

Employee Turnover Analysis



Problem

Identifying reasons for
turnover in a company

Company Information:

1470 Observations / employees
35 features

Attrition rate = 16%

Overview of Company Attributes

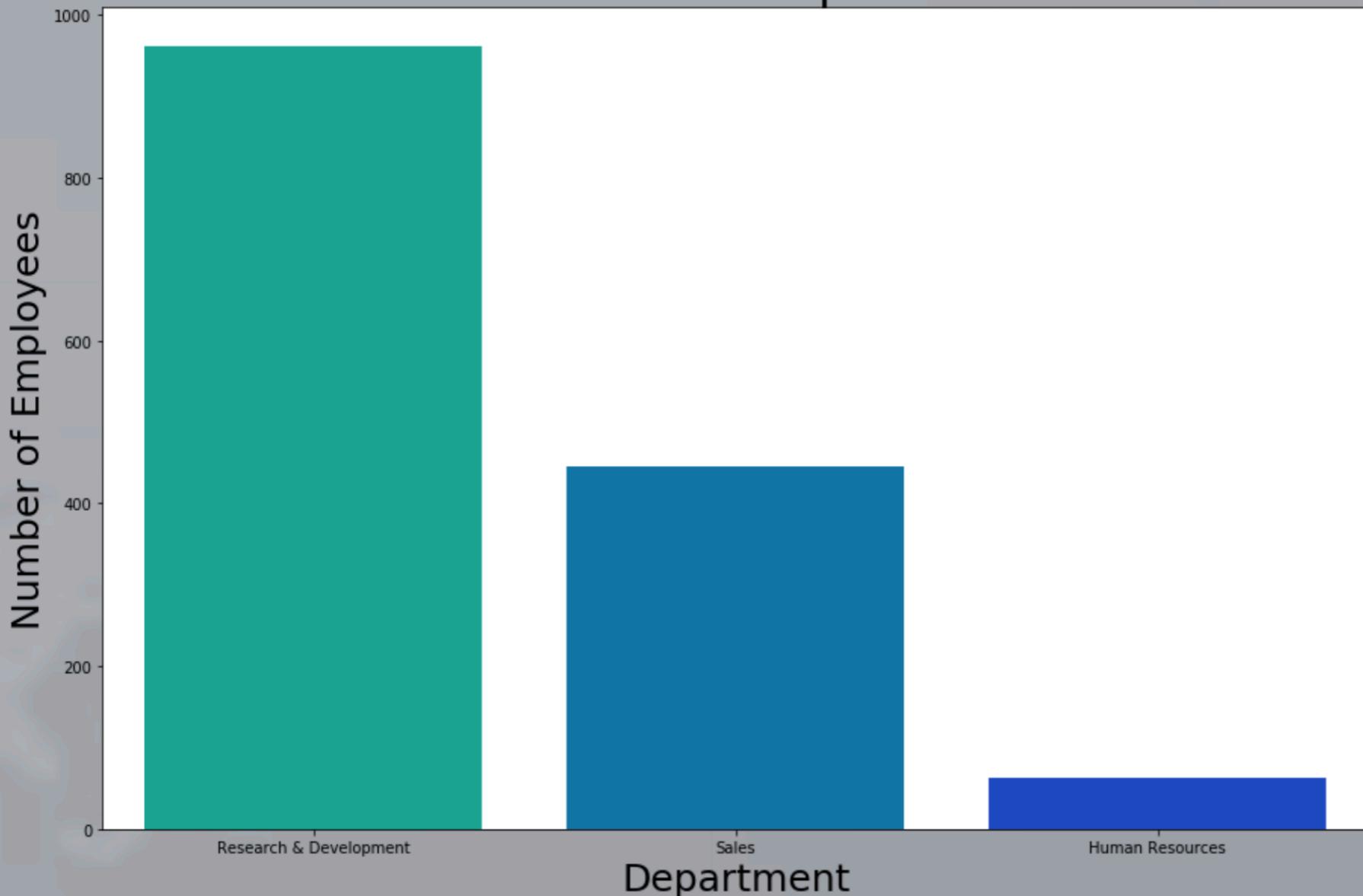
A

B

C

Workforce by Departments

