



Cost Cutting through People Analytics & IBM Employee Retention

STAT-T680: Data Visualizataion & Analytics

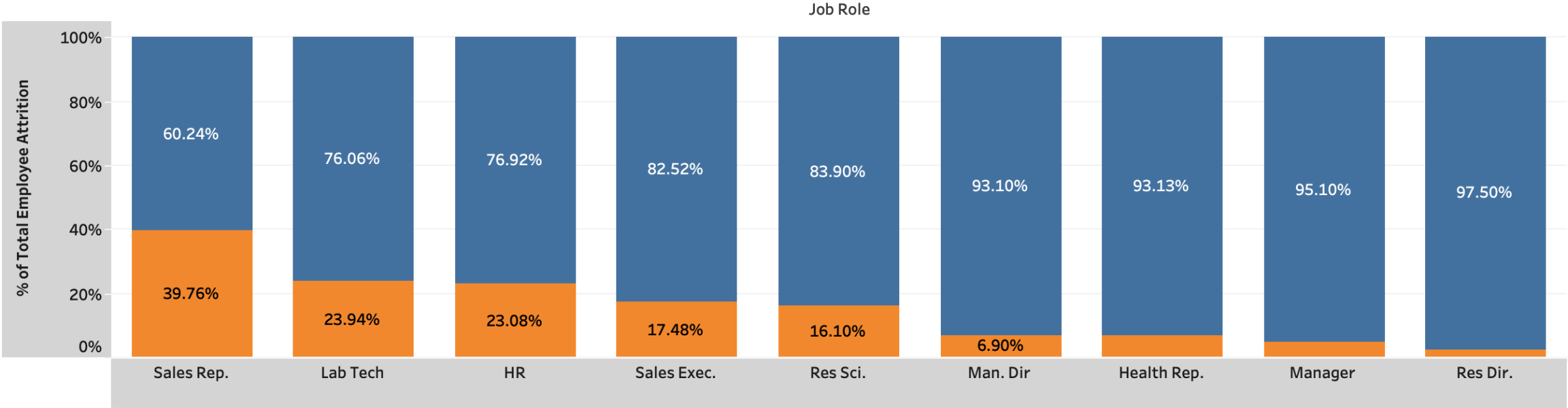
TEAM 1

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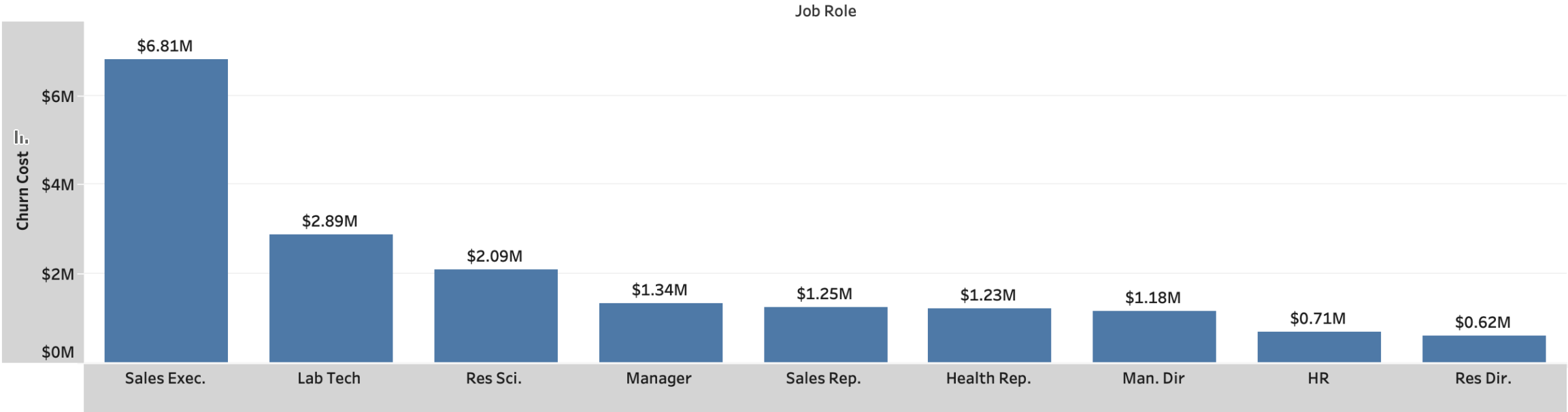


