

HR ANALYTICS



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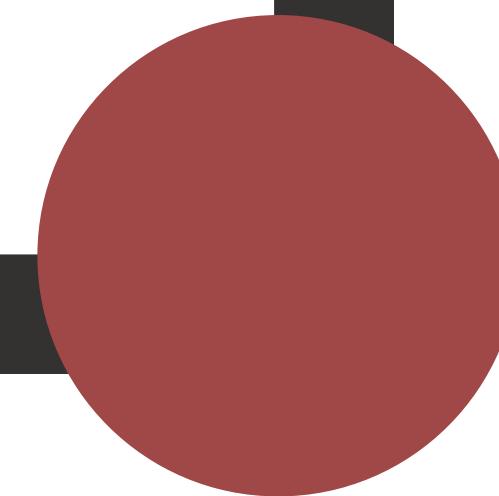
A professional portrait of a young man with dark hair and a beard, wearing a white dress shirt and a blue and white striped tie. He is smiling and pointing his right index finger upwards towards the text. A large yellow circle graphic is positioned to the left of the title.

ABOUT US

ADECCO INDIA

Adecco India is a technology company specializing in software development with a diverse engineering, marketing, sales, and customer support workforce. The company is committed to innovation, employee growth, and maintaining a dynamic workplace culture.

To tackle rising attrition among junior sales staff, Adecco India uses HR analytics to uncover insights into employee satisfaction and retention. This approach informs strategies to enhance engagement, reduce turnover, and drive continued growth.

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VISION & MISSION

COMPANY VISION

Adecco India aims to be a leader in technology and is known for innovation and high-quality solutions. The company wants to create a workplace where employees feel valued, supported, and inspired to do their best work. By focusing on delivering great results for clients, Adecco India seeks to make a positive impact on businesses and society as a whole.

COMPANY MISSION

Adecco India's mission is to use modern technology and data to create software that solves real-world problems. The company is dedicated to building a supportive and inclusive environment where employees can grow and succeed. By focusing on its people's and customers' needs, Adecco India strives to achieve long-term success for everyone involved.



PROBLEM STATEMENT



WHAT IS THE PROBLEM?

Adecco India is currently facing a significant challenge with high employee turnover, especially among junior-level employees in the sales department. This persistent issue is leading to disruptions in productivity, weakening team dynamics, and increasing the workload on the remaining staff. The high attrition rates are also resulting in considerable costs related to recruiting, onboarding, and training new hires, which places additional strain on the company's resources. Addressing this problem has become a priority for Adecco India to ensure stable operations and a more cohesive and efficient workforce.



WHY IS IT IMPORTANT TO SOLVE IT?

01

Reduce Recruitment Costs

High turnover means more money is spent on hiring and training new employees. Reducing attrition will help the company save resources and focus on other areas of growth.

02

Improve Productivity

When employees stay longer, they become more experienced and effective, leading to better team performance and overall productivity.

03

Boost Employee Morale

Frequent turnover can negatively impact team morale. By addressing attrition, Adecco India can create a more stable and motivated work environment.

