.
- The company seeks to understand why employees are leaving and how to reduce the attrition rate.

# 01

## Business Requirement:

- They have approached an HR analytics consultancy to analyze their employee data.
- You, as an HR analyst, are tasked with building a dashboard to provide insights and support data-driven decision-making for reducing attrition



# Attrition Rate

- An attrition rate of 16% is above average for many industries, where rates typically range between 10-12%. This indicates a higher-than-desired turnover, especially in competitive sectors.

**16.12**  
Attrition Rate

# Causes Due to High Attrition Rate



01

## Increased Recruitment Costs

Frequent turnover requires the company to spend significantly on recruiting and hiring new employees, including advertising, agency fees, and time spent by HR.

02

## Training and Onboarding Expenses

High attrition leads to ongoing training and onboarding costs for new hires, impacting the overall budget and diverting resources from other essential areas.

03

## Loss of Institutional Knowledge

Departing employees take valuable knowledge and experience with them, leading to gaps in skills and expertise that can hinder operations and project continuity.

04

## Decreased Employee Morale

High turnover can negatively affect remaining employees' morale, leading to feelings of instability and uncertainty within teams.

05

## Customer Satisfaction Risks

High attrition can affect service delivery and customer relationships, as inexperienced staff may struggle to meet customer needs effectively.

06

## Brand Reputation Damage:

A reputation for high turnover can deter potential job candidates, making it challenging to attract top talent and harming the company's image in the industry.





# Data Analysis Methodology

Utilizing HR analytics to address employee attrition challenges

## Employee Data Analysis



Leveraging HR analytics to scrutinize employee data trends for insights.

## Key Metrics Identified



Focusing on age, job role, satisfaction, and income to understand attrition.

## Visualization Tools



Using Power BI for effective data visualization and deeper insights.

## Attrition Insights



Analyzing data to identify patterns related to the 15% attrition rate.

## Actionable Recommendations



Providing strategies based on data findings to mitigate employee turnover.

# Attrition by Job Role

Understanding employee turnover trends at XYZ company to inform retention strategies.



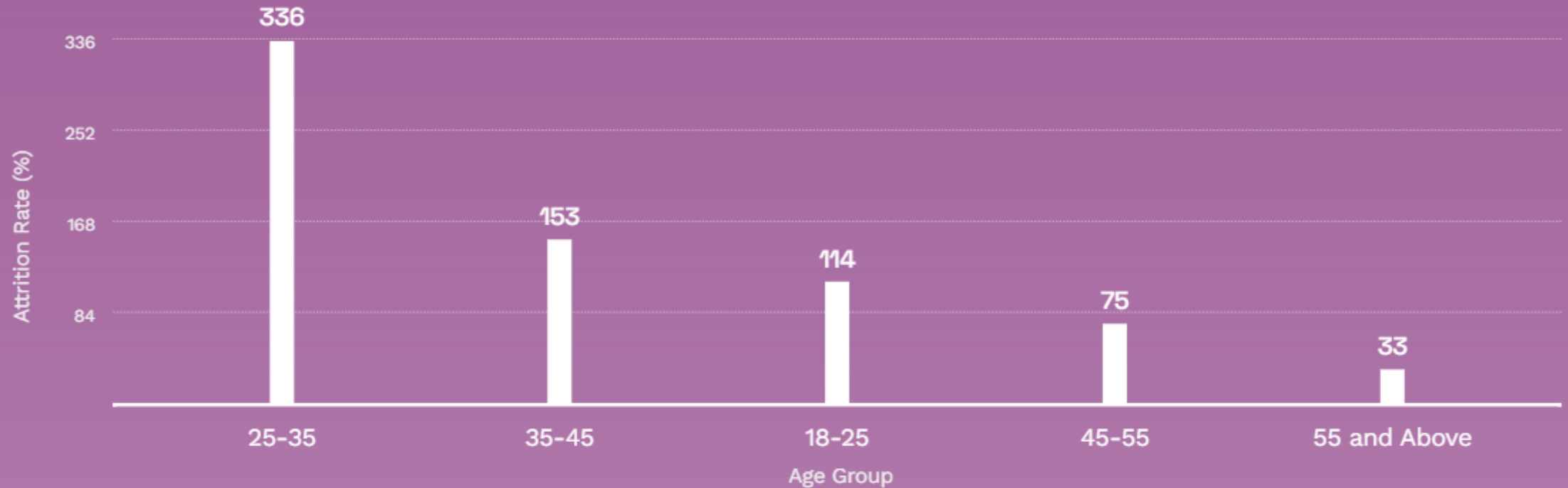
Source: Companies Market Cap



# Attrition by Age Group

Understanding the Impact of Age on Employee Attrition Rates

**Employees Aged Between 25-35 And 35-45 Show The Highest Rates Of Attrition, Which Could Be A Critical Working-Age Group For The Company.**