PeopleAnalyticsWorld

Percent of Attrition Based on Job Roles

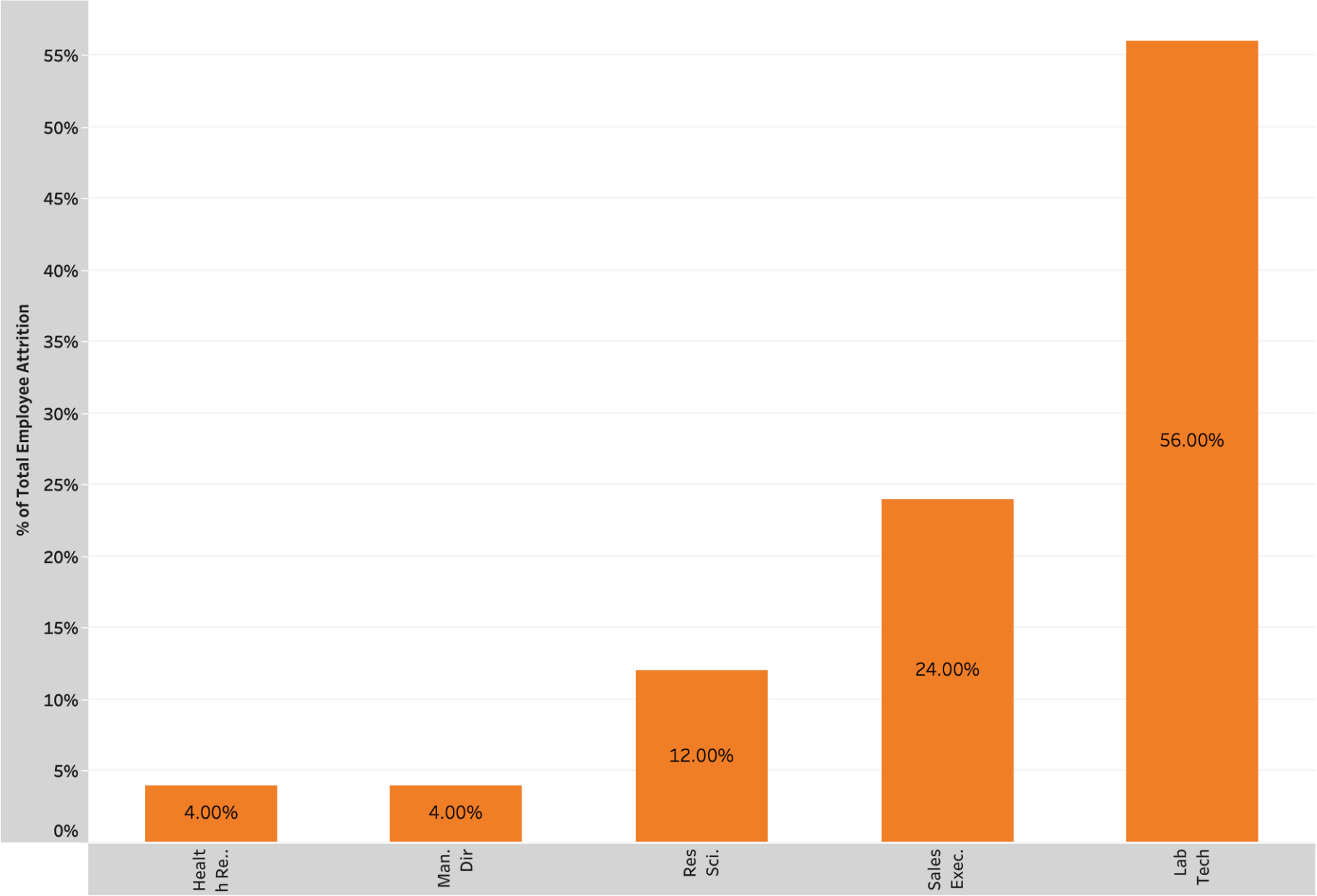


