

Summary of Attrition Rate Analysis

- **Attrition Rate Difference between Employees who Quit vs Stay.**
 - **Monthly Income:**
Employees who quit tend to have lower monthly incomes compared to those who stay. This indicates that financial compensation may play a significant role in employee retention.
 - **Years Since Last Promotion:**
Employees who have been promoted recently are more likely to quit. This could suggest that recent promotions might not be meeting employee expectations or that employees might still be seeking further advancement.
 - **Age:**
Younger employees show a higher attrition rate, implying that they might be less settled in their roles or more inclined to seek new opportunities.
 - **Job Satisfaction:**
Lower job satisfaction is associated with a higher likelihood of quitting, highlighting the importance of job fulfilment in retaining employees.
 - **Performance Rating:**
Performance ratings show a minor difference, suggesting that performance alone is not a major factor in employee attrition.
- **Attrition Rate by Education**
 - The attrition rate shows no significant differences across various education levels, indicating that educational background is not a major factor in predicting employee turnover.
- **Attrition Rate by Job Role**
 - **Sales Representative:**
This role has the highest attrition rate, suggesting high turnover in sales positions.
 - **Laboratory Technician and Human Resources:**
These roles also show higher attrition rates compared to others.
 - **Research Director, Manager, and Healthcare Representative:**
These roles have the lowest attrition rates, indicating better retention in these positions.

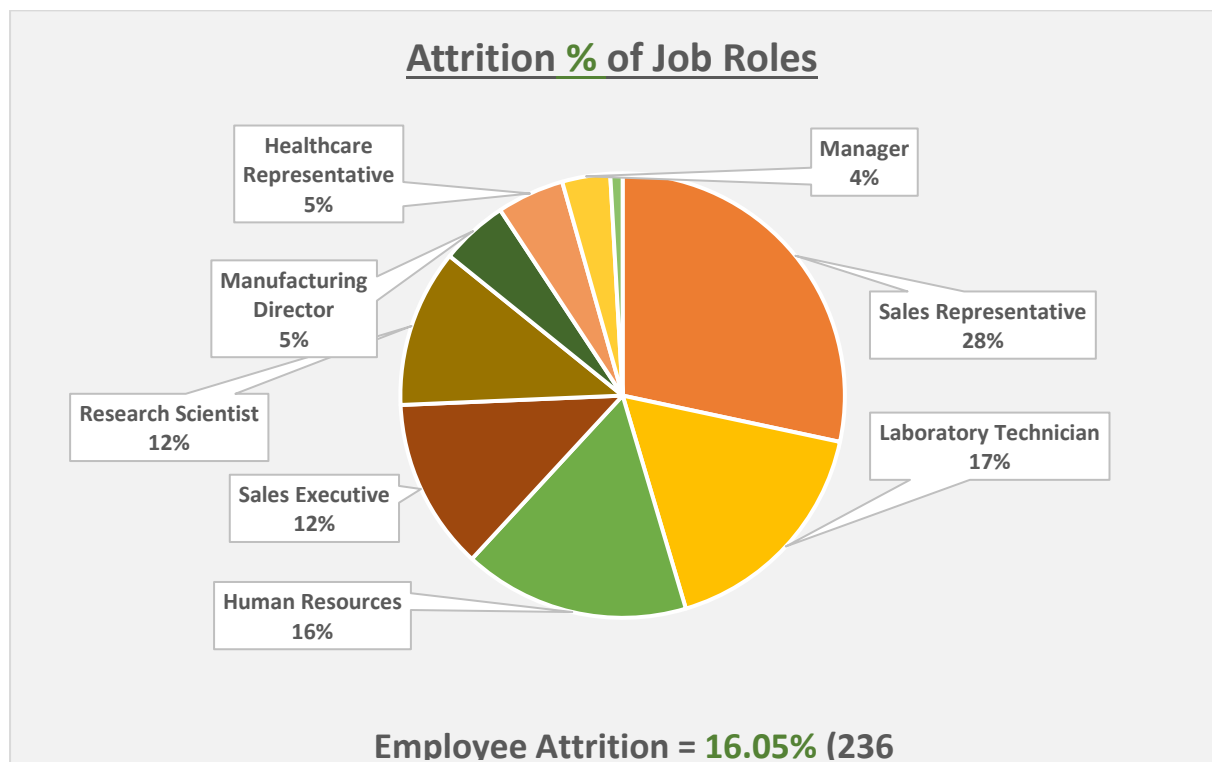
Key Takeaways

- Financial compensation, job satisfaction, and opportunities for advancement are crucial factors in employee retention.

