

EMPLOYEE ATTRITION CONTROL



NAME : AARON KOFI GAYI



TEL:+233505441843



EMAIL:
aaronkofigayi@gmail.com



TITLE : EMPLOYEE
ATTRITION CONTROL

SOLUTION METHODOLOGY



OBJECTIVE: Presenting an analytical solution to help a company trying to control attrition by answering the following questions;

1. What type of employees are leaving ?
2. Which employees are prone to leave next?

Using data analytics to generate meaningful insights and present these insights in form of visualizations from the available data provided by the company. The following analytical techniques were implemented;



STEP 1: UNDERSTANDING THE FEATURES OF THE DATASET ALSO THE FEATURES THAT ARE OF IMPORTANCE TO THE OBJECTIVE OF OUR ANALYSIS

SOLUTION METHODOLOGY

STEP 2: UNIVARIATE ANALYSIS

1

- An Analysis of individual information of Employees who left the company

2

- An Analysis of individual information of Existing Employees

3

- The visualized output of both analysis are compared to draw out trends and insights

STEP 3: BI/MULTIVARIATE ANALYSIS

1

- An Analysis of 2 or more information of Employees who left the company

2

- An Analysis of 2 or more information of Existing Employees

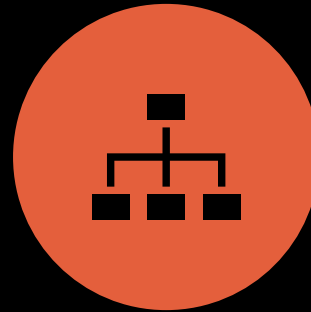
3

- The visualized output of both analysis are compared to draw out trends and insights

METHODOLOGY



STEP 3: OBSERVATIONS,
INSIGHTS AND
RECOMMENDATIONS OF THE
OBJECTIVE OF THE COMPANY.

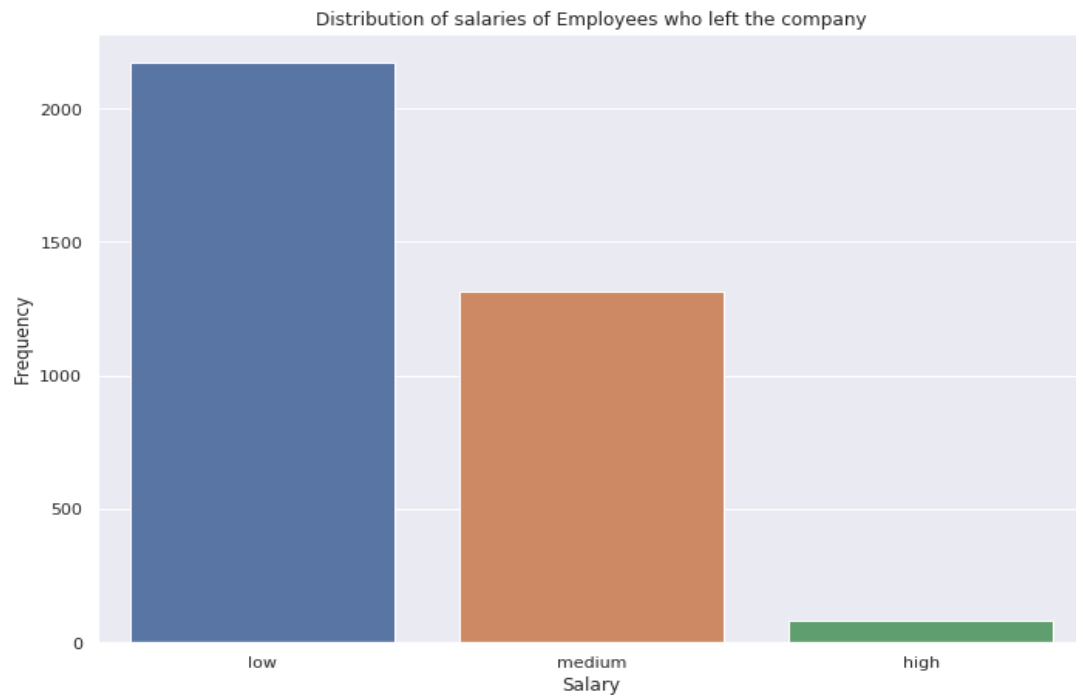


The displayed and visualized outputs of step 2 and step 3 provide hidden insights of which helps the company solve and control the attrition challenge faced by the company.