Total Churn Cost From Attrition One Year



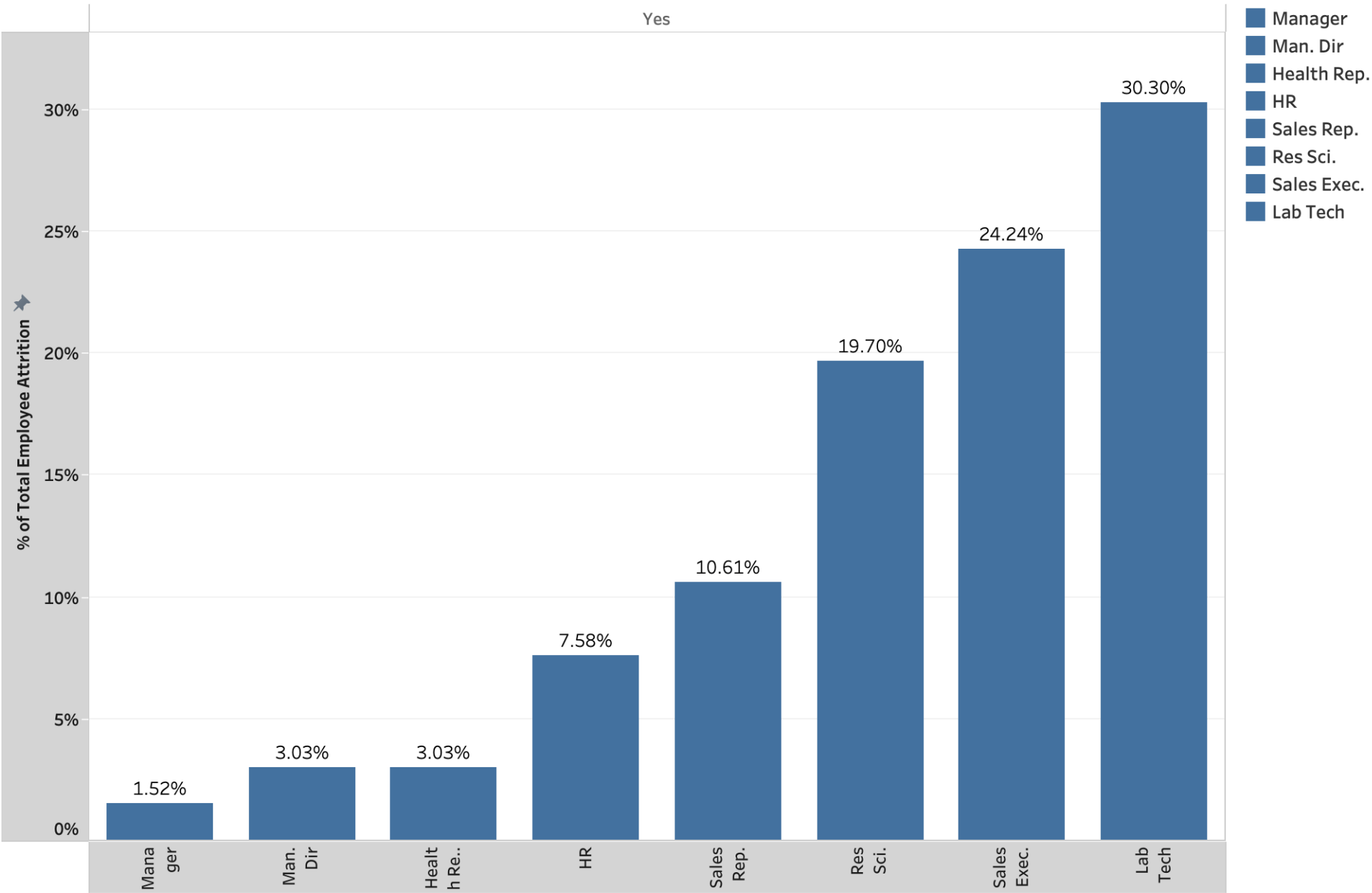
Attrition by Work Life Balance in Job Roles