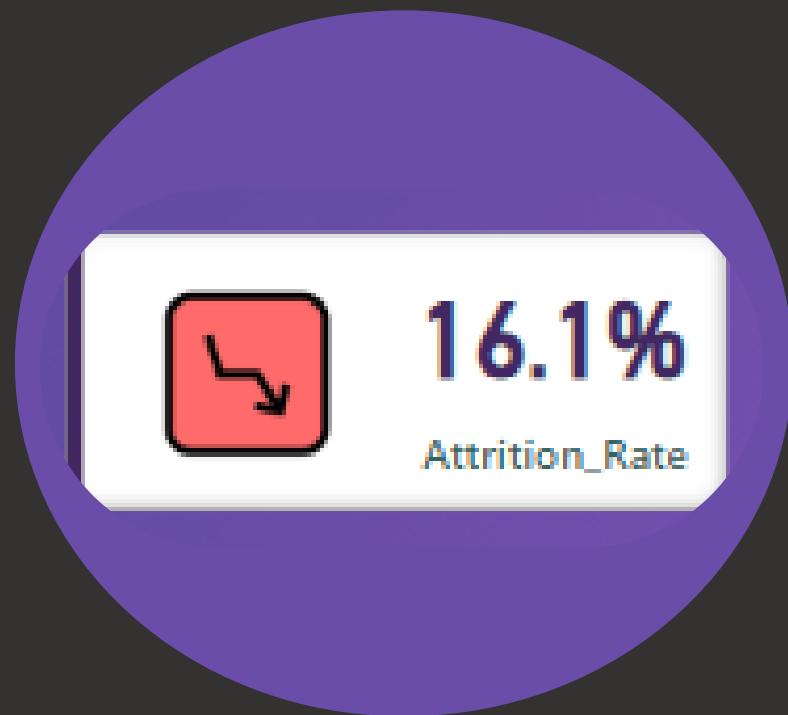
04

Achieve Business Goals

A stable workforce helps the company maintain consistent performance, which is key to reaching long-term objectives and sustaining growth.

RECOMMENDED ANALYSIS

Q1. What is the overall attrition rate at Adecco India?



```
5 -- Q1 What is the overall attrition rate at Adecco India?
6 • SELECT
7   CONCAT(ROUND((SUM(CASE WHEN attrition = 'yes'
8     THEN 1 ELSE 0 END
9   ) / COUNT(*)) * 100, 2), '%')
10  AS attrition_rate_percentage
11 FROM
12   dataset;
```

Result Grid | Filter Rows: [] | Export: | Wrap Cell Content:

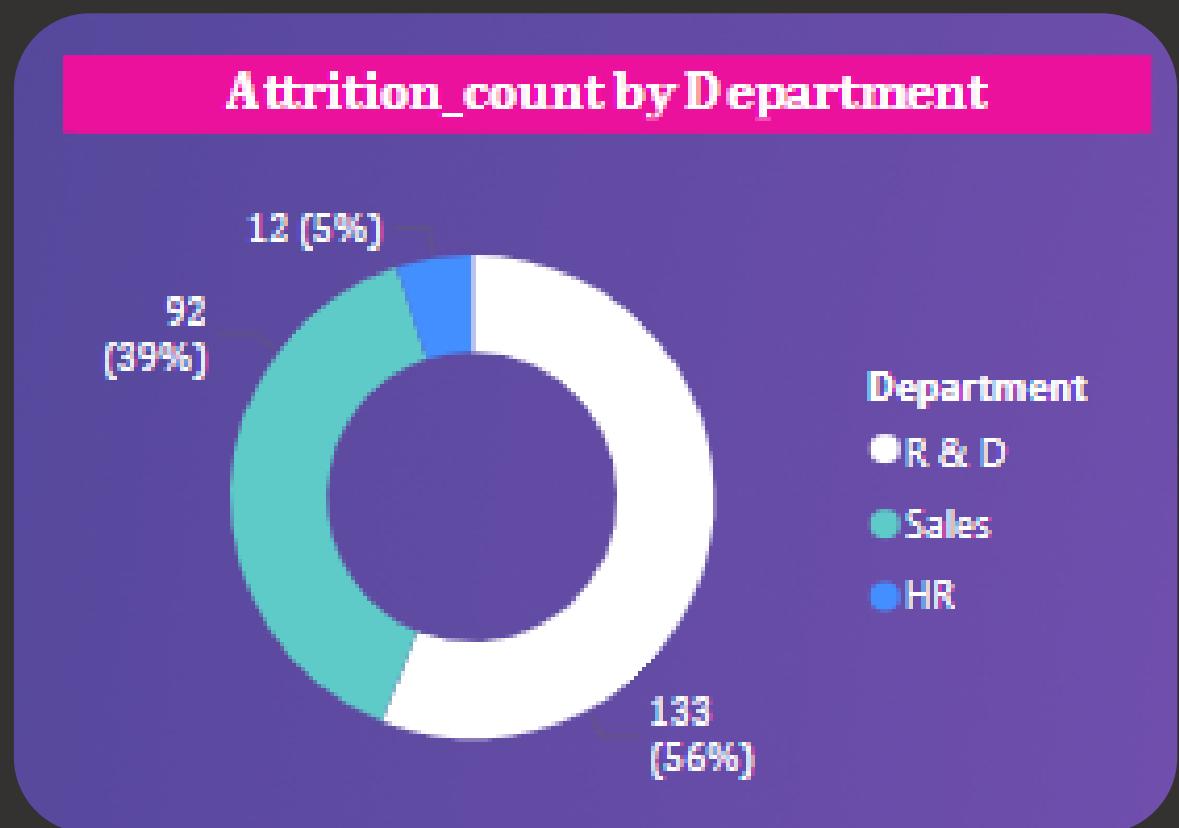
attrition_rate_percentage
16.12%



RECOMMENDED ANALYSIS



Q2. Which department has the highest attrition rate?



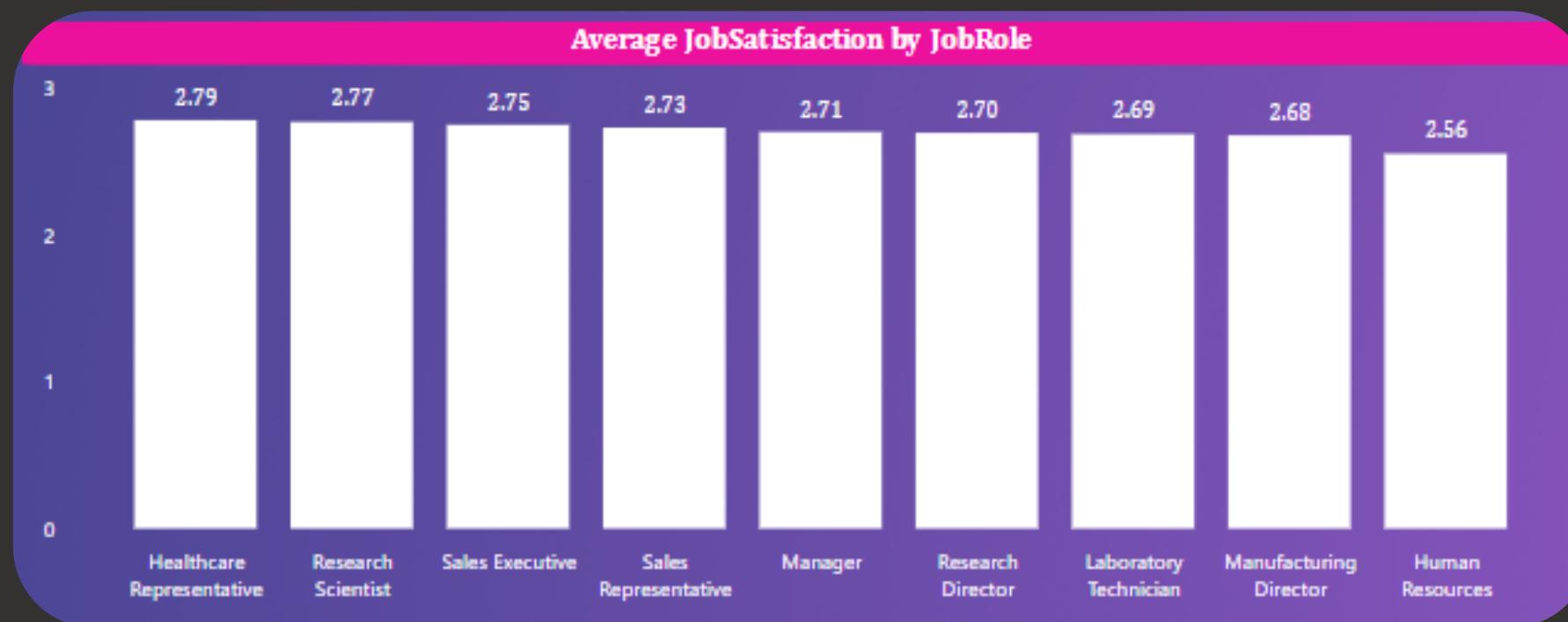
```
14      -- Q2 Which department has the highest attrition rate?  
15  •  select Department, count(Attrition) as Attrition from dataset  
16    where attrition = 'yes'  
17    group by Department  
18    order by Attrition Desc;
```

Result Grid | Filter Rows: [] | Export: [] | Wrap Cell Content: []