VISUALIZATION OF METHODOLOGY

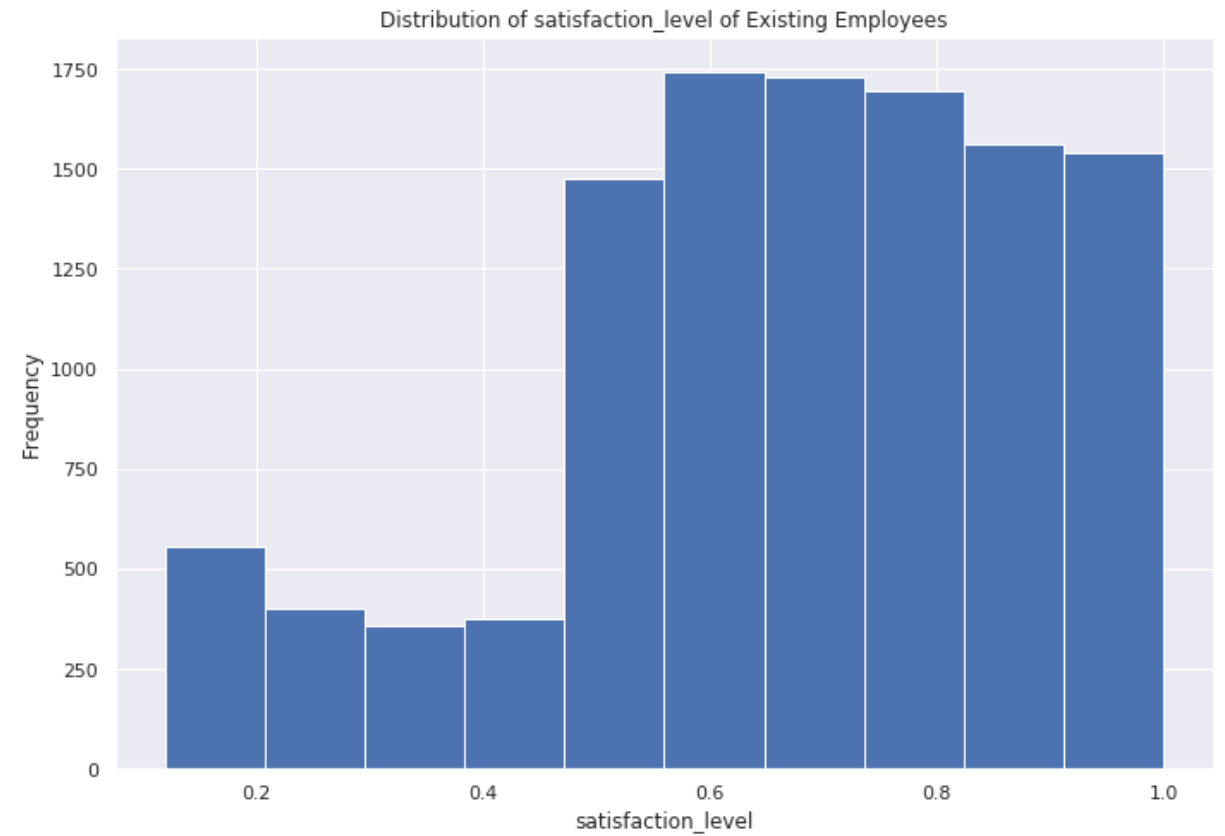