Attrition
Yes



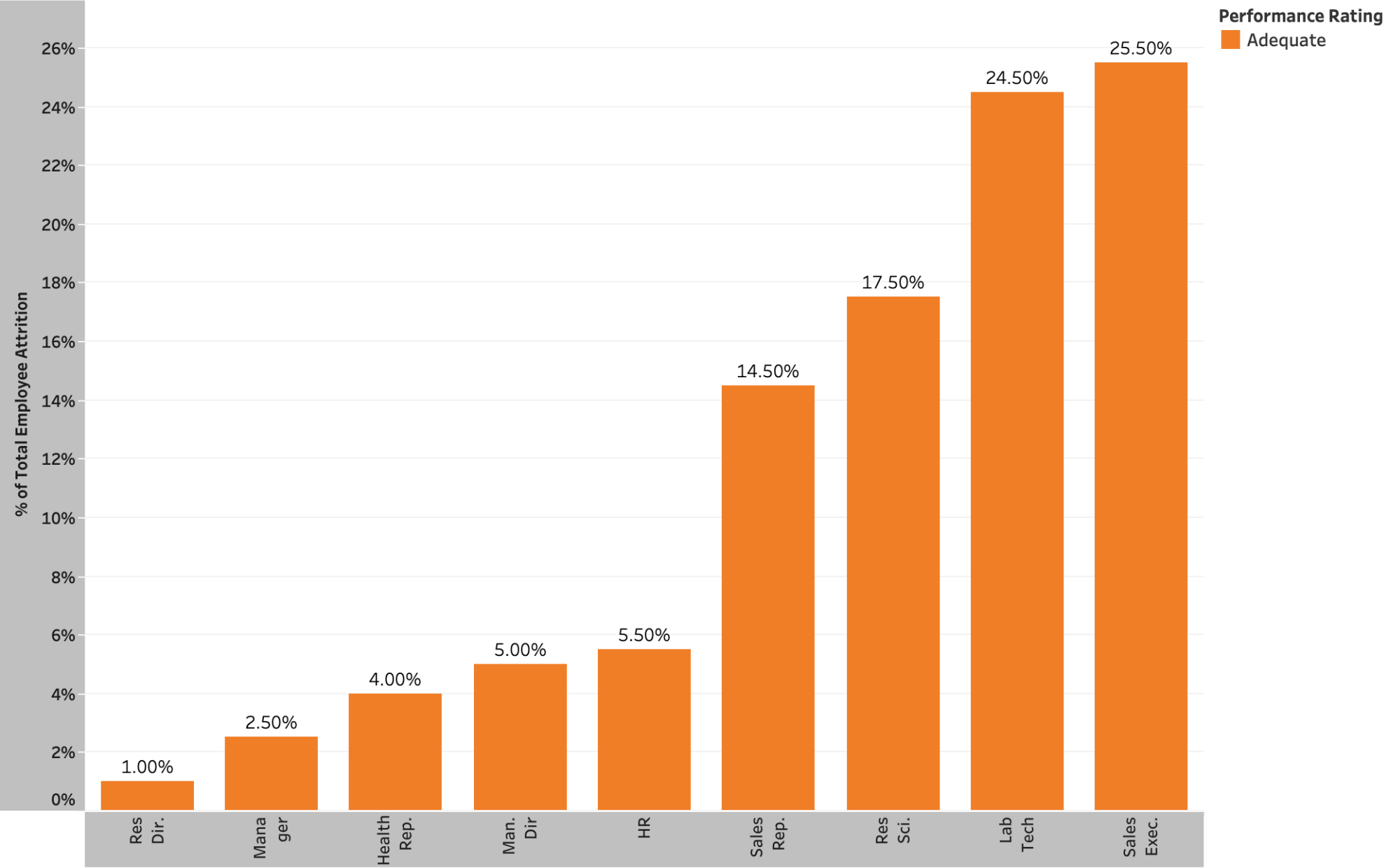
% of Total Count of Hr_Employee_Attrition.csv for each Job Role. Color shows details about Attrition. The data is filtered on Work Life Balance, which keeps Bad. The view is filtered on Job Role and Attrition. The Job Role filter keeps 9 of 9 members. The Attrition filter keeps Yes. Percents are based on each row of the table.

