SADHVI ACADEMY

INTERNSHIP PROJECT REPORT

TITLE : EMPLOYEE ATTRITION ANALYSIS

PROJECT : 1

NAME : MADHUMITHA K

BATCH : 2

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INTRODUCTION :

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- Employee attrition happens when people leave a company, like getting a new job or retiring, without someone new coming in right away.
- Employee turnover and attrition both happen when someone leaves a job, but they differ in how it happens. Attrition is when someone leaves because they retire or the employer ends the job.
- Turnover is when someone leaves, and the company has to find a new person to take their place.
- A good, average turnover rate is around 10%.

TOOLS & TECHNOLOGIES USED :

SADHVI ACADEMY

PROGRAMMING LANGUAGE :

PYTHON

LIBRARIES :

PANDAS

SEABORN

MATPLOTLIB

TOOLS :

EXCEL

POWERBI

MAIN KPI'S USED :

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FOR PYTHON :

- OVERALL RATE OF ATTRITION.
- TOP 5 DEPARTMENTS WITH HIGHEST AND LOWEST ATTRITION RATES.
- EMPLOYEE SATISFACTION AND ATTRITION.
- JOB LEVELS AND ATTRITION.
- JOB ROLES AND ATTRITION.

SCREENSHOTS :

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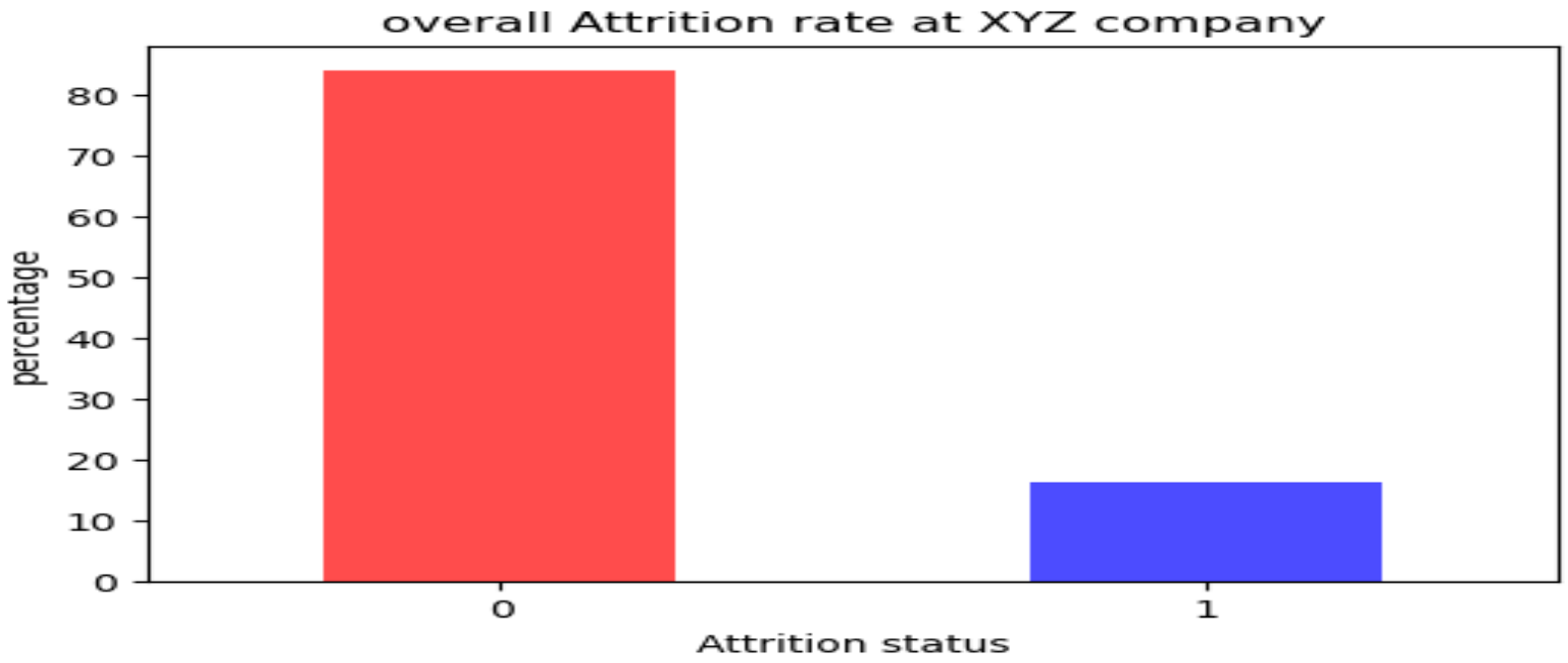
1.OVERALL ATTRITION RATE OF XYZ COMPANY