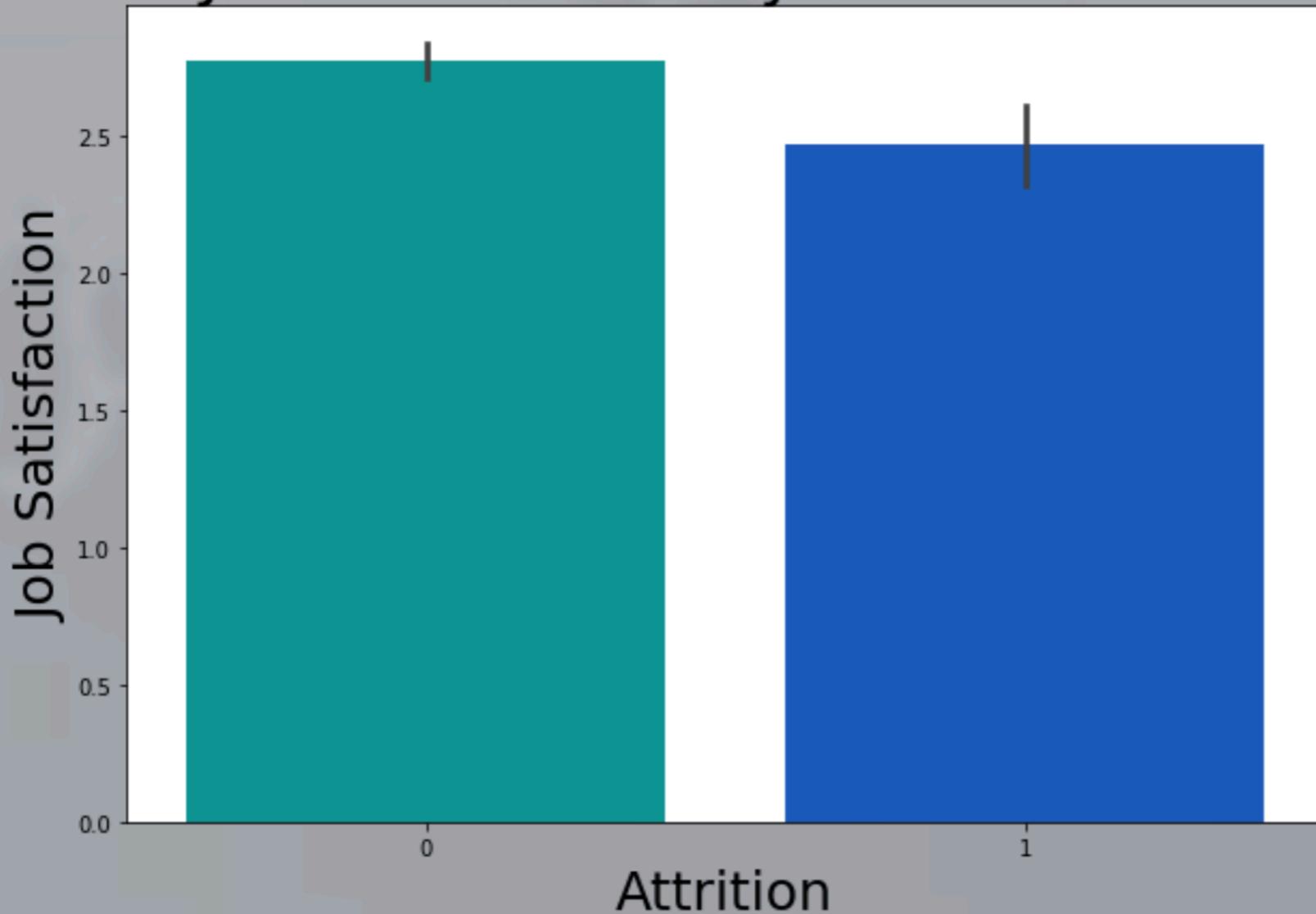
Distribution of Departments



Sales = 30%
R&D = 66%
HR = 4%

Job Satisfaction and Attrition

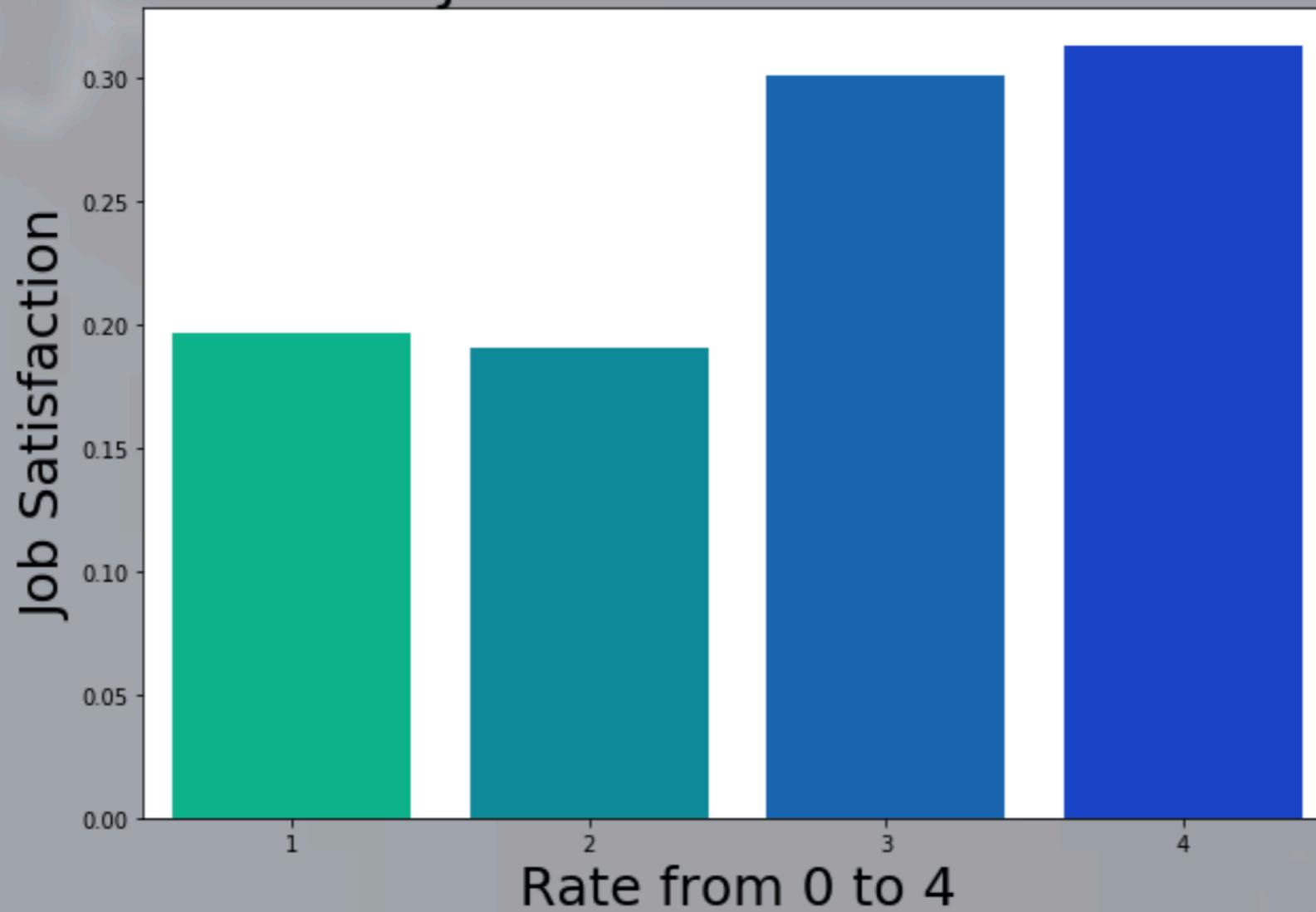
Job Satisfaction by Attrition Rate



0 = Did not leave company
1 = Left company

Overall Job Satisfaction

Job Satisfaction Rate



4 = 31%
3 = 30%
1 = 20%
2 = 19%



Trends:

How does it all
come together?

Income
Comparison

Attrition by
Roles

Graph

Graph

Employees who leave have a lower income

Human Resources:

Did not leave the company: **\$7,345.98**
Left the company: **\$3,715.75**
Overall mean: **\$6,654.51**

