Analysis Summary:

Overall employee sentiment:

> **Positive work sentiments:**

- **Long-tenured employees**: Employees with longer tenure (7 years or more) tend to have higher satisfaction levels. This suggests a positive sentiment among employees who have stayed with the company for an extended period.
- **Satisfaction levels for some groups**: Employees with high satisfaction levels (0.7 to 0.9) and high count of working hours (220 to 280 hours) did not leave the company. This indicates that, for a segment of employees, high satisfaction may contribute to retention.

> **Negative work sentiments**:

- **Overworked employees**: A significant portion of employees (over 64%) was identified as overworked, exceeding the expected normal monthly workload. Overworking can lead to dissatisfaction and, consequently, an increased likelihood of leaving the company.
- **Low satisfaction levels**: Employees with low satisfaction levels (around 0.4) and lower-than-normal monthly working hours chose to leave. This suggests that dissatisfaction, even with lower workload, contributes to the decision to leave.

Impact of project load:

- Employees working on a higher number of projects, especially those with 6 or 7 projects, were required to put in significantly more hours. High project load appears to negatively impact work satisfaction and retention.
- It seems that **having 3 to 4 projects** to work on simultaneously would be the **optimal number** for employees, considering that the ratio between those who left versus those who stayed is very small compared to the other scenarios.

Neutral observations:

- **Departmental Impact**: The department in which employees work did not show a significant impact on the decision to leave. No specific department stood out as a major contributor to employee turnover.

Overall Assessment:

- While the company has positive aspects, such as long-tenured employees expressing satisfaction, the high percentage of overworked individuals and the influence of project load on satisfaction levels indicate areas that may need attention. Addressing workload management, implementing transparent performance evaluations, and fostering a positive work culture could contribute to an improved overall work sentiment within the organization.

It's important to note that these sentiments are based on the analysis of the provided dataset, and a comprehensive understanding would require additional qualitative insights and employee feedback. The company may consider conducting employee surveys or

interviews to gather more detailed information on work sentiment and areas for improvement.

Key factors indicating likelihood of leaving:

1. High Project Load:

- Employees with 6 or 7 projects simultaneously were observed to have left the company.
- The number of projects appears to have a direct correlation with the decision to leave.

2. Overworked employees:

- A significant portion (over 64%) of employees was identified as overworked, exceeding the normal monthly workload.
- Overworked employees are more likely to leave, as suggested by their dissatisfaction levels.

2. Low Satisfaction Levels:

- Employees with low satisfaction levels, particularly in the range of 0.4, were observed to leave the company.
- Dissatisfaction, even when working fewer hours, contributes to the likelihood of leaving.

3. Moderate Satisfaction with High Workload:

- A group of employees with satisfaction levels between 0.7 and 0.9, combined with high working hours, also left.
- While workload is a factor, dissatisfaction may stem from various reasons, leading to the decision to leave.

Positive Indicators:

Long-Tenured Employees:

- Employees with tenure of 7 years or more tend to have higher satisfaction levels.
- Longer tenure appears to contribute to a positive sentiment and retention.

Recommendations:

Workload Management:

- Addressing workload management is crucial to prevent employee burnout and dissatisfaction.
- Monitoring project allocations and ensuring a balanced workload can contribute to employee satisfaction and retention.

Employee Satisfaction Programs:

- Implementing programs to enhance employee satisfaction, including transparent communication, career development opportunities, and recognition, may positively impact retention.

Regular Employee Feedback:

- Establishing channels for regular employee feedback can provide valuable insights into their experiences and sentiments.
- Conducting surveys or interviews can help identify specific areas of concern and improvement.

Retention Strategies:

- Develop targeted retention strategies based on identified risk factors.
- Proactively addressing the needs and concerns of employees likely to leave can contribute to a more stable and satisfied workforce.