Attrition by Job Satisfaction in Job Roles



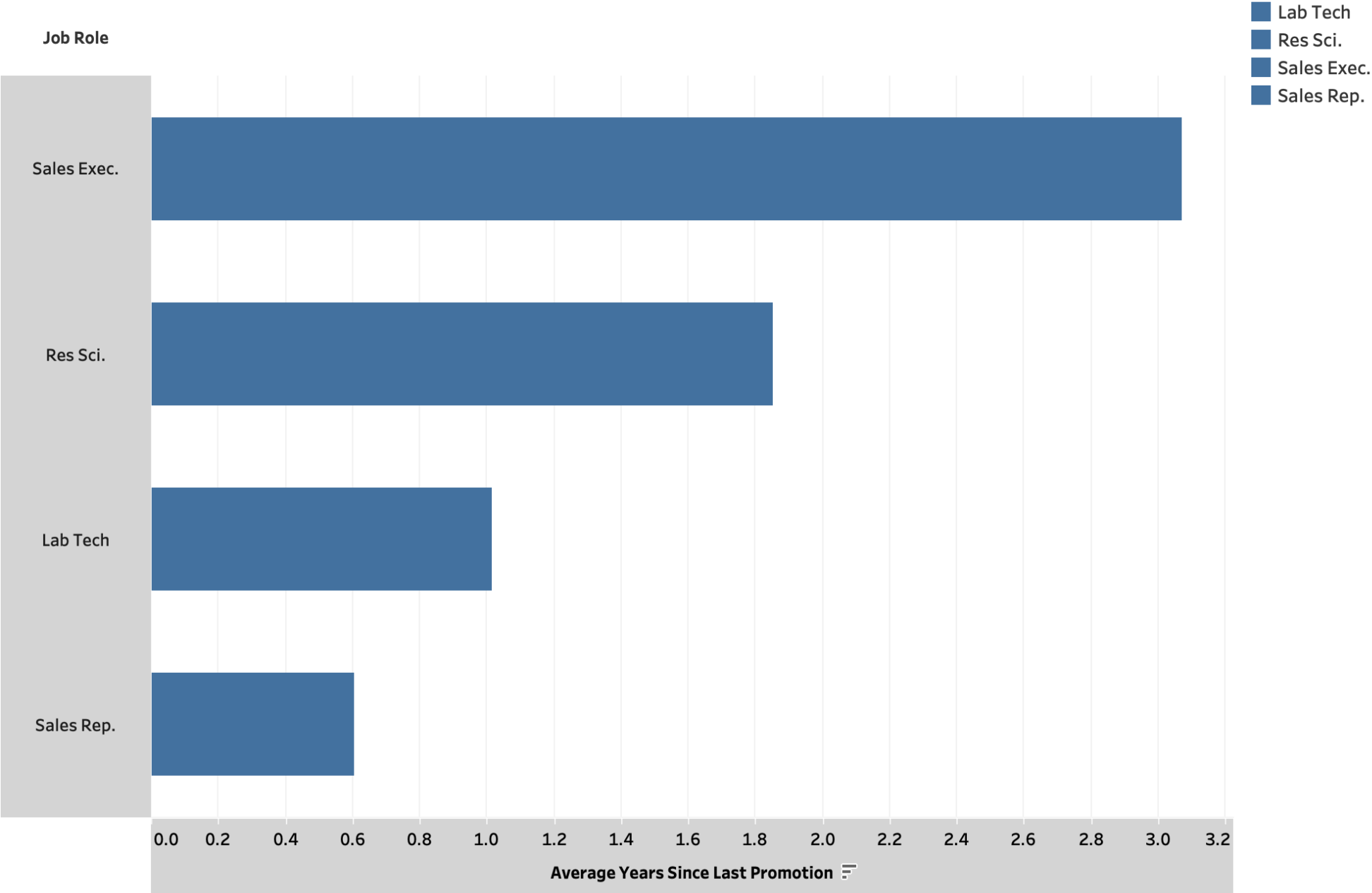
% of Total Count of Hr_Employee_Attrition.csv for each Job Role broken down by Attrition. Color shows details about Job Role. The data is filtered on Job Satisfaction, which keeps 1 Rating. The view is filtered on Attrition and Job Role. The Attrition filter keeps Yes. The Job Role filter keeps 9 of 9 members. Percents are based on each row of the table.

