

HR Attrition Analysis Report

Objective

This analysis aims to uncover key insights related to employee attrition within the organization. By examining various factors such as department, salary level, performance rating, training hours, work hours, and tenure, we can identify trends and potential causes of attrition.

Key Findings

1. Overall Attrition Rate

- **79% of employees have stayed**, while **21% have left** the company.
- This suggests a moderate attrition rate, which could indicate retention challenges.

2. Attrition by Department

- Departments such as **IT, Marketing, and Operations** have **notably high attrition**.
- The IT department, in particular, has a high number of employees leaving.
- This might indicate issues such as job dissatisfaction, workload, or better external opportunities.

3. Attrition by Salary Level

- **Low and Medium salary levels have the highest attrition rates**, with 75 and 62 employees leaving, respectively.
- **High salary level has lower attrition**, suggesting that better compensation plays a role in employee retention.

4. Performance Rating vs Attrition

- Employees with **low performance ratings** show the **highest attrition rates**.
- High performers also show some level of attrition, which could be due to external opportunities or job dissatisfaction.

5. Training Hours vs Performance

- Training hours seem **evenly distributed** across performance ratings.
- This indicates that training does not significantly impact performance improvement.
- There may be a need to **reevaluate training effectiveness**.

6. Average Tenure vs Attrition

- Employees who left had an **average tenure of ~9.99 years**, compared to **10.63 years for those who stayed**.

- This suggests that **attrition is common among employees after a certain number of years**, possibly due to career stagnation or lack of growth opportunities.

7. Work Hours per Week vs Performance

- Work hours per week **do not significantly vary** between employees who stayed and those who left.
 - This suggests that **work-life balance may not be a primary factor driving attrition**.
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Recommendations

1. Improve Employee Retention in High Attrition Departments

- Conduct **exit interviews** to understand reasons for leaving.
- Offer **career development programs** to retain employees.
- Consider **department-specific policies** to enhance job satisfaction.

2. Increase Compensation for Low and Medium Salary Levels

- Reassess salary structures to **match industry standards**.
- Provide **performance-based incentives** to reduce attrition.

3. Enhance Career Growth for Long-Tenure Employees

- Implement **mentorship programs** to increase engagement.
- Offer **internal promotions and lateral career movement** opportunities.

4. Optimize Training Programs

- Assess training effectiveness through **employee feedback**.
 - Implement **personalized learning paths** tailored to individual needs.
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Conclusion

This attrition analysis reveals that **salary, department, and career growth opportunities** are key drivers of employee turnover. By addressing these factors, the company can significantly improve retention and create a more stable workforce.
