Attrition Analysis

Assisted Living Company

Built a dynamic data dashboard backed with analytics that helps track the attrition rates and determine the drivers of attrition across the company (by various departments, roles, and regions)

Attrition Analysis

Situation

- Partnered with the client to help define the appropriate attrition metrics, tradefine the appropriate attrition metricsck the attrition rates and determine the drivers of attrition across the company

Accordion Value Add

- Built a dynamic data-driven dashboard that helps track employee attrition rates and identify reasons for turnover
- Incorporated automated data cleansing capabilities into the data model with a user-friendly module to refresh and upload data on a monthly basis
- Incorporated capabilities for drill down analysis and for context driven insights, by department, tenure, role, location etc.

Impact

- Single analytically robust definition of attrition helped tracked true turnover performance
- Drill down analysis helped with deeper insights by multiple cuts, such as by region, community, reason for termination, role, and tenure.
- Incorporation of context driven insights helped to track and develop a comprehensive understanding of the attrition trends at various regions on a dynamic basis
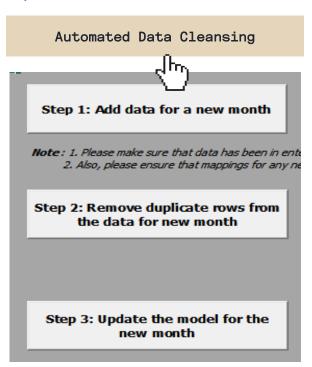
Turnover Analysis Data Dashboard – Track and Determine the Key Factors Driving Attrition in the Company
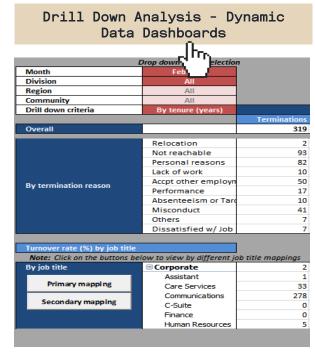
Objective: To build a dynamic data dashboard that helps track employee attrition rates and identify reasons for turnover

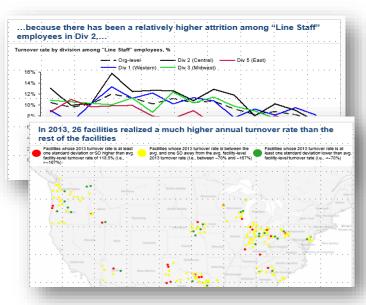**Capabilities of the data model to track attrition rates of employees**

Automated Data Cleansing

Step 1: Add data for a new month

Note : 1. Please make sure that data has been in ente...
2. Also, please ensure that mappings for any ne...

Step 2: Remove duplicate rows from the data for new month

Step 3: Update the model for the new month

- Has a **user-friendly module to refresh and upload data on an ongoing basis**
- **Cleanses raw data, removes duplicates and automatically updates the data** in desired format, for further analyses

Drill Down Analysis - Dynamic Data Dashboards

	Drop down... election
Month	Feb
Division	All
Region	All
Community	All
Drill down criteria	By tenure (years)

	Terminations
Overall	319

By termination reason	
Relocation	2
Not reachable	93
Personal reasons	82
Lack of work	10
Accpt other employm	50
Performance	17
Absenteeism or Tard	10
Misconduct	41
Others	7
Dissatisfied w/ Job	7

Turnover rate (%) by job title
Note: Click on the buttons below to view by different job title mappings

By job title	Corporate	2
	Assistant	1
Primary mapping	Care Services	33
	Communications	278
Secondary mapping	C-Suite	0
	Finance	0
	Human Resources	5

- Has various functionalities, which enable **flexibility to drill down by multiple cuts**, such as by region, community, reason for termination, and tenure.

Context Driven Insights

...because there has been a relatively higher attrition among "Line Staff" employees in Div 2,...

Turnover rate by division among "Line Staff" employees, %
— Org-level — Div 2 (Central) — Div 5 (East)
— Div 1 (Western) — Div 3 (Midwest)

In 2013, 26 facilities realized a much higher annual turnover rate than the rest of the facilities

- Facilities whose 2013 turnover rate is at least one standard deviation or SD higher than avg. facility-level turnover rate of 118.5% (i.e., >~167%).
- Facilities whose 2013 turnover rate is between the avg. and one SD away from the avg. facility-level 2013 turnover rate (i.e., between ~70% and ~167%).
- Facilities whose 2013 turnover rate is at least one standard deviation lower than avg. facility-level turnover rate (i.e., <~70%).

- Helps **track and develop a comprehensive understanding of the attrition trends**, at various regions, on a dynamic basis.