Department	Attrition
Research & Development	133
Sales	92
Human Resources	12

RECOMMENDED ANALYSIS

Q3. How does job satisfaction vary across different job roles?



```
24 -- Q3 How does job satisfaction vary across different job roles:  
25 • select jobrole , AVG(jobsatisfaction)  
26 from dataset  
27 group by jobrole;
```

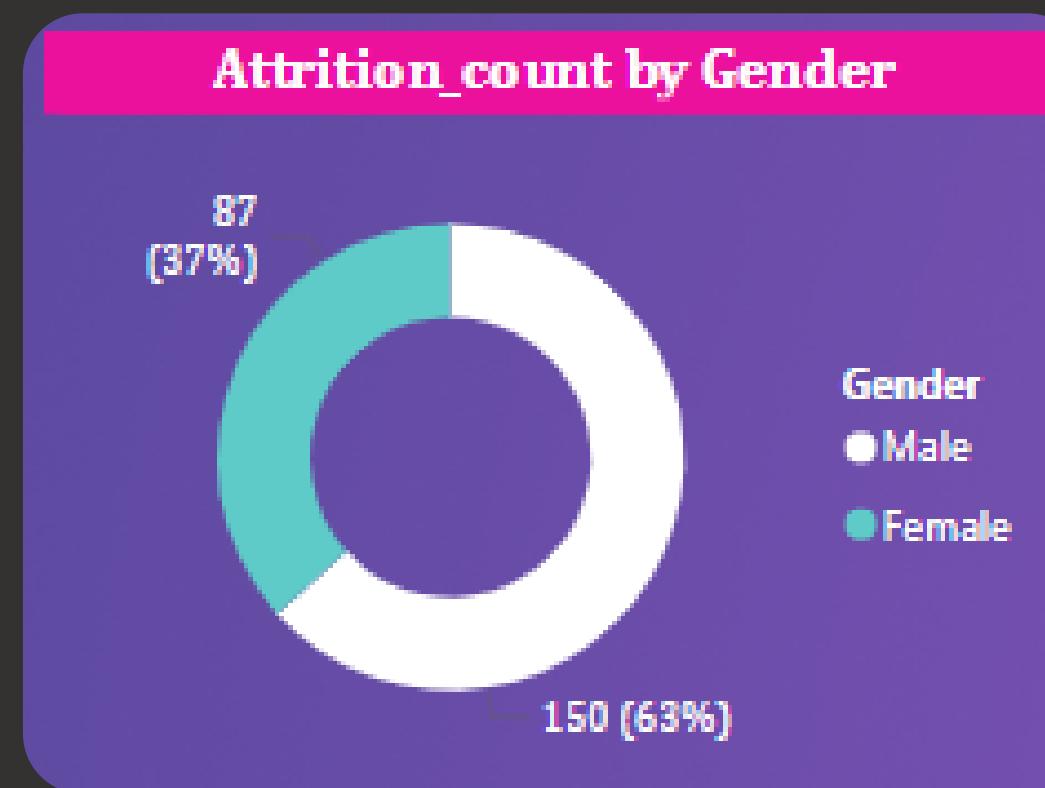
Result Grid | Filter Rows: Export: Wrap Cell Content:

jobrole	AVG(jobsatisfaction)
Sales Executive	2.7546
Research Scientist	2.7740
Laboratory Technician	2.6911
Manufacturing Director	2.6828
Healthcare Representative	2.7863
Manager	2.7059
Sales Representative	2.7349
Research Director	2.7000
Human Resources	2.5577

RECOMMENDED ANALYSIS



Q4. Is there a significant difference in attrition rates between male and female employees?



```
30  select * from dataset where attrition = 'yes' group by gender order by count(attrition) desc;
```