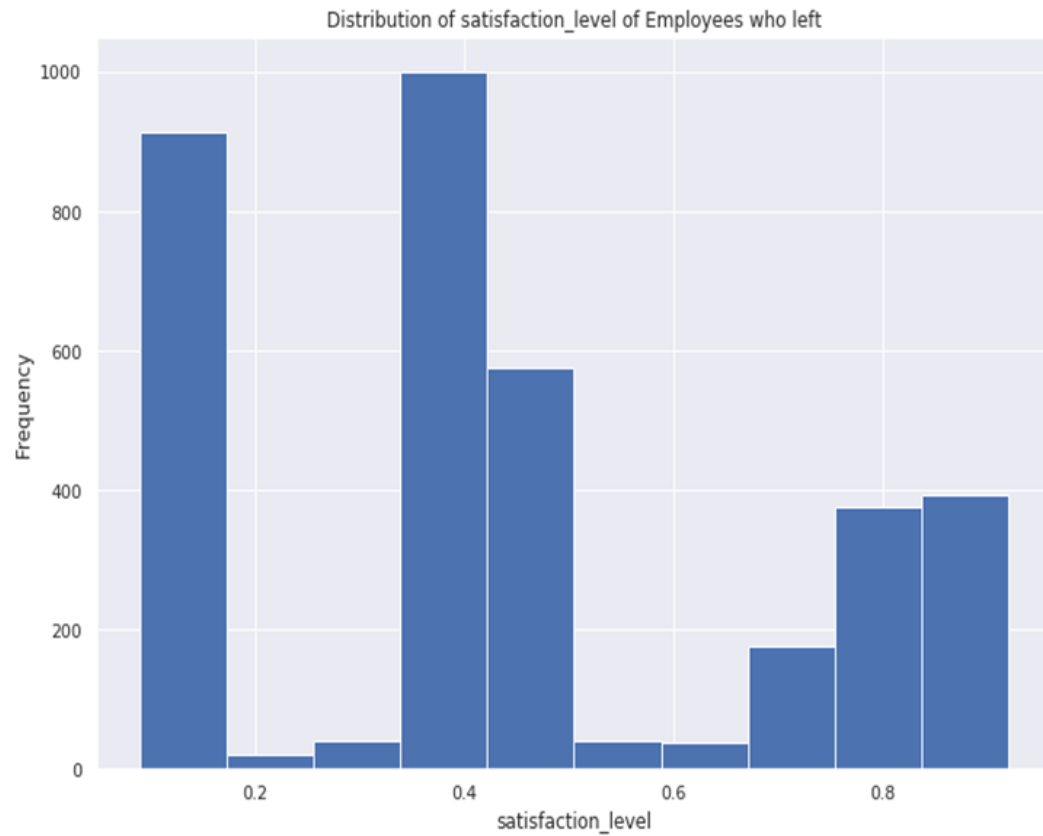
STEP 2: UNIVARIATE ANALYSIS