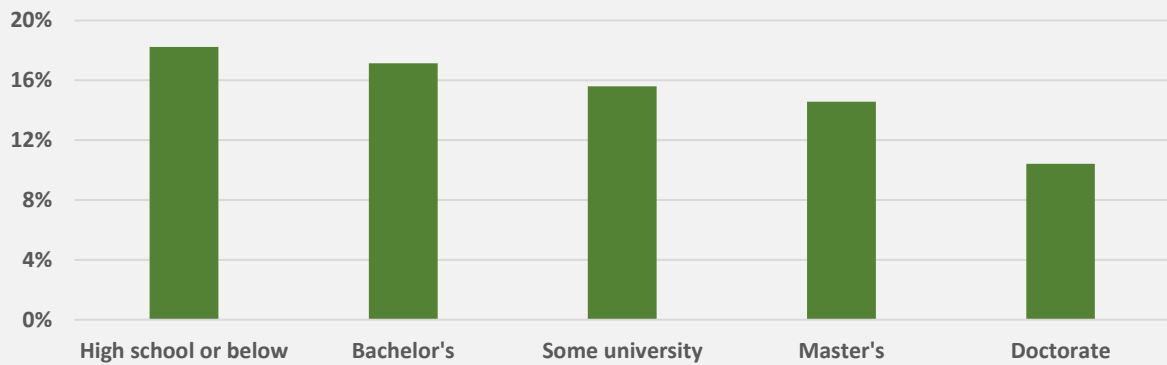
- Younger employees and those in sales, laboratory technician, and human resources roles are more likely to leave the company.
- Educational background does not significantly impact attrition rates.

Recommendations

- **Enhance Compensation Packages:**
Review and potentially increase the compensation packages for roles with higher attrition rates.
- **Career Development Programs:**
Implement or improve career development and progression programs to better meet employee expectations, especially after recent promotions.
- **Focus on Job Satisfaction:**
Conduct regular surveys and feedback sessions to understand and address factors impacting job satisfaction.
- **Targeted Retention Strategies:**
Develop specific retention strategies for younger employees and those in high-turnover roles like sales representatives and laboratory technicians.

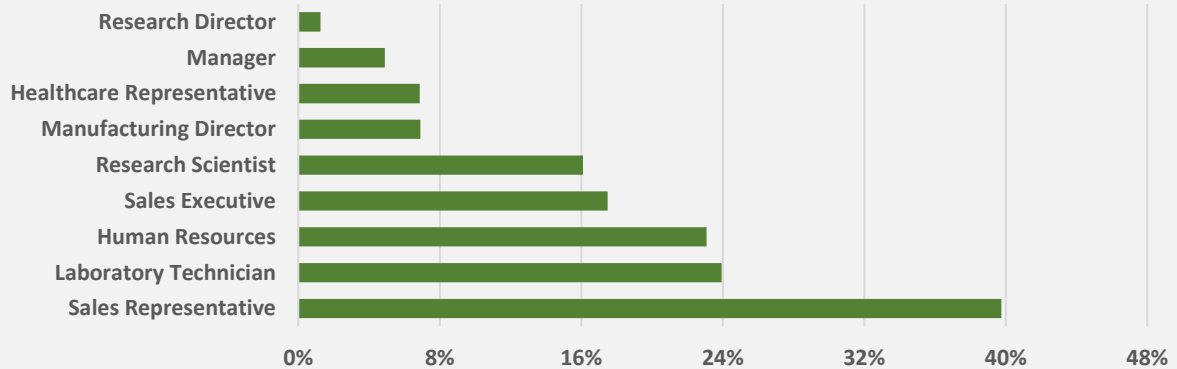


Attrition Rate by Education



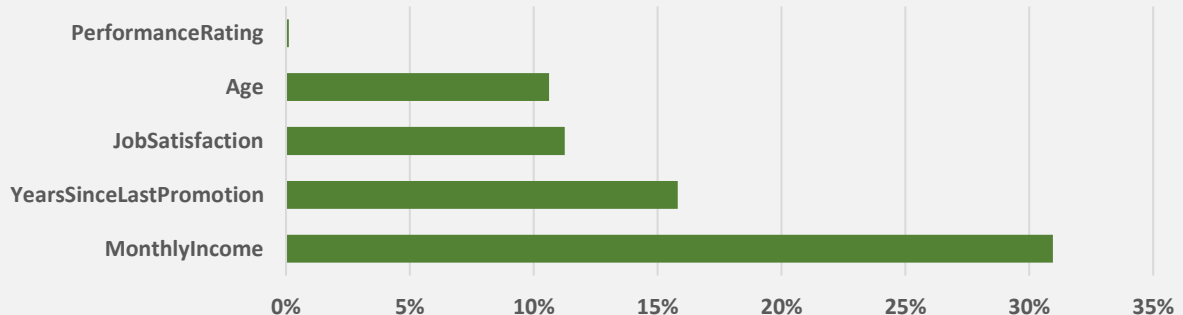
**There is no significant difference in attrition rate amongst employees with different education levels*

Attrition Rate by Job Role



** Sales Representative, Laboratory Technician and Human Resource quit at a higher rate than other Job Roles*

Attrition Rate Difference between Employees who quit vs stay



**Employee's who quit tend to be paid less, recently promoted, younger and have a smaller job satisfaction*