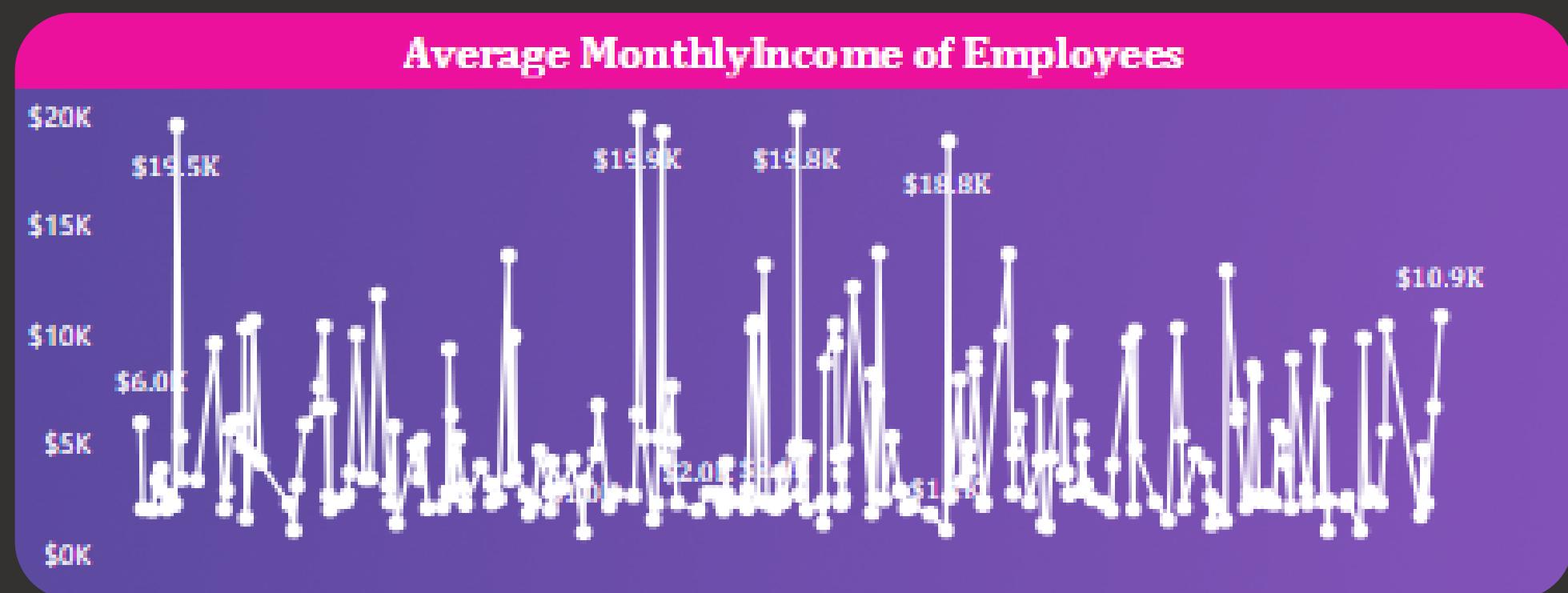
31 • select Gender , count(Attrition)
32 from dataset
33 where attrition = 'yes'
34 group by gender
35 order by count(attrition) desc;

Result Grid | Filter Rows: Export: Wrap Cell Content

Gender	count(Attrition)
Male	150
Female	87

RECOMMENDED ANALYSIS

Q5. What is the average monthly income of employees who have left the company?



