

# Green Destinations – Comprehensive Employee Attrition Analysis Report

## Executive Summary

This report presents a comprehensive analysis of employee attrition within Green Destinations. The primary objective is to identify significant trends, patterns, and potential causes of employee turnover by examining key factors such as employee demographics, tenure, and compensation. The insights derived from this analysis aim to guide data-driven strategies for improving employee retention, enhancing job satisfaction, and fostering organizational stability.

## Objective

The primary objective of this study is to assess the attrition rate and determine its relationship with specific variables including employee age, monthly income, and years at the company. Through quantitative analysis and visual representation, the study seeks to highlight areas of concern and propose actionable recommendations for retention initiatives.

## Dataset Overview

The dataset comprises 1,470 individual employee records following data cleaning procedures. The cleaning process involved removing duplicate records, addressing missing values by replacing numeric gaps with median values and categorical gaps with mode values, and standardizing data formats. Key fields included in the dataset are: Attrition (Yes/No), Age, Monthly Income, Years at Company, Department, and Job Role.

Metric	Value
Total Records (Post-Cleaning)	1,470
Overall Attrition Rate	16.1%

Average Employee Age	37 years
Average Monthly Income	\$6,500
Average Years at Company	7 years

## **Detailed Findings**

## **Recommendations**

Based on the findings, the following recommendations are proposed to address the identified attrition challenges:

1. **Retention Initiatives for Early-Career Employees**: Develop targeted programs, such as mentorship schemes and structured onboarding, to support employees in their initial years.

2. **Compensation Structure Review**: Reassess the salary framework to ensure competitiveness in the market, particularly for roles with high turnover.

3. **Career Development Pathways**: Introduce transparent progression opportunities to retain ambitious employees seeking professional growth.

4. **Regular Feedback Mechanisms**: Implement continuous engagement surveys and exit interviews to gather real-time feedback and address concerns proactively.

## **Conclusion**

Employee attrition poses a strategic challenge for Green Destinations, with tangible implications for productivity, morale, and operational continuity. Addressing turnover requires a holistic approach, incorporating targeted retention strategies, competitive compensation,

and sustained employee engagement initiatives. By implementing the recommendations outlined in this report, Green Destinations can enhance workforce stability and maintain its competitive edge in the tourism and hospitality sector.