- This stage entails analysing each important feature of the dataset



VISUALIZATION METHODOLOGY

CHART 2

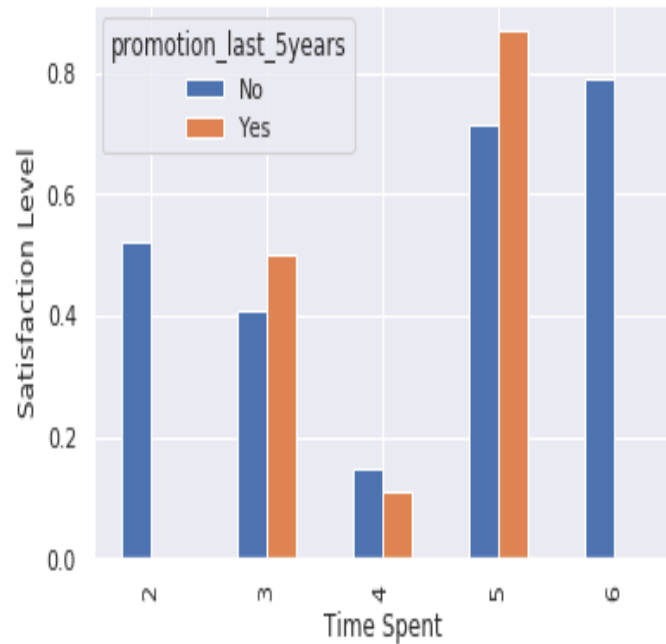


VISUALIZATION METHODOLOGY

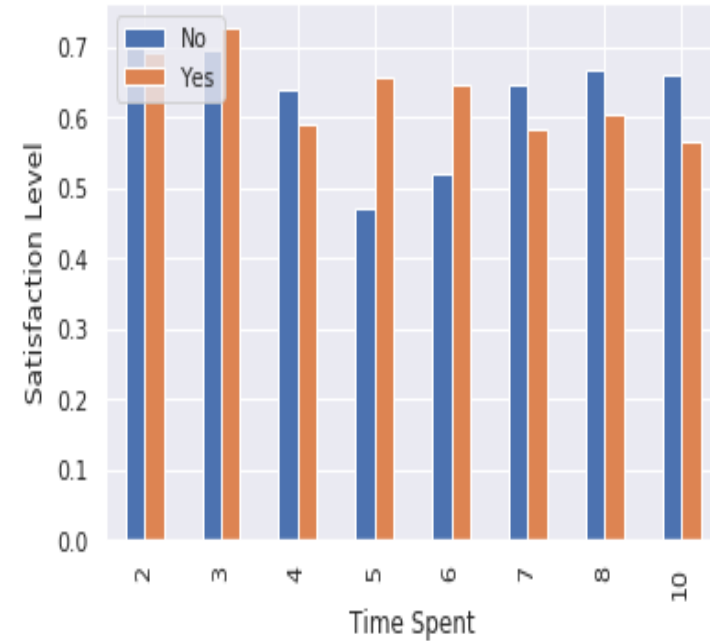
STEP 3: BI/MULTIVARIATE ANALYSIS



Satisfaction Level of Employee who left based on Time Spent in the company and promotion Status



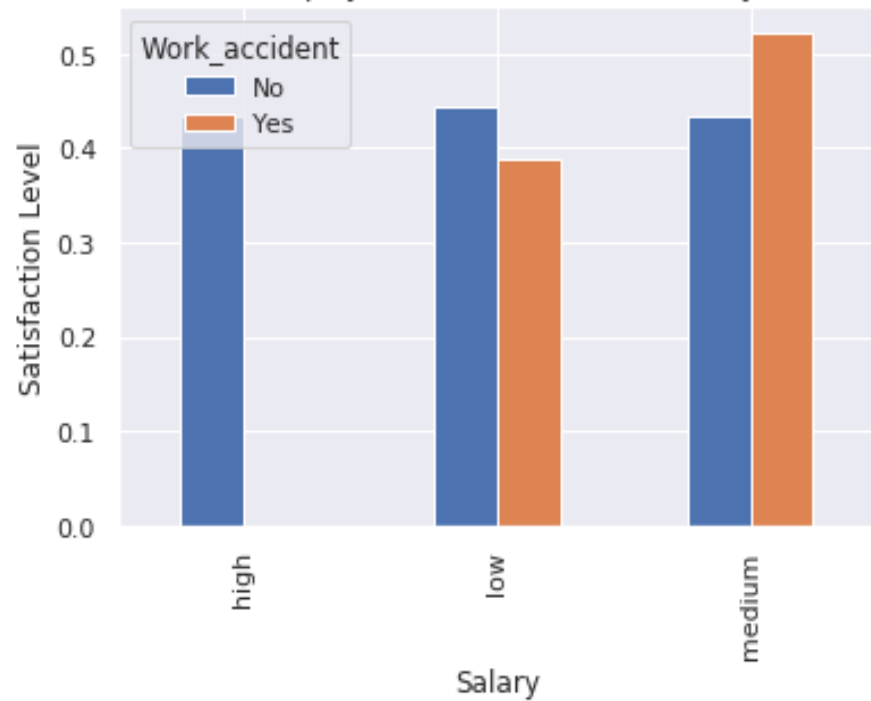
Satisfaction Level of Existing Employee based on Time Spent in the company and promotion Status