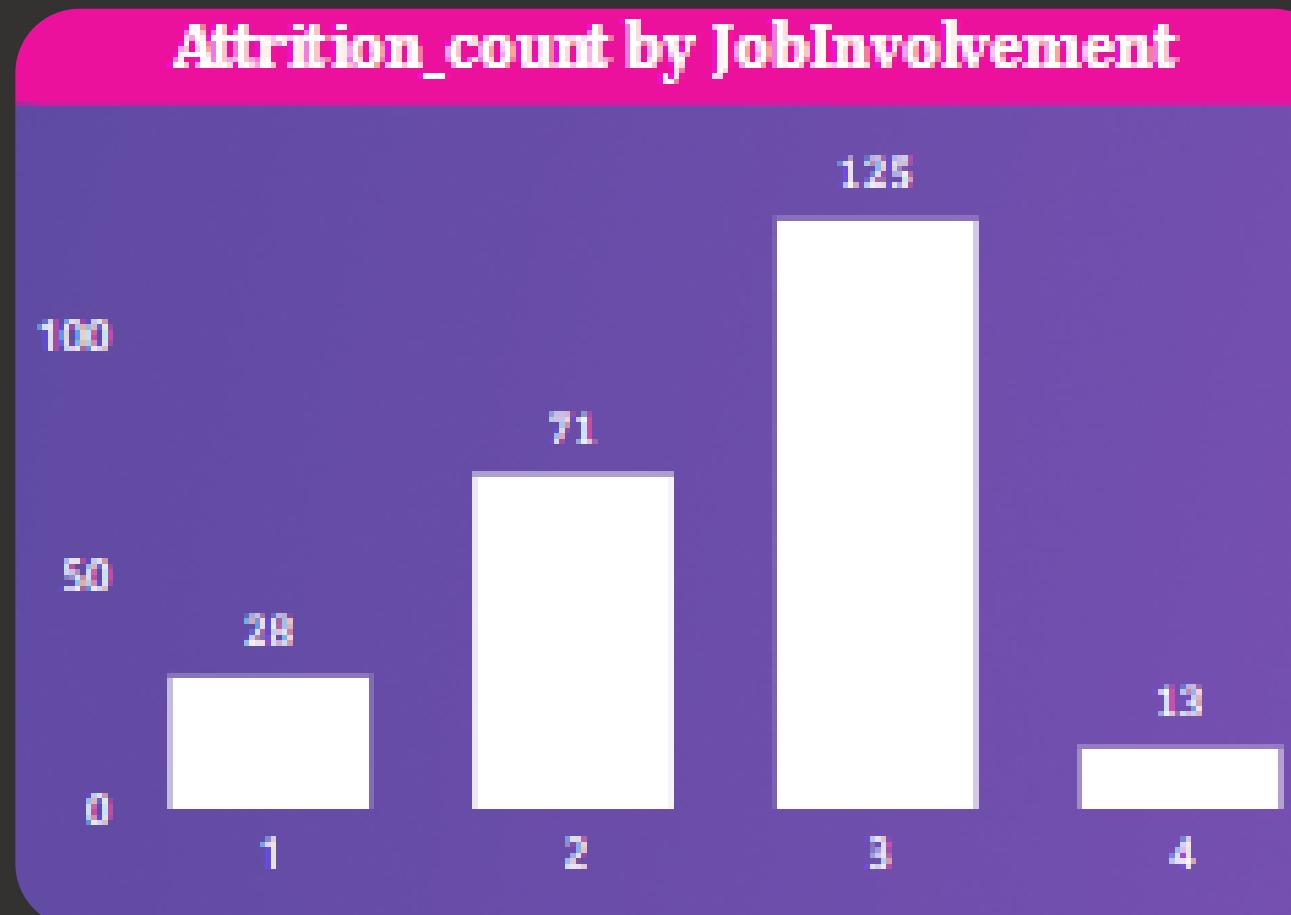
```
39 •   select concat("$ ",round(avg(monthlyincome),2))  
40     as Average_Monthly_Income  
41   from dataset  
42  where attrition = 'yes';  
43
```

Result Grid	
<input type="button" value="Filter Rows:"/>	<input type="button" value="Export:"/>
Average_Monthly_Income	\$ 4787.09

RECOMMENDED ANALYSIS



Q6. How does the attrition rate vary with different levels of job involvement?



```
57 • select jobinvolvement , count(attrition)
58   from dataset
59   where attrition = 'yes'
60   group by jobinvolvement;
```

Result Grid | Filter Rows: [] | Export: [] | Wrap

jobinvolvement	count(attrition)
3	125
2	71
1	28
4	13

KEY PERFORMANCE INDICATOR





KEY FINDINGS

01

Performance Ratings and Attrition

The majority of attrition (84%) occurs among employees with a moderate performance rating of 3 out of 4. This suggests that employees in this performance group may feel disengaged or unrewarded, and better recognition or reward programs could help retain these individuals.

02

Salary Hikes Before Attrition

Employees aged 25-34, who receive the highest percentage of salary hikes (20.1%), tend to leave soon after. This suggests that salary increases might not be sufficient to retain this group, and offering better career growth opportunities alongside salary reviews could improve retention.