Source: Companies Market Cap



# Attrition by Education Level

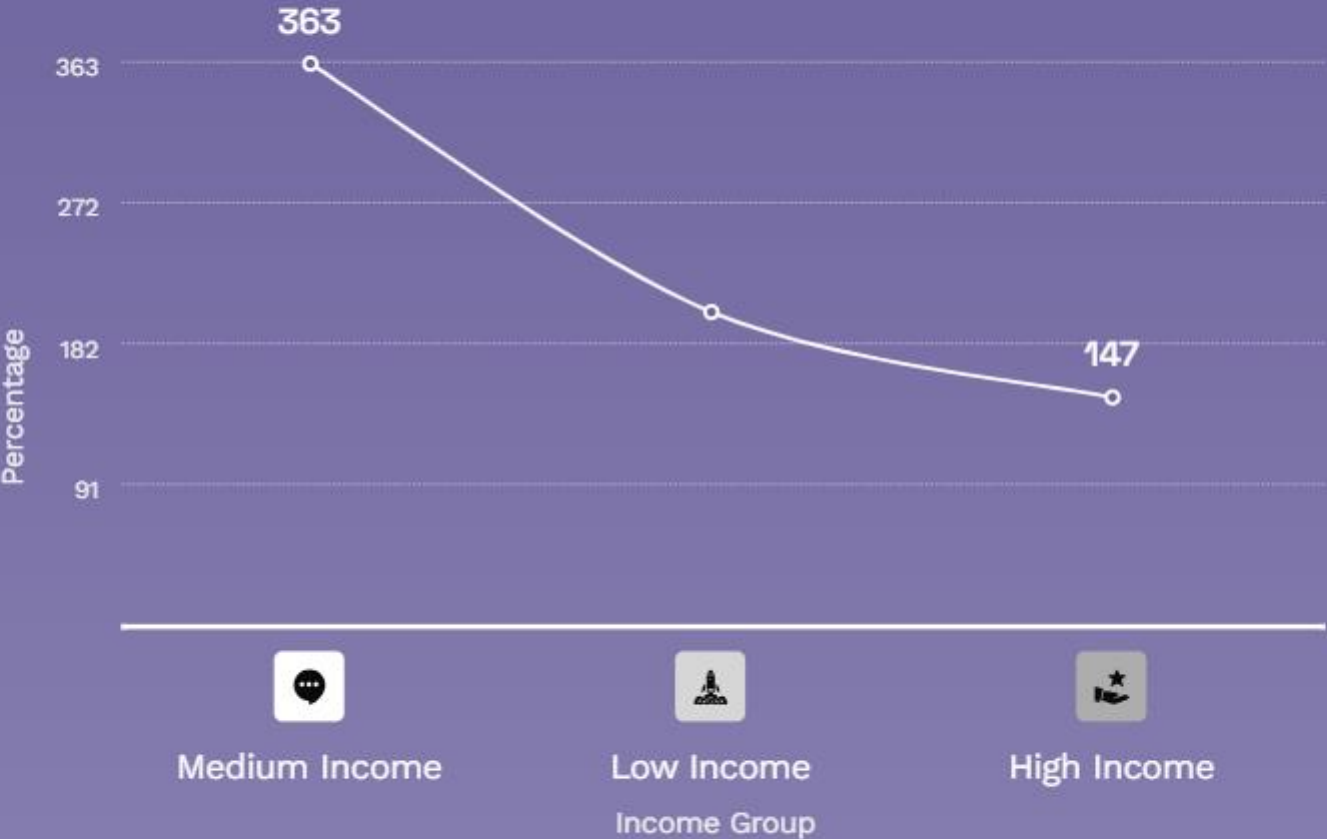
Understanding the impact of education on employee attrition rates.