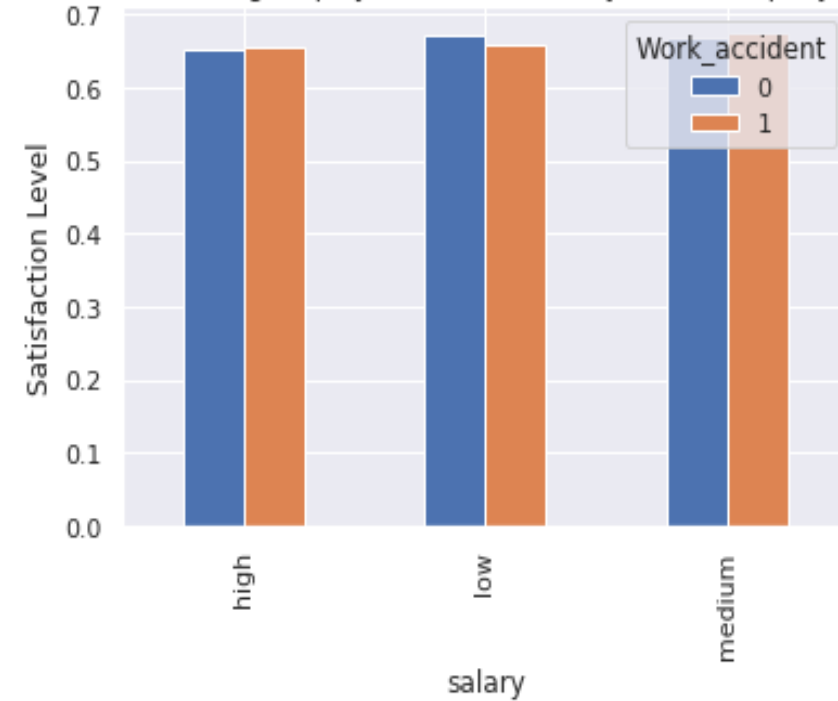
VISUALIZATION METHODOLOGY

CHART 4

Satisfaction Level of Employees who left based on Salary and work accident



Satisfaction Level of Existing Employee based on Salary in the company and work accident



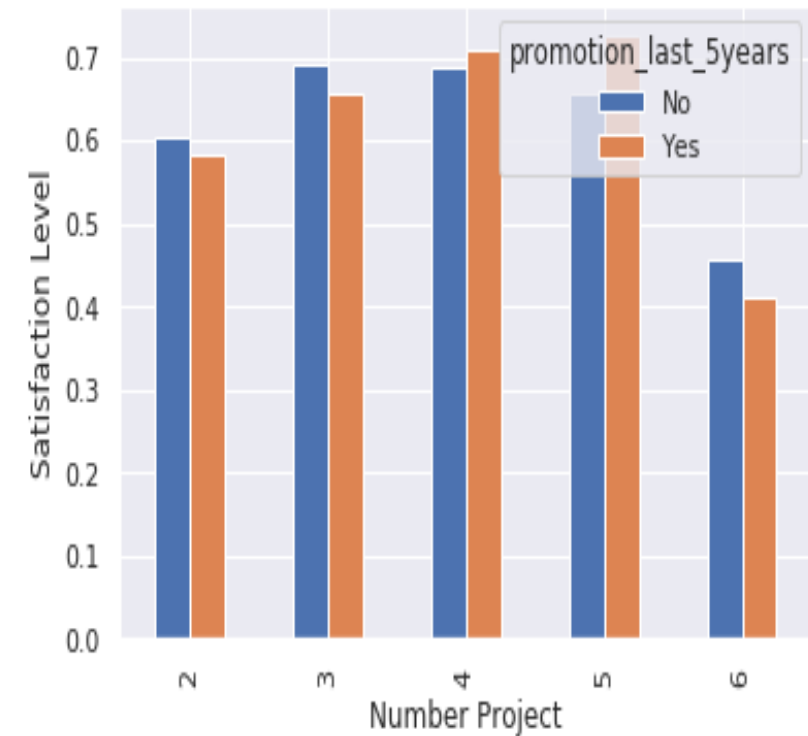
VISUALIZATION METHODOLOGY

CHART 5

Satisfaction Level of Employees who left based on Number of Projects and Promotion Status