In [7]:
```
#calculate the overall attrition rate

attrition_rate = df['Attrition'].value_counts(normalize=True)*100

#plotting the attrition rate
plt.figure(figsize=(6,4))
attrition_rate.plot(kind='bar',color=['red','blue'],alpha=0.7)
plt.title('overall Attrition rate at XYZ company')
plt.xlabel('Attrition status')
plt.ylabel('percentage')
plt.xticks(rotation=0)
plt.show()
```



SCREENSHOTS :

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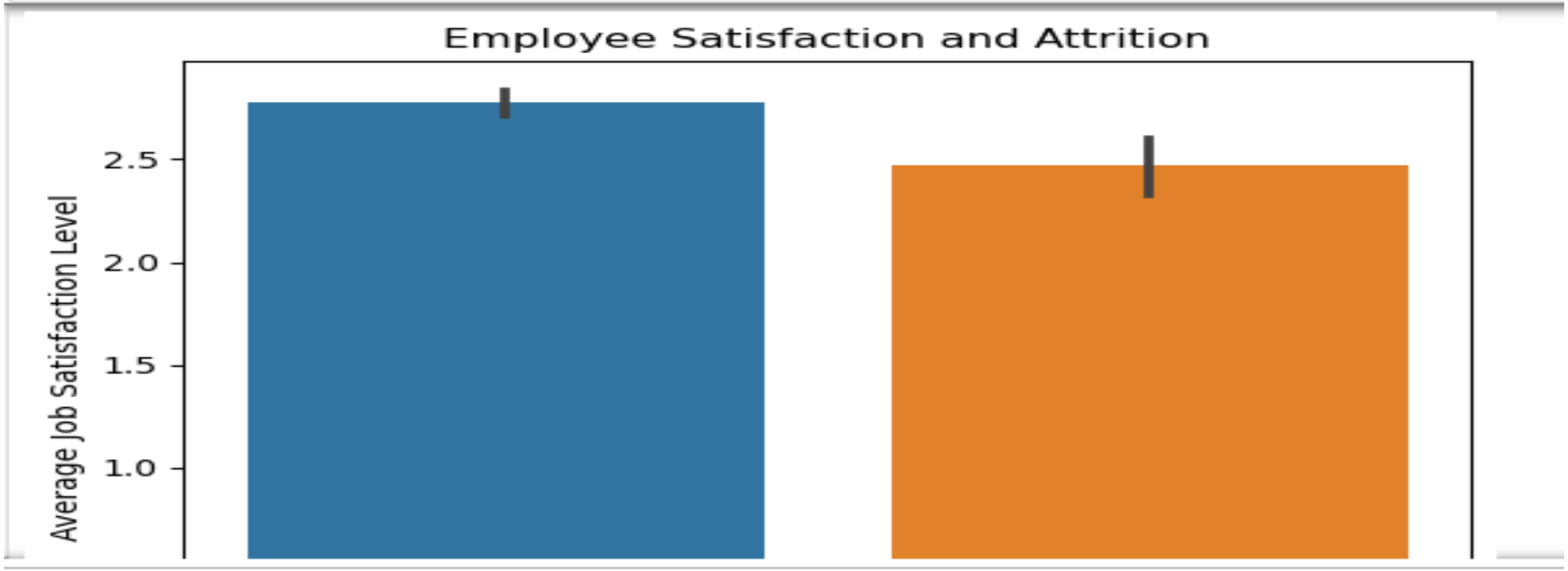
3.EMPLOYEE SATISFACTION AND ATTRITION :

```
#calculate relationship between employee satisfaction and attrition;
sns.barplot(x=df['Attrition'], y=df['JobSatisfaction'])
plt.title('Employee Satisfaction and Attrition')
plt.xlabel('Attrition')
plt.ylabel('Average Job Satisfaction Level')
plt.show()
```