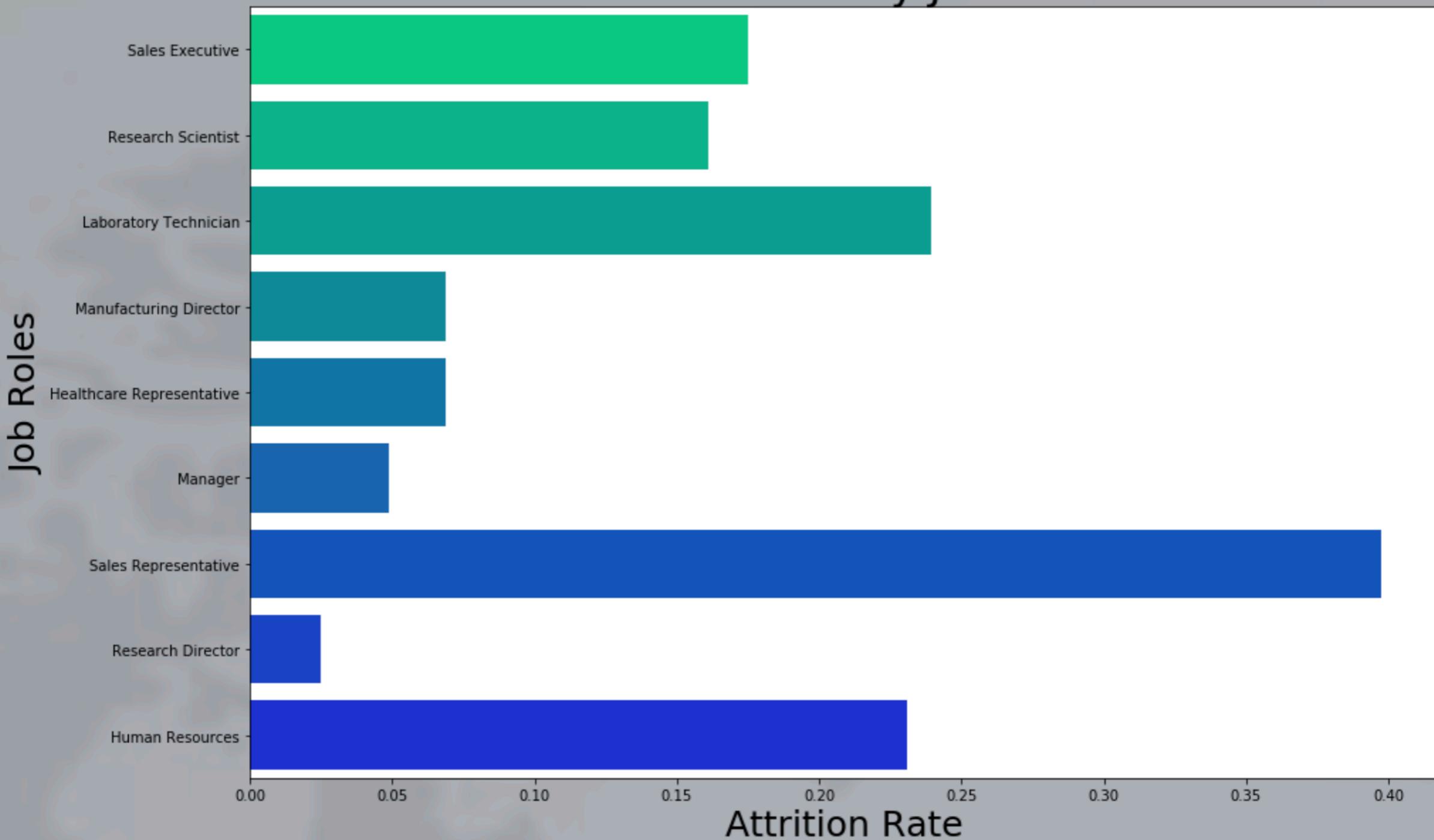
Research and Development:

Did not leave the company: **\$6,630.33**
Left the company: **\$4,108.08**
Overall mean: **\$6,281.25**