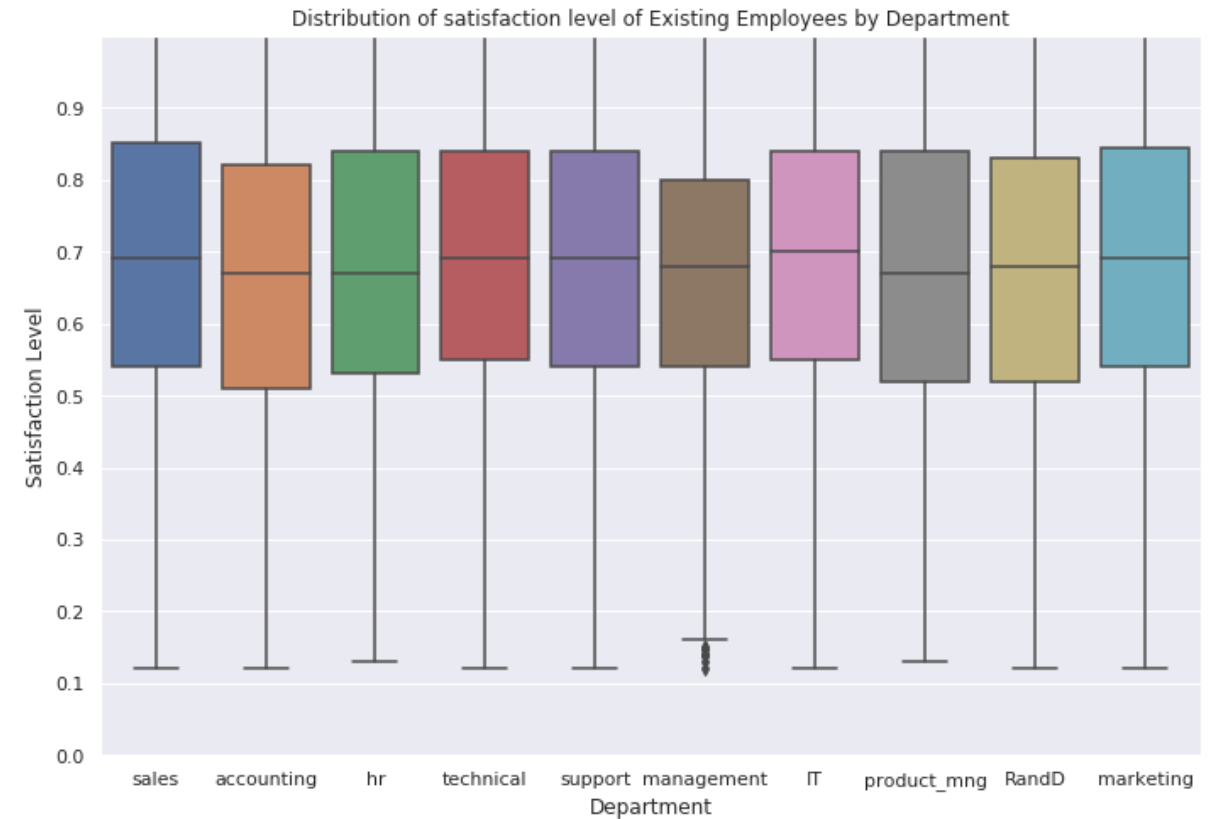