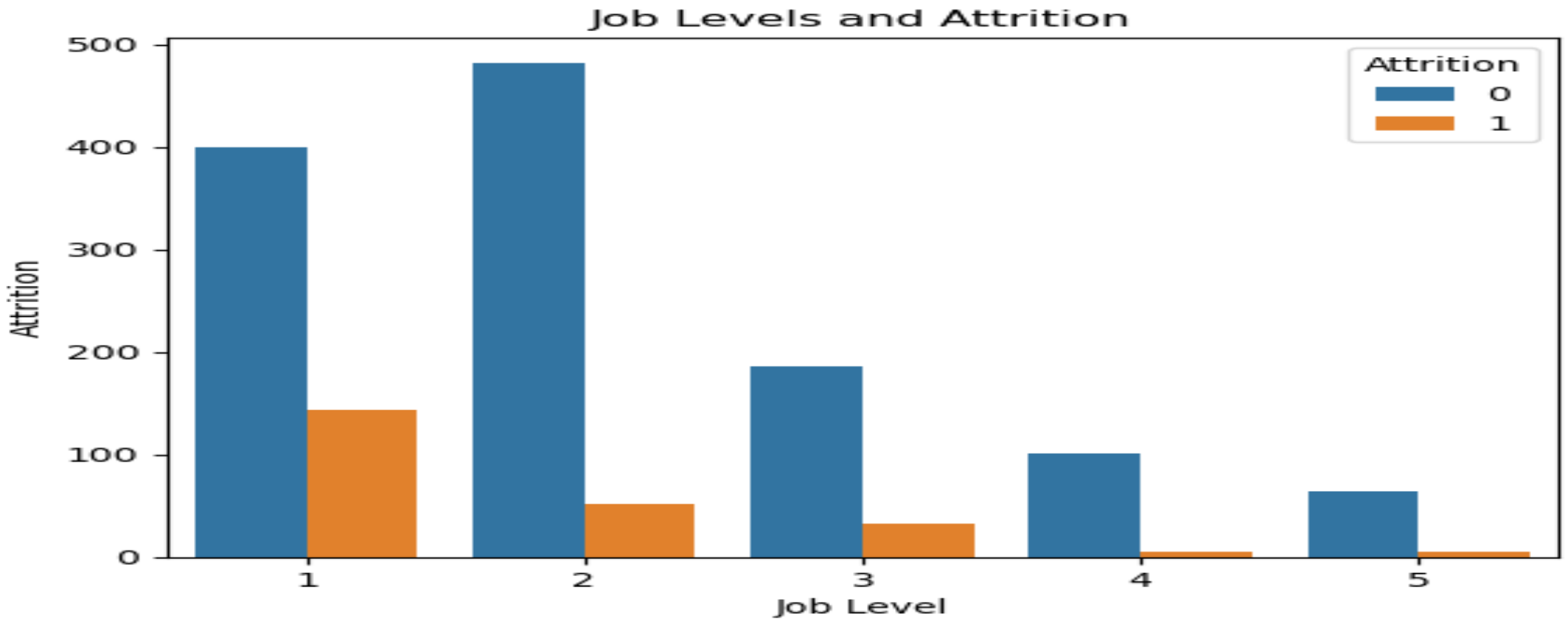


SCREENSHOTS :

SADHVI ACADEMY

4.JOB LEVEL AND ATTRITION;

```
#Analyse relationship between job level and attrition;
sns.countplot(x='JobLevel', hue='Attrition' ,data=df)
plt.title('Job Levels and Attrition')
plt.xlabel('Job Level')
plt.ylabel('Attrition')
plt.show()
```



MAIN KPI'S USED :

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FOR POWERBI:

- OVERALL RATE OF ATTRITION.
- TOP 5 DEPARTMENTS WITH HIGHEST AND LOWEST ATTRITION RATES.
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- JOB LEVELS AND ATTRITION.
- JOB ROLES AND ATTRITION.

MY DESIGN :