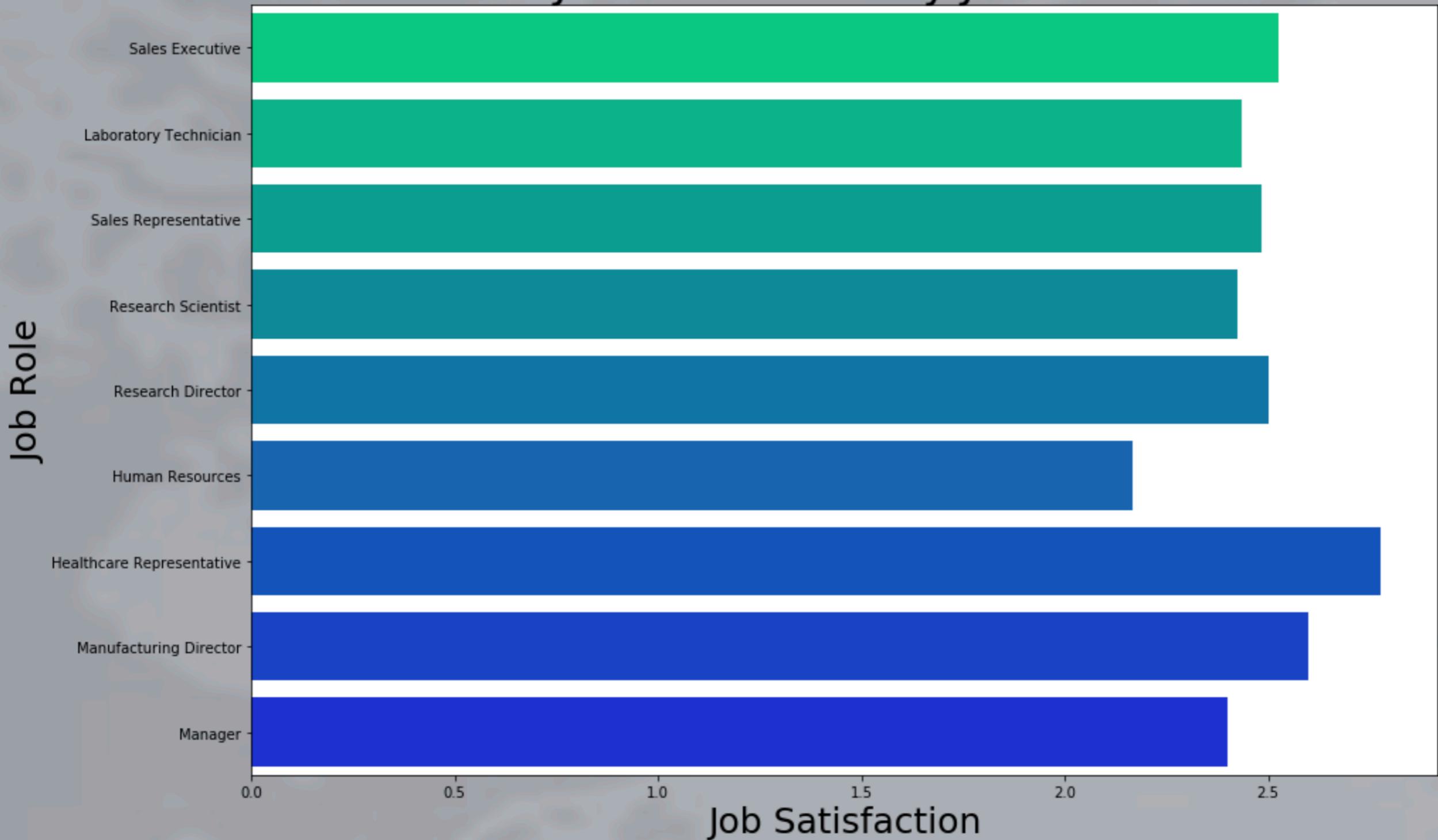
Sales:

Did not leave the company: **\$7,232.24**
Left the company: **\$5,908.46**
Overall Mean: **\$6,959.17**