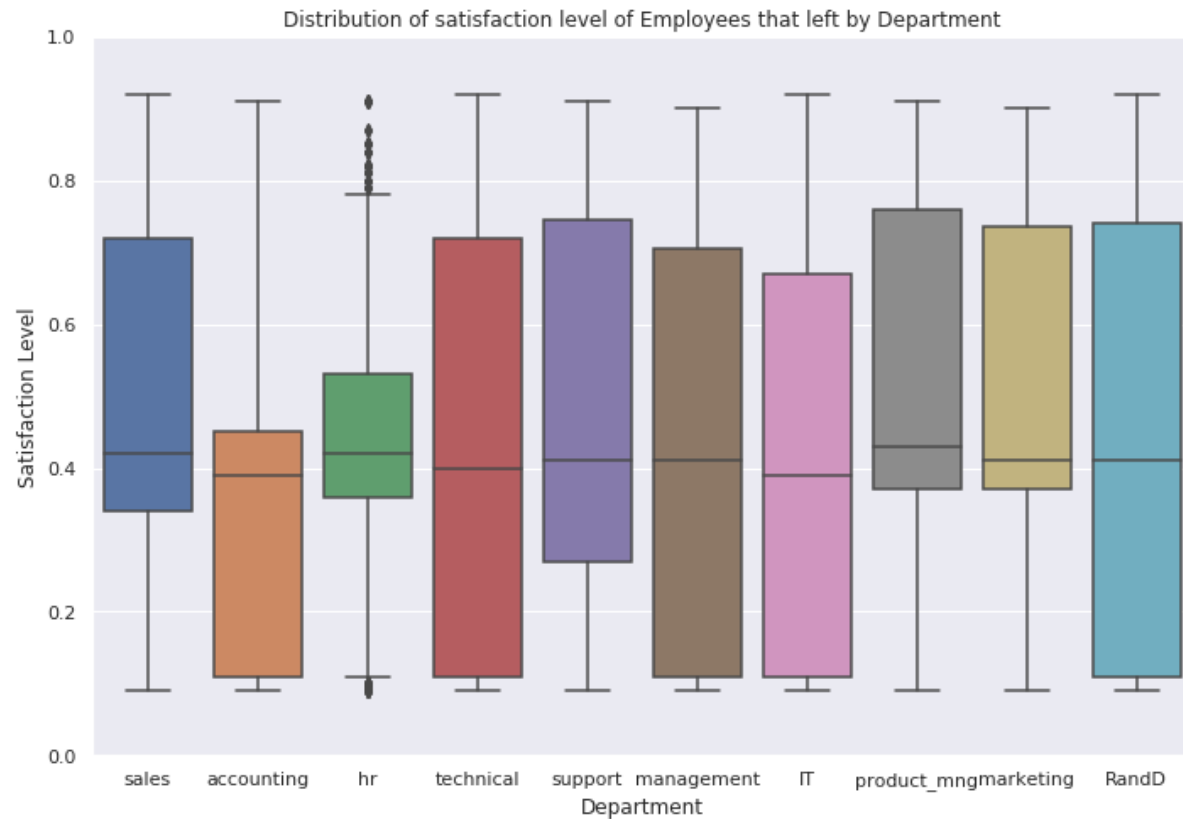


