

## A PRESENTATION ON EMPLOYEE RETENTION ANALYSIS, PRESENTED BY MANN UGORJI.



# Employee Turnover Analysis

**Problem Statement:** Management wants to understand how to reduce employee turnover.

Goal: HR wants to create an Employee retention program.

**Task:** Analysis, Hypothesis, and data Story on reasons for churn.

**Data:** 15,000 Employee records

#### **Questions from Management**

- What is the main cause of turnover?
- Is there something surprising in the data?
- What segment should we focus on?
- Which department has the highest turnover?
- Do we to increase X or decrease X?
- Where should we put our pilot program?



## Tools & Techniques

**Tools**: Excel and Power Point

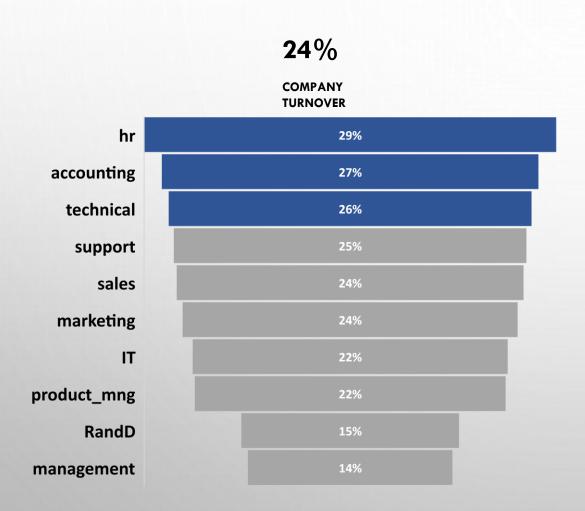
**Techniques:** Pivot Table, Power Query, DAX

Statistics: Mean, Median, Sum, Count, Average,

Percentile

Visuals: Stacked Bar, Boxplot, Funnels, Pie Charts.

## WHERE DO WE HAVE THE MOST CHURN?



### DEPARTMENT

#### TURNOVER

THESE DEPARTMENTS HAVE THE MOST CHURN.
HOWEVER, WE NEED TO ASK; WHAT IS THE
REPRESENTATION OF THESE DEPARTMENTS IN
THE COMPANY AND WHAT IS DRIVING THIS
CHURN?

## DOES SALARY AFFECT EMPLOYEE RETENTION?

#### HIGH CHURN AND LOW SALARY

THE DEPARTMENTS WITH THE MOST CHURN ALSO HAVE THE MOST EMPLOYEES IN THE LOW SALARY RANGE.

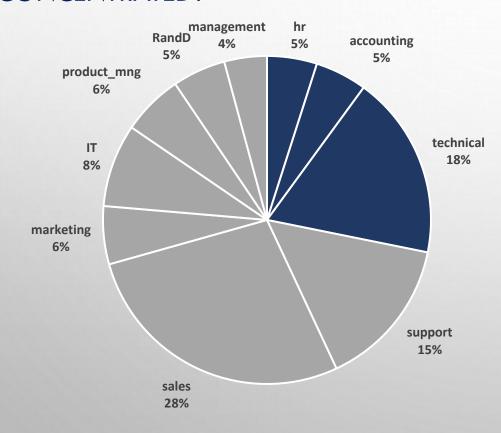


#### **SALARY**

ALTHOUGH SALARY ARE LOWER FOR THE TOP 3
DEPARTMENTS WITH THE LOWEST RETENTION,
HOWEVER, HIGH
MEDIUM AND HIGH
SALARIES DO SHOW
GREATER RETENTION.

## DOES SALARY AFFECT EMPLOYEE RETENTION?

### WHERE ARE THE MOST EMPLOYEES CONCENTRATED?

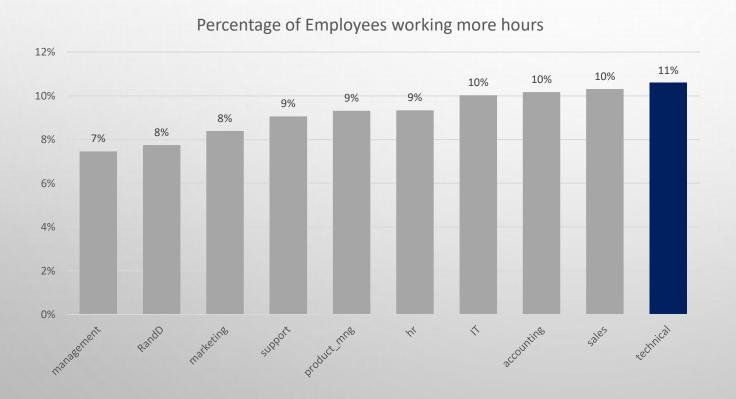


#### TOP 3 DEPARTMENTS BY CHURN AND EMPLOYEE

ALTHOUGH THE
DEPARTMENTS HAVE THE
MOST CHURN, THEY DON'T
HAVE NECESSARILY EQUAL
LARGE VOLUME OF
EMPLOYEES. HOWEVER, WE
SHOULD EVALUATE THESE
DEPARTMENTS' DIFFICULTY IN
RECRUITMENT.

## IS WORKING LONG HOURS AFFECTED BY CHURN?

#### WHO IS WORKING THE LONGEST HOURS?



TOP 3 DEPARTMENTS BY CHURN AND LONG HOURS.

WHEN EVALUATING THE LONG HOURS OUTLIERS WHICH WOULD BE AT THE 90<sup>TH</sup> PERCENTILE, IT'S EASY TO DETERMINE THAT THE TECHNICAL DEPARTMENT HAS THE HIGHEST AMOUNT OF EMPLOYEES IN THIS SEGMENT.



## Summary & Recommendations

#### Summary

- The overall churn of the companies sits at e24%. This indicates that there may be an issue since the industry average is between 12% and 15%.
- We have identified candidates for a pilot program who have the highest churn. Out of 3 segments, the Technical has the greatest number of employees at 18%, at the churn of 26% while HR has 29% churn and Accounting 26%, making up 5% employees each respectively.
- Salary and work hours may factor into the department churn with these segments having the majority of employees in the low and mid salary ranges. Technical department has 11% of employees working more than 267 hours monthly. This would be the best candidate for the pilot program.