Attrition By Low Performance Rating in Job Roles



% of Total Count of Hr_Employee_Attrition.csv for each Job Role. Color shows details about Performance Rating. The data is filtered on Attrition, which keeps Yes. The view is filtered on Performance Rating and Job Role. The Performance Rating filter keeps Adequate. The Job Role filter keeps 9 of 9 members. Percents are based on each row of the table.

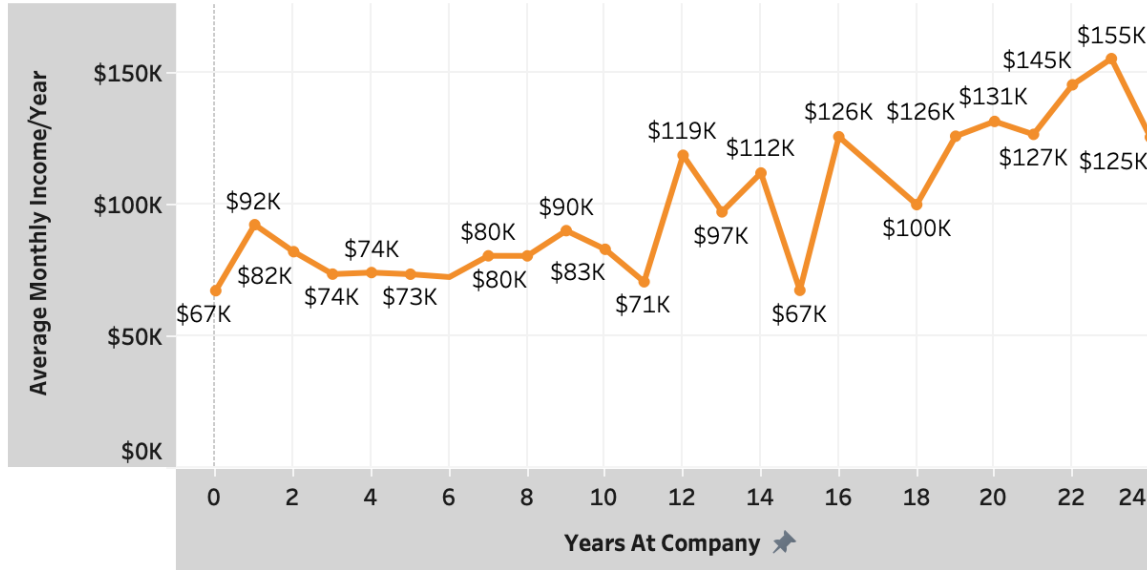
Attrition by Years Since Last Promotion



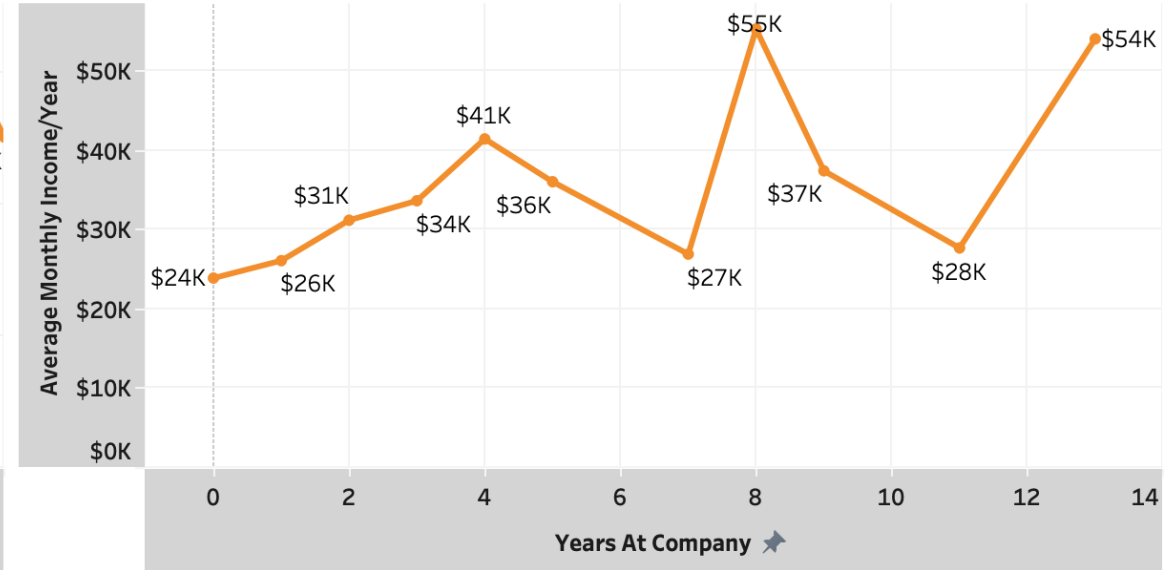
Average of Years Since Last Promotion for each Job Role. Color shows details about Job Role. The data is filtered on Attrition, which keeps Yes. The view is filtered on Job Role, which keeps Lab Tech, Res Sci., Sales Exec. and Sales Rep..

