

# PROJECT DEVELOPMENT PHASE

## SPRINT- 4 DELIVERY

Date	17 November 2022
Team ID	PNT2022TMID21456
Project Name	Project - CORPORAT EMPLOYEE ATTRITION ANALYTICS

### INTRODUCTION:

The key to success in any organization is attracting and retaining top talent. As an HR analyst one of the key task is to determine which factors keep employees at the company and which prompt others to leave. Given in the data is a set of data points on the employees who are either currently working within the company or have resigned. The objective is to identify and improve these factors to prevent loss of good people.

### TASK PERFORMED:

In order to find the attrition analysis, the following task are performed:

1. Initially the employees dataset is collected . We have downloaded the ibm employee data set from the google resource. The dataset is analysed and understood in order to process the next steps.
2. Then data visualisation is carried out from the collected datasets. Based on several criteria, the dashboards are prepared.
3. Then using python, attrition analysis is performed.
4. The dataset is trained and tested against trials in order to gain valuable insights.
5. From all these task performed, the findings and conclusions are drawn below.

### FINDINGS:

#### 1. Attrition status by age :

- visualization performed by column chart
- Age by status = 92%

#### 2. Employee count by department :

- Visualization performed by bar chart
- Employee count by department wise

- Human resource = 17%
- R&D = 89%
- Sales = 60%

### **3. Attrition based on business travel :**

- Visualization performed by waterfall chart percentage by business travel
- Non-travel =25%
- Travel frequently =75%
- Travel rarely =35%
- Sum=100%

### **4. Attrition based on department ,job role ,education &marital status:**

- Visualization performed by line & column chart percentage by
- Department wise

**i.** Human resource =15%

**ii.** R&D =85%

**iii.** Sales =45%

**iv.** Education =69%

**v.** Job role =100%

**vi.** Marital status

➤ Male =80%

➤ Female =20%

### **5. Attrition based on salary hike percentage :**

- Visualization performed by pie chart
- Salary hike percentage (overall) =95%(based on department wise)

### **6. Based on No.of companies worked:**

- Visualization performed by stacked column chart
- No. of companies worked based on attrition

**i.** Human resource =15%

**ii.** R&D =65%

**iii.** Sales =35%

## **7. Visualization based on monthly income groups :**

- Visualization performed by scatterplot chart
- Monthly income percentage = 100%

## **8. Prediction based on employee working groups :**

- Visualization performed by network chart employee working groups percentile =75%

## **DASHBOARDS:**

### **1. Attrition based on department by age department (visualization performed by bar chart)**

- Human resource =17%
- R&D =89%
- SALES =60%
- OVERALL =91%

### **2. Analysis based on job involvement in daily rate :**

- Visualization performed by heat plot chart job involvement percentage =99%

### **3. Based on attrition :**

- Visualization performed by scatterplot
- Attrition percentage =66%
- Business travel =99%

### **4. Calculating the employee performance :**

- Visualization performed by column chart
- No.of companies worked =59%
- Performance rating =84%

## **SUGGESTIONS:**

- The company should give more salary for employees.
- The company should maintained the level of work load.
- The company can improve career opportunity.
- The company should provide proper work schedule for employees.

- The company provide a training its useful to the employees with update a latest techniques and practices.
- Recognizes and reward valuable contribution.
- Cultivate strong co-worker relationship.
- Communication purpose and passion.
- Promote team atmosphere.
- Give and solicit regular feedback.
- Give culture building the effort it deserve.

## **CONCLUSION:**

The study on attrition analysis highlighted, so many factors which will help to the employees. The study was conducted among 1241 employees and collected information through structured questionnaire and the project was carried out in a good manner and has met the expectations of the organization.

The main objectives of a program to reduce a attrition in a corporate and to find the reason for the same. So that employees are better equipped to do this job for increase a salary and employees should satisfied with career development opportunity from the corporate side too.