

CORPORATE EMPLOYEE ATTRITION ANALYTICS

PROBLEM STATEMENT:

Employee attrition is the **gradual reduction in employee numbers**. Employee attrition happens when the size of your workforce diminishes over time. This means that employees are leaving faster than they are hired. Employee attrition happens when employees retire, resign, or simply aren't replaced.

The factors that cause employee attrition:

1. Personal motivation

There has been a change in an employee's personal life that compels them to switch jobs. New parents might want to move to a city with better schools, a mid-career professional may want to return to school – these reasons are endless. By conducting detailed exit interviews, you can keep in touch with these employees and ensure that they consider your company in the future, whenever they have an opportunity.

2. Professional motivation

This is where HR could play a massive role in controlling attrition. An employee might leave because they felt there simply aren't enough opportunities for career progression in your organization. This is the case in several technology companies, where technical talent is forced to fight for managerial positions as they move up the ladder. Take inspiration from Microsoft, which created a long-term technical track to prevent professionally-motivated attrition.

3. Challenges with the workplace

This is another common reason for attrition. Challenges in the workplace can range from uncollaborative leadership to the lack of requisite tools for work.

This type of attrition is relatively easy to fix. Ask for regular feedback, listen to the voice of the employee, and address any gaps in their [employee experience](#). Typically, someone who is happy with their job won't quit if most of their workplace requirements are met.

4. Poor employee-to-job fitment

We have all seen employees who join a company full of enthusiasm, only to leave a month or two later. This could be an indicator that the job was not right for that candidate, to begin with.

You can address attrition arising from this factor by finetuning your job descriptions as well as the [onboarding process](#). Employees will know exactly what to expect, and you are less likely to witness new-hire attrition.