03

Years at Company and Retention

Employees with fewer years at the company (0-9 years) show the highest attrition rates, while long-tenured employees (30-39 years) have much lower attrition. Targeted engagement during the early years of employment could significantly improve retention rates.

04

Job Involvement and Attrition

Employees with higher job involvement tend to have lower attrition rates, highlighting the importance of creating meaningful roles with opportunities for growth and recognition. Engaging employees through purpose-driven work could enhance retention.

HR Dashboard



Human Resources

Life Sciences

Marketing

Medical

Other

Female

Male



1470

Total Employee



1233

Active Employee



16.1%

Attrition Rate



237

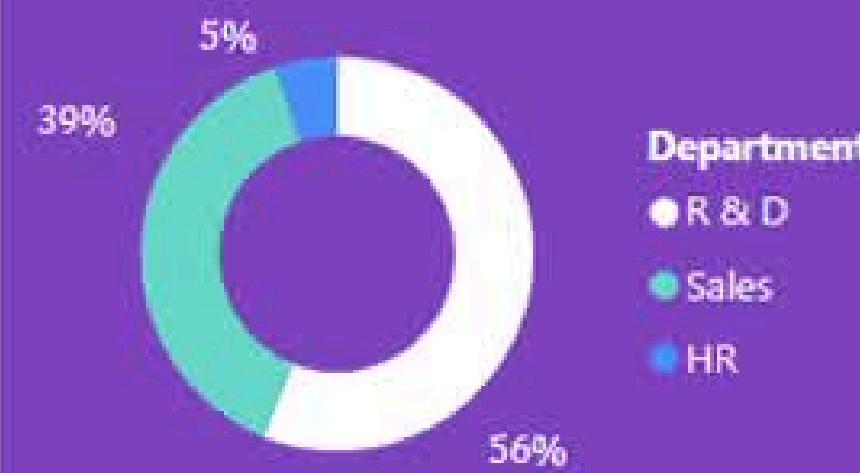
Attrition count



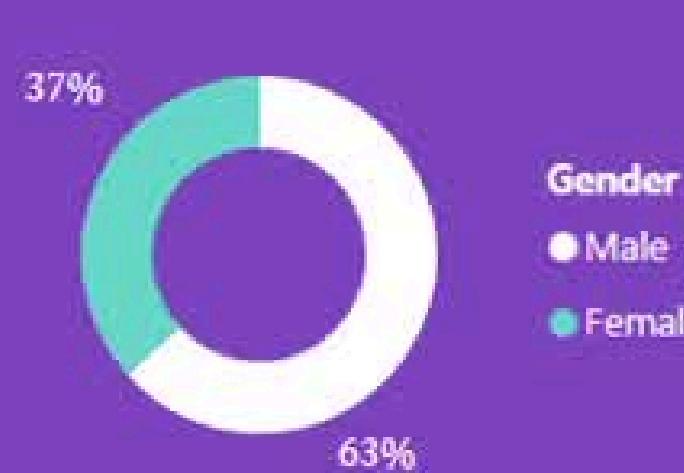
34

Average of Age

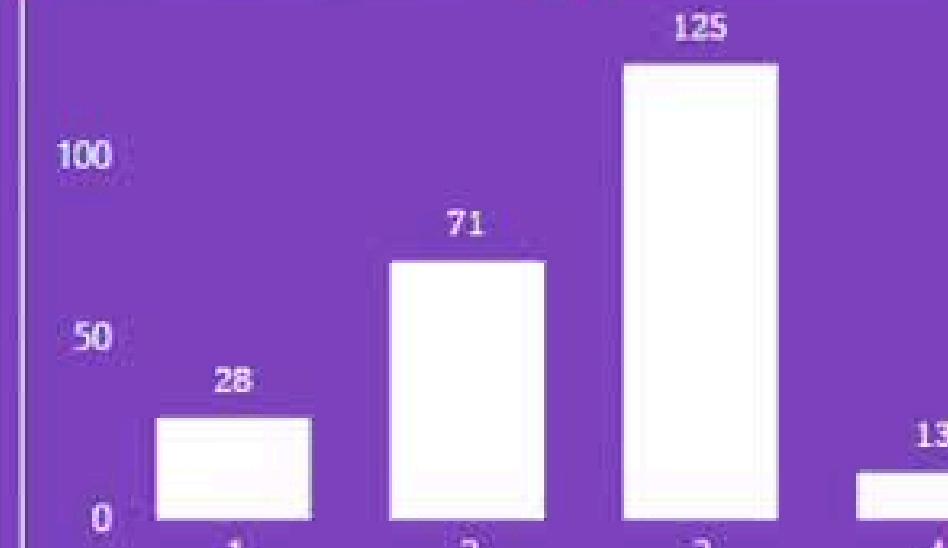
Attrition_count by Department



Attrition_count by Gender



Attrition_count by JobInvolvement