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EMPLOYEE ANALYSIS DASHBOARD

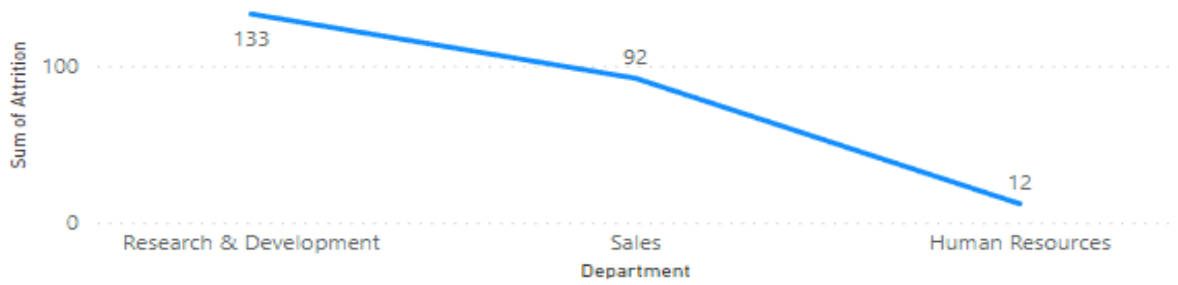
1470
Total Employee

237
OVERALL RATE OF ATTRITION

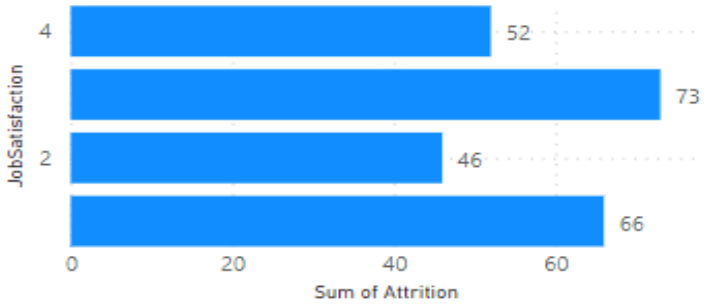
588
Female

882
Male

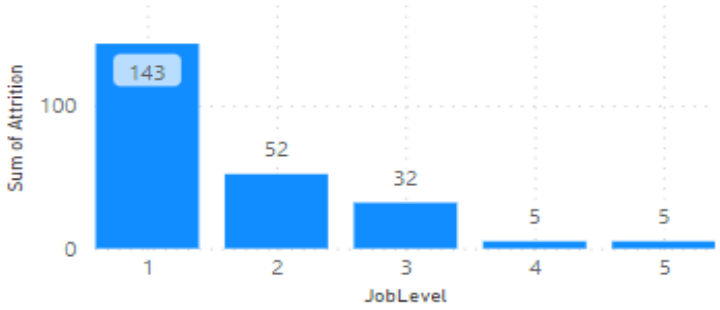
HIGHEST AND LOWEST ATTRITION RATE OF TOP 5 DEPARTMENTS



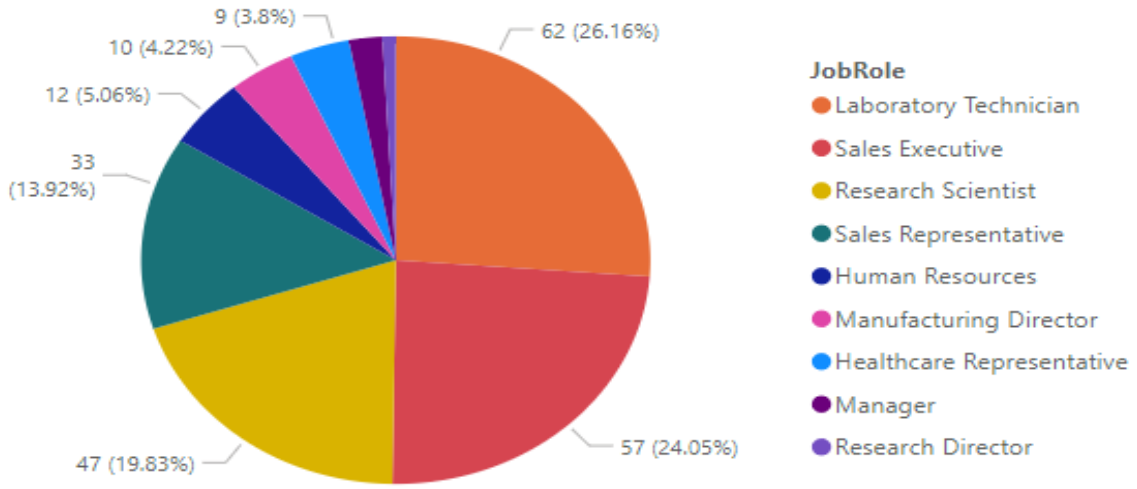
EMPLOYEE SATISFACTION AND ATTRITION



JOB LEVEL AND ATTRITION



JOB ROLE AND ATTRITION



CONCULSION :

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- In conclusion, the methods employed in the data analysis of the given dataset were effective in providing insights into the data distribution.
- The challenges encountered during the implementation of the methods provided valuable lessons for future works.

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THANK YOU