Employee Turnover

Top 5 Challenges **in Retail Sector**

What is the current problem?

Average turnover rate was recorded up to 60% in U.S. retail sector during 2021

Data Science approach?

Data from **Kaggle**

Load dataset into **R**

Data **cleaning** & **transformation**

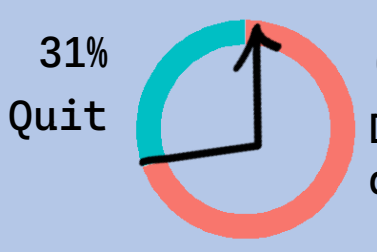
Select '**Retail**' row

Filter employee who quit in '**left**' column

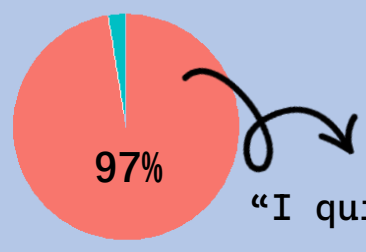
Data transformed into **levels** for correlation, **categorized** into **groups** for EDA

Dataset source:
https://www.kaggle.com/datasets/marikastewart/employee-turnover

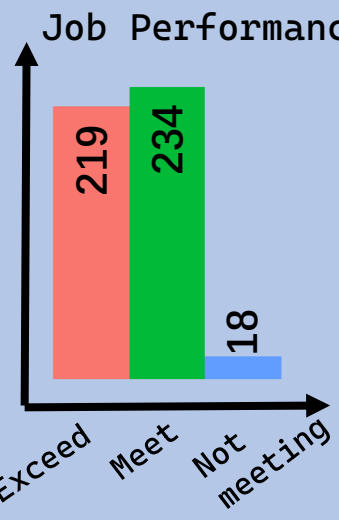
What did we get?



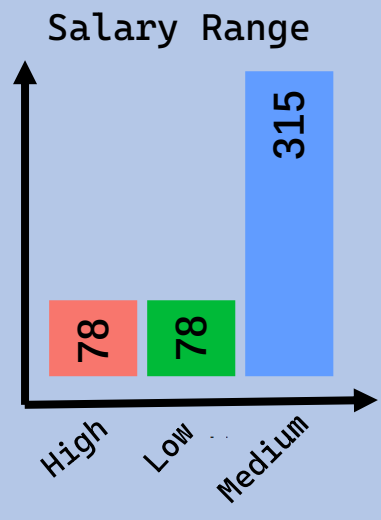
471 out of 1541 employees in retail sector **quit**



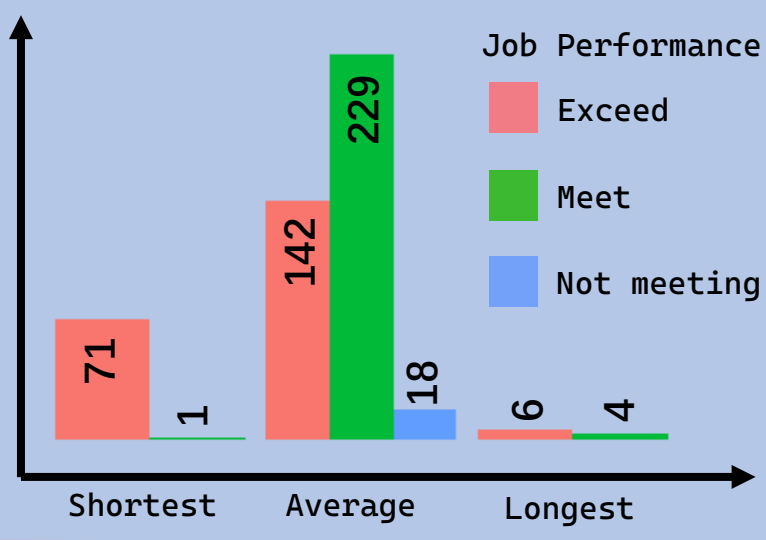
Employee **quits** if there's **no promotion**



Most of the employee who **quits** achieved '**Meet**' or '**Exceed**' for job performance



Most of the employee who **quits** were in '**Medium**' salary range



Most of the employee who **quits** that achieved '**Meet**' or '**Exceed**' for job performance worked the '**Shortest**' or '**Average**' mean working hours per month

R code on GitHub:
https://github.com/JieYing16/employee_churn_data.git

What should employers do?

Ensure employee feels appreciated

Hiring the right talent

Duration of work does not represent efficiency