Satisfaction Level of Existing Employee based on Number of Projects and Promotion Status



VISUALIZATION METHODOLOGY

CHART 5



STEP 3: INSIGHTS, OBSERVATIONS AND RECOMMENDATIONS

After examining the data of Employees existing and those who left the company concurrently, the following insights and observations were found.



1. From Chart 2, the average satisfaction level of employees who left was below average of 45% while existing employees was around 70%, further analysis were carried out and it was discovered that about 65% of employees who left had a satisfaction level below 45%. Diving deeper into why employees who left had a low satisfaction level, it was discovered that 99.6% of them were not promoted within the last 5 years.
- ▶ Hence a major factor as to why employees are leaving is due to low satisfaction level and no promotion within the last 5 years of working for the company.
 - ▶ From the insight derived from satisfaction level of employees who left its imperative we analyse the existing employees within the same range of satisfaction level below average of 45% and it was discovered that 44.2% of Existing Employees are within this range of which 97.7% of them haven't been promoted within the last 5 years of working for the company.
 - ▶ Hence Existing Employees having a satisfaction level below average of 45% and have not been promoted within the last 5 years are prone to leave the company.

STEP 3: INSIGHTS, OBSERVATIONS AND RECOMMENDATIONS

RECOMMENDATION: To control attrition, the company should identify and compensate employees in diverse ways such as promotion or an increase in salary so as to increase their satisfaction level and loyalty to the company.



2. From Chart 3, Employees who left that spent 4 years working in the company had a low satisfaction level below 45% and were not promoted.
 - ▶ Hence promotion status and time spent are major factors as to why employees are leaving the company.
 - ▶ From the insights gotten from the employees who left its imperative we analyse the existing employees, it was discovered that irrespective of the time spent working in the company they have a moderate satisfaction level and were promoted within the last five years excluding employees that spent 5 years In the company.
 - ▶ Hence Time spent and satisfaction level of existing employees that spent 5 years is a determining factor and such existing employees within this category are prone to leave due to their low satisfaction level

STEP 3: INSIGHTS, OBSERVATIONS AND RECOMMENDATIONS



- ▶ **RECOMMENDATION :** To control attrition, the Promotion status of existing employees should be looked at and necessary action should be taken to make sure employees are promoted as this will improve their satisfaction level in the company.
- 3. From Chart 4, The salary framework of those that left the company that had work accident was within low and medium range and their satisfaction level was estimated to be 50%. Checking this insight derived with employees still existing in the company, it was discovered that their salary range was well distributed ranging from low, medium and high which improved their level of satisfaction.
- ▶ This enables us know the company's salary structure was well maintained for those that had work accidents.
- ▶ **RECOMMENDATION:** In controlling attrition, the company would need to maintain this salary structure and improve on it, in order to improve employee satisfaction because they will be well reimbursed monetarily.

STEP 3: INSIGHTS, OBSERVATIONS AND RECOMMENDATIONS



- ▶ **RECOMMENDATION :** To control attrition, the Promotion status of existing employees should be looked at and necessary action should be taken to make sure employees are promoted as this will improve their satisfaction level in the company.
- ▶ From Chart 5, The insight discovered was that as the number of projects embarked on of employees who left exceeded 4, their satisfaction level began to decline and they were not promoted within the last 5 years
- ▶ Hence an increase in the number of projects resulting in a decline in satisfaction level and promotion status can be seen as a factor as to why employees are leaving the company.
- ▶ From the insights gotten from employees who left its imperative to analyse that of employees existing, it was seen that the same trend with employees who left occurred.
- ▶ Hence an increase in the number of projects resulting in a decline in satisfaction level and promotion status can be seen as a factor as to which employees are prone to leave the company.
- ▶ **RECOMMENDATIONS:** To prevent future attrition, the satisfaction level of employees should be maintained high and the number of projects allocated to an employee should be considered and not be enormous to ensure employees don't lose enthusiasm working, which may in turn lead to them leaving the company.

IDs of employees who are likely to leave in the near future if the situation remains the same

*** The IDs in red are likely to leave sooner than expected.



Emp ID	Emp ID	Emp ID	Emp ID	Emp ID	Emp ID
2002	4069	6498	8566	10100	13136
2007	4146	6589	8636	10101	13246
2074	4149	6729	8713	10180	13322
2158	4299	6812	8792	10840	13325
2161	4373	6881	8868	10848	13330
2224	4379	6885	8874	10925	13565
2227	4520	7038	9033	11035	13566
2302	4521	7120	9172	11111	13712
2307	4527	7127	9249	11114	14067
2453	4602	7271	9257	11119	14107
2531	4604	7273	9258	11354	14123
2541	4679	7345	9261	11355	14140
2770	4831	7482	9479	11501	14167
3598	4983	7579	9482	11856	
3600	5293	7733	9489	11896	
3604	5728	8024	9717	11912	
3681	5738	8100	9782	11929	
3906	5888	8103	9794	11956	
3980	6346	8192	9871	13051	
4063	6355	8476	9875	13059	