Yearly Income Based on Years at the company

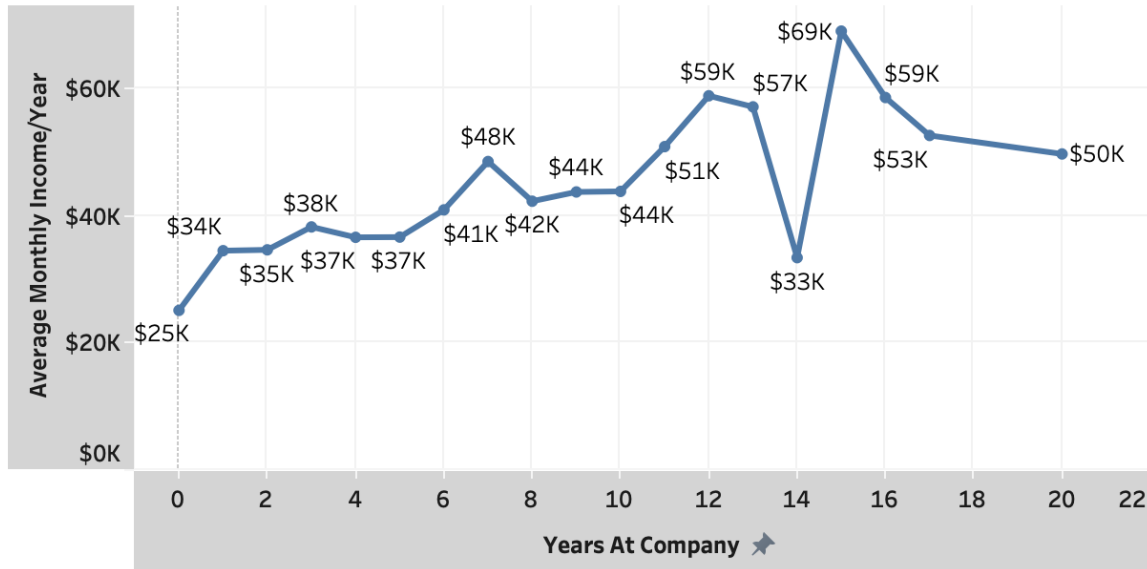
Sales Executive



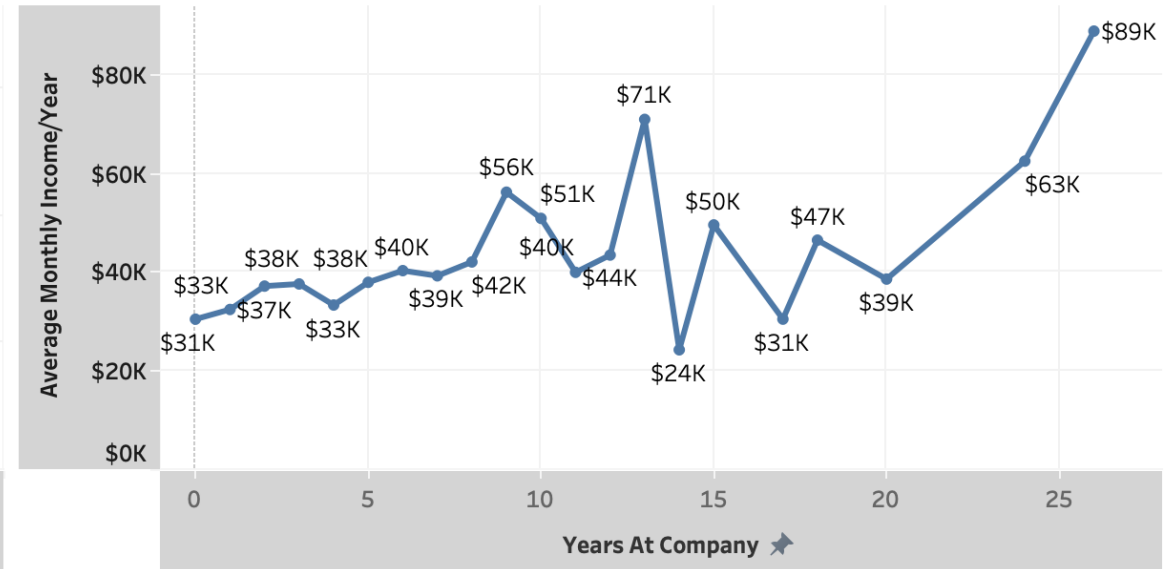
Sales Representative



Research Scientist



Lab Technician



Recommendations

❖ **Improve work-life balance for employees**

- Offer more opportunities for remote work
- Offer employee perks such as gym-memberships, discounts on goods and services or “summer hours”
- Improve learning and networking opportunities outside of training.

❖ **Focus on employee satisfaction**

- More attention to setting clear goals and attaching performance incentives to goals.
- More opportunities for long term growth and promotion.
- Share feedback frequently.
- Hold exit interviews.

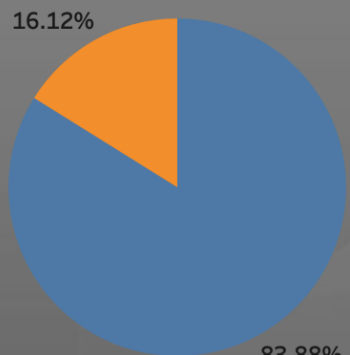
❖ **Utilize HR Dashboard to measure and monitor employee metrics**

- Create surveys and employee net promoter scorers to give employees an anonymous way to provide feedback.
- Have frequent touchpoints with ELT and managers to provide real time feedback for HR changes.
- Continuously utilize the dashboard to be able to understand the current employee climate.



Human Resource Dashboard

Employee Attrition



Attrition
No Yes

Select Attrition
All

Select Gender
All

Select Age Group
All

Job Satisfaction
All

