



EMPLOYEE ATTRITION

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AGENDA

INTRODUCTION

EXECUTIVE SUMMARY

FINDINGS

RECOMMENDATIONS

CONCLUSION



EXECUTIVE SUMMARY

GOAL:

- Identify Attrition
- Reduce Attrition

BIG IDEA

- Age, Education , and Tenure, a
- Tailored retention

KEY FINDINGS

- Statistical testing
- Model performance

RECOMMENDATIONS

- Employee retention strategy

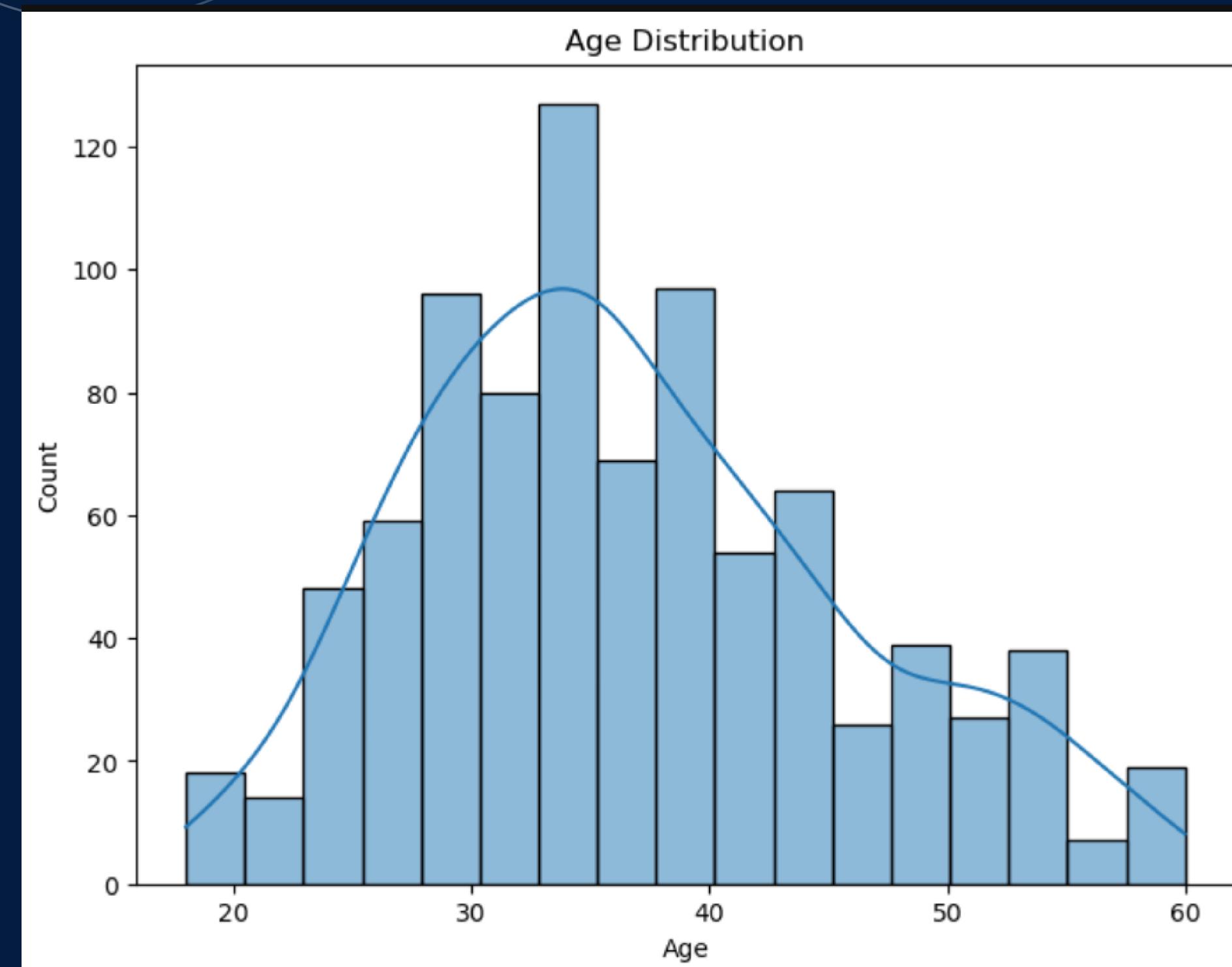
CONCLUSION

- Follow up on strategy progress

