**Group 3 Name: Tenet.**

**Group Members Names :** WAMBUI NJOROGE

MERCY CHERUIYOT - Group Leader

JOSEPH NYINGI

IAN MUGAMBI

## **Research on Factors that lead to Employee Attrition**

**Introduction**

Employee attrition refers to the loss of employees through a natural process, such as retirement, resignation, elimination of a position, personal health, or other similar reasons. With attrition, an employer will not fill the vacancy left by the former employee.

We will be looking into the factors that lead to employee attrition in a company using a dataset that was fictionally created by data scientists at IBM to explore similar cases.

**Problem Statement**

The key to success in any organization is attracting and retaining top talent. As an analyst one of the key tasks 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 employees.

**Purpose of the Study**

The purpose of the research is to study factors leading to employee attrition and particularly job satisfaction as it is key in retaining good employees in the company.H

**General Objective**

To study the factors affecting employee attrition

**Specific Objectives**

1. To determine whether age influences employee attrition
2. To demonstrate whether environment satisfaction influences employee attrition
3. To determine whether gender influences employee attrition
4. To demonstrate whether job satisfaction influences employee attrition
5. To determine whether monthly income influences employee attrition
6. To demonstrate whether years in current role influences employee attrition

**Null Hypothesis**

H0 = Job satisfaction contributes to employee attrition

**Alternate Hypothesis**

H1 = Job satisfaction does not contribute to employee attrition

**Approach**

1. Descriptive Statistics - Univariate, Bivariate and Multivariate Analysis
2. Predictive Statistics

**Data Source**: Kaggle - <https://www.kaggle.com/pavansubhasht/ibm-hr-analytics-attrition-dataset>

Columns = 35

Rows = 1,470