Education Level	Attrition Count
Life Sciences	303
Medical	225
Marketing	75



# Income Group Analysis

Understanding the Impact of Income Levels on Employee Attrition



Source: Companies Market Cap

# KEY INSIGHTS

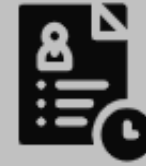
## Understanding Factors Influencing Employee Attrition at XYZ Company

Employees in roles like Sales Executive, Research Scientist, and Laboratory Technician experience high attrition. Maybe these positions are likely more stressful or lack adequate career progression opportunities



### Age Considerations

Employees with lower education levels show higher attrition rates. They may feel undervalued, underutilized, or experience fewer growth opportunities.



### Years at Company

Low and medium-income groups face higher attrition, which suggests dissatisfaction with compensation, particularly if employees feel they are being underpaid or are offered better packages elsewhere.



### Job Role Impact

Employees in the 25-45 age range have the highest attrition. This group often seeks career advancement, higher salaries, and more job stability.



### Education Levels

Employees who have been with the company for less than five years show higher attrition, indicating a failure to engage and retain employees during their early tenure.



### Income Status

# Implementation Plan

## Strategies to Address Employee Attrition at XYZ Company

- Conduct compensation benchmarking and identify areas where salaries need adjustment.
- Implement salary hikes and improved benefits packages for key positions.
- Continuously monitor market trends to ensure that compensation remains competitive.

### Make Salary Adjustments

### Policy changes for Job Satisfaction

- Implement recognition programs and initiate employee satisfaction surveys.
- Launch career development programs and mentorship initiatives.
- Continuously improve job satisfaction through regular performance reviews, career advancements, and feedback loops.

### Wellness Programs For Work Life Balance

- Launch wellness programs and employee assistance initiatives.
- Implement flexible working hours and remote work policies.
- Regularly review and assess work-life balance initiatives, gathering employee feedback to adjust as needed.





# Strategic Recommendations

Effective Strategies to Mitigate Employee Attrition

01

## Competitive Compensation

Regularly review and adjust compensation and salary hikes to remain competitive and retain talent.

02

## Improve work-life balance policies

Adopt flexible working arrangements to support employees' personal lives, reducing burnout.

03

## Career Development Programs

Offer mentoring, training, and clear career progression paths to retain talent.

05

## Recognition and Reward Systems

Introduce more frequent recognition programs to boost morale and reduce dissatisfaction, particularly in low-

04

## Improve Onboarding and Early Career Support

Focus on engaging employees within their first 2-5 years at the company to build loyalty and reduce early attrition.



# Expected Outcomes

Strategies to reduce employee attrition by enhancing workplace environment

Targeted reduction in attrition

## Manage Reduction in Attrition

- Lower overall attrition rate, particularly in departments with high turnover.
- Retain top talent by addressing key concerns (job satisfaction, compensation, work-life balance).
- Long-term retention strategies will reduce hiring and training costs.

Boosting morale

## Improved Employee Satisfaction

- Increased employee satisfaction with clear growth paths, recognition, and fair compensation.
- Higher engagement and productivity from employees who feel valued and supported.
- Improved team collaboration and reduced absenteeism.

Desirable workplace

## Enhanced company reputation

- XYZ will become more attractive to new talent with competitive compensation and strong work-life balance.
- Enhanced company culture with a positive work environment, contributing to long-term success.
- Improved employee loyalty and reputation as an employer of choice.

# CONCLUSIONS

## Understanding Factors Influencing Employee Attrition at XYZ Company

The analysis reveals that job satisfaction, compensation, and work-life balance are significant contributors to employee attrition at XYZ company. Employees in certain job roles, income groups, and age ranges are particularly vulnerable to leaving



### Moderate Attrition Rate Indicates Need for Action

The data presents actionable insights for the HR team to implement targeted retention strategies. Enhancing job satisfaction, revising compensation structures, and promoting work-life balance are essential steps to reduce attrition.



### Importance of Employee Engagement

Implementing comprehensive strategies focusing on the identified factors can lead to better retention outcomes, ultimately benefiting the company's performance and stability.



### Key Factors Driving Attrition:

With a 16% attrition rate, XYZ company faces moderate turnover, which suggests that while not critical, it is above the industry average and indicates underlying issues that need to be addressed.



### Opportunities for Improvement

Improving employee engagement through recognition, career development, and supportive workplace culture is critical for retention. This can help create a more positive work environment, reducing turnover.



### Strategic Recommendations Needed

# Thank You!

Any Queries ?

**Email** : [himanshisaini7802@gmail.com](mailto:himanshisaini7802@gmail.com)

**LinkedIN** : [www.linkedin.com/in/himanshi-saini-3a839027a](https://www.linkedin.com/in/himanshi-saini-3a839027a)