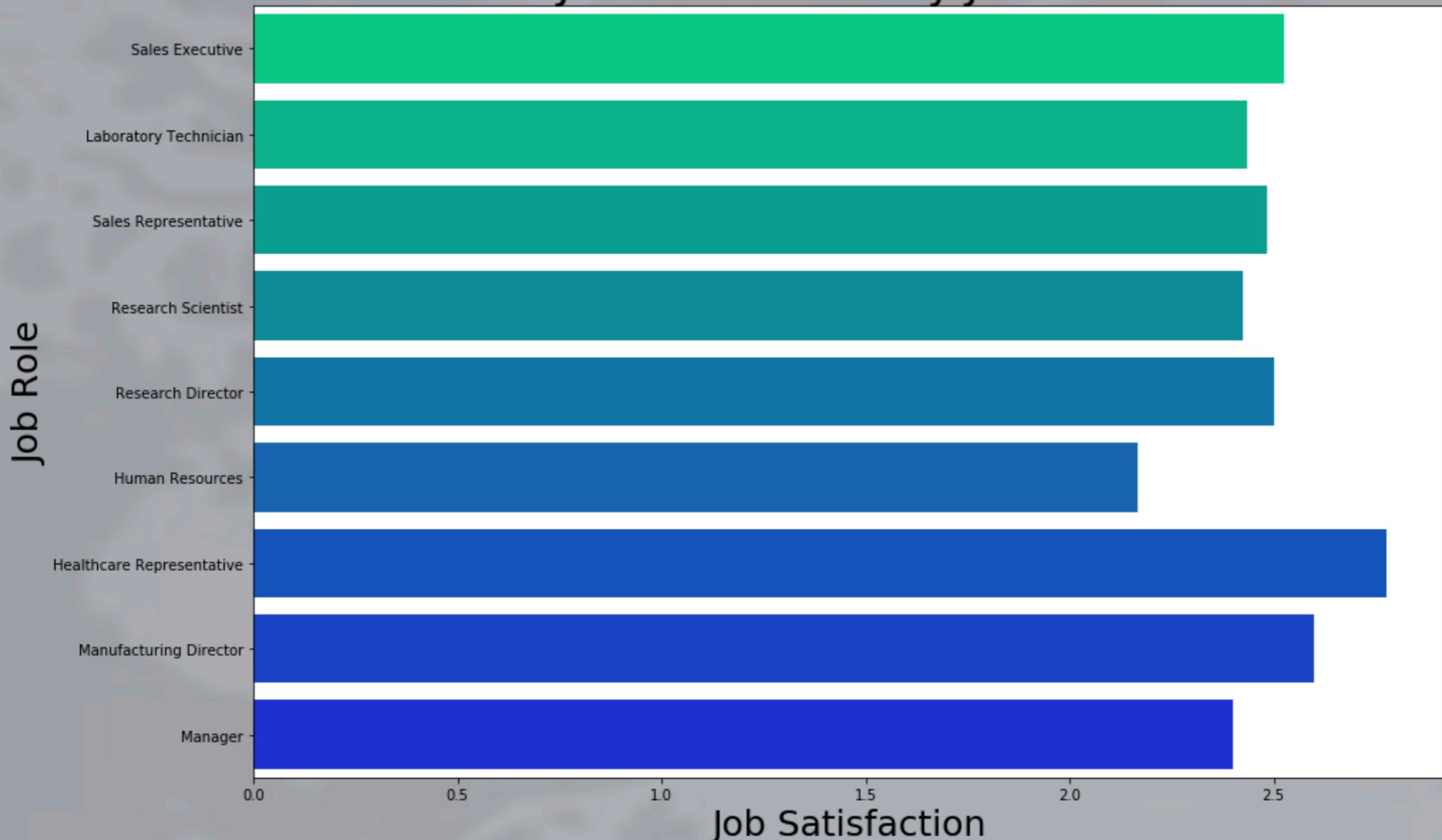
Attrition Rate by Job Roles



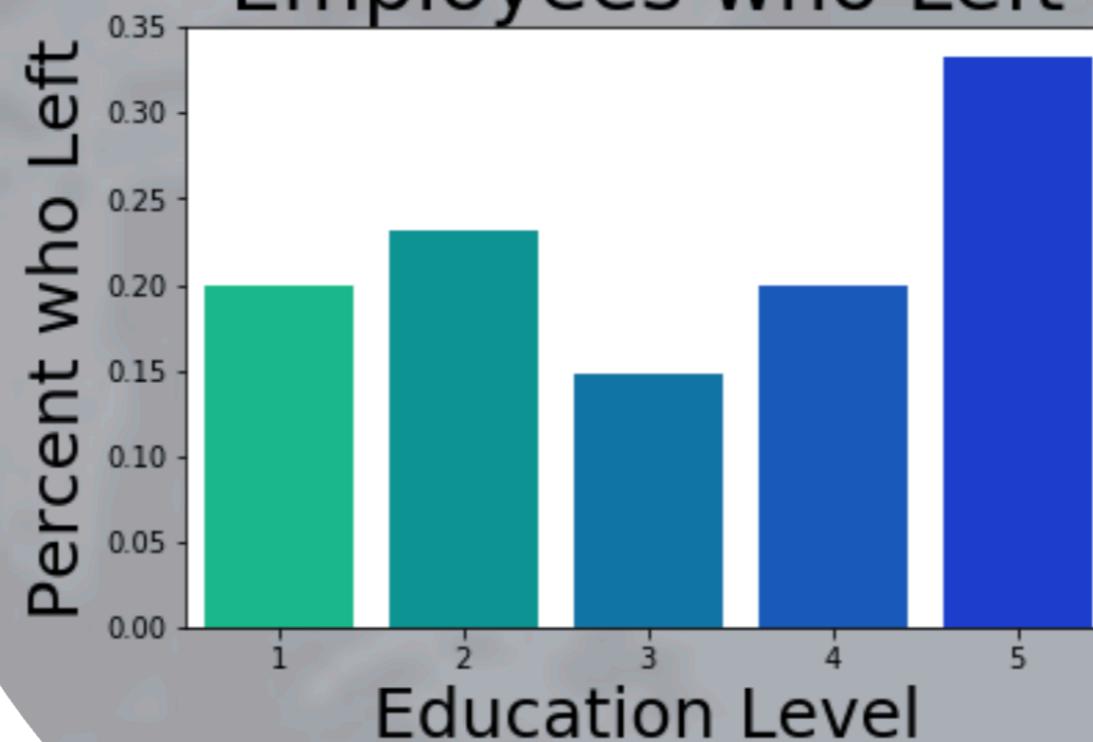
Job Satisfaction by Job Role



Job Satisfaction by Job Role

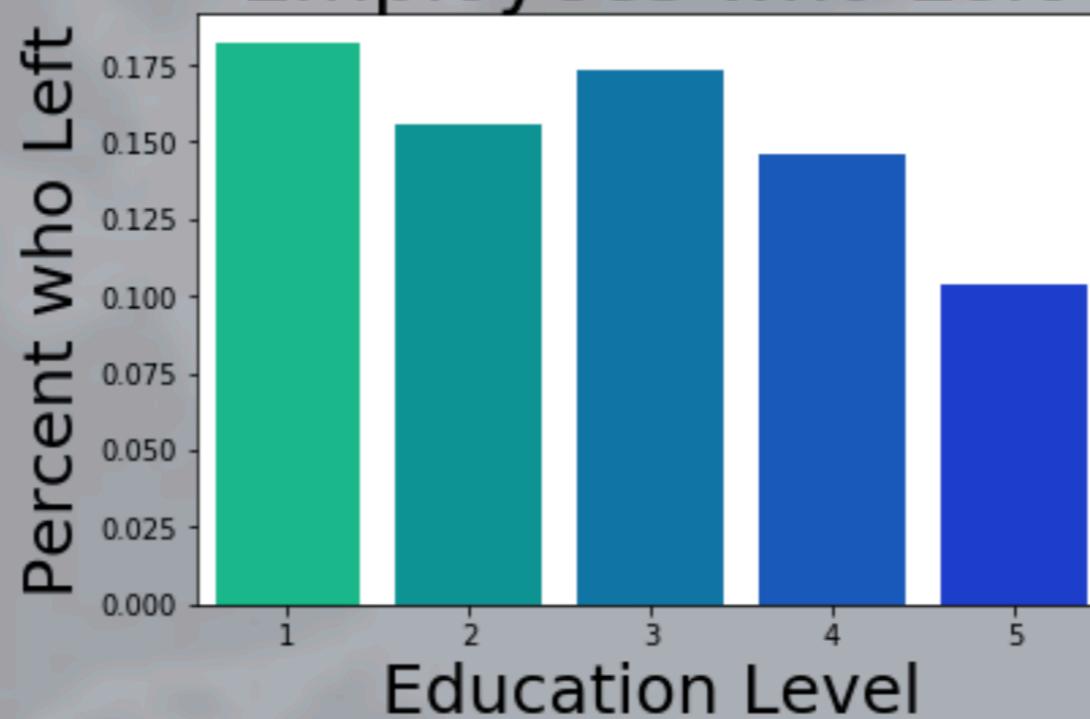


Education Level for Human Resource Employees who Left



Education

Education Level for Employees who Left



Recommendations

- Need more detailed data on the sales representatives ***pay structure*** (and the overall company)
- Investigate whether we are paying sales representatives and hr roles up to ***market value***
- ***Collect data*** on which companies employees are leaving for (i.e. competitors?)
- Determine how much the company is willing to ***increase salaries*** by and set a budget by department
- Build a ***predictive model*** to determine whether an employee will leave the company or not