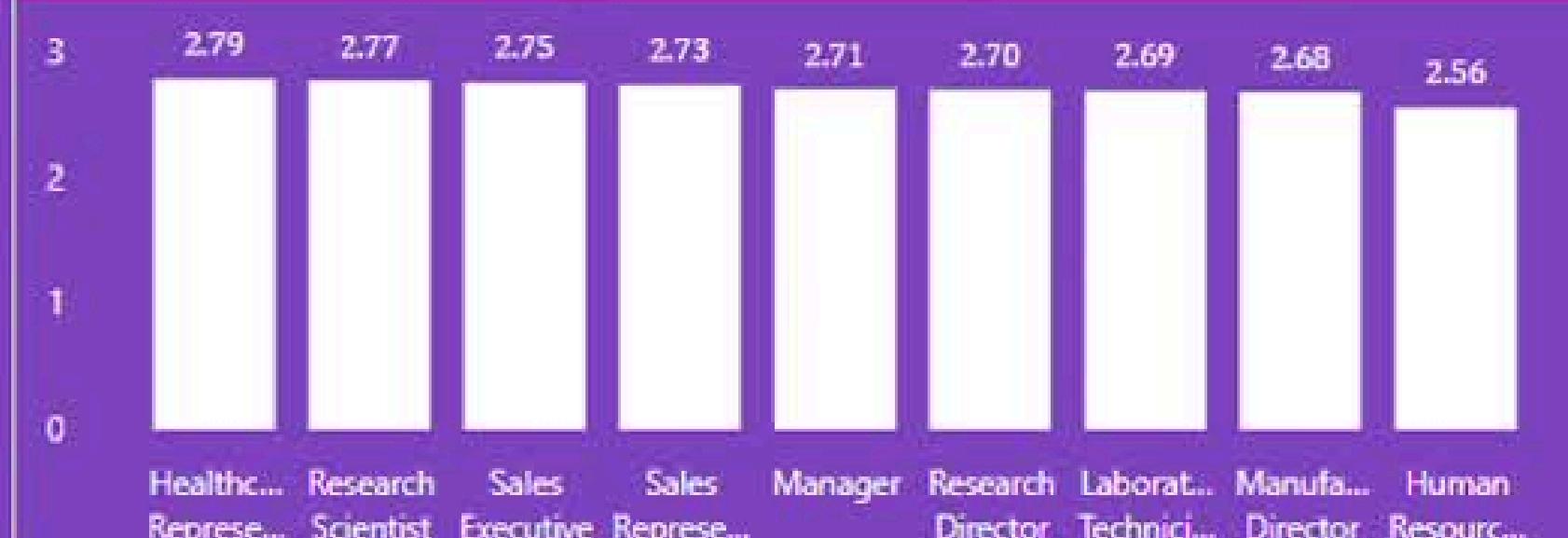
Attrition_count by MaritalStatus



Attrition_count by DistanceFromHome



Average JobSatisfaction by JobRole





OVERALL ASSESSMENT

Adecco India's attrition rate of 16.1% indicates notable challenges, particularly within departments like R&D and Sales. Factors such as long commuting distances, job dissatisfaction, and limited career advancement opportunities for junior employees are significant contributors to turnover. The analysis also shows that younger employees and those with shorter tenures are more likely to leave. To address these issues, Adecco should implement targeted retention strategies, such as offering flexible work arrangements, improving job satisfaction through better incentives, and providing clear career development paths, especially for junior employees. By addressing these key areas, the company can reduce attrition, improve employee engagement, and build a more committed and stable workforce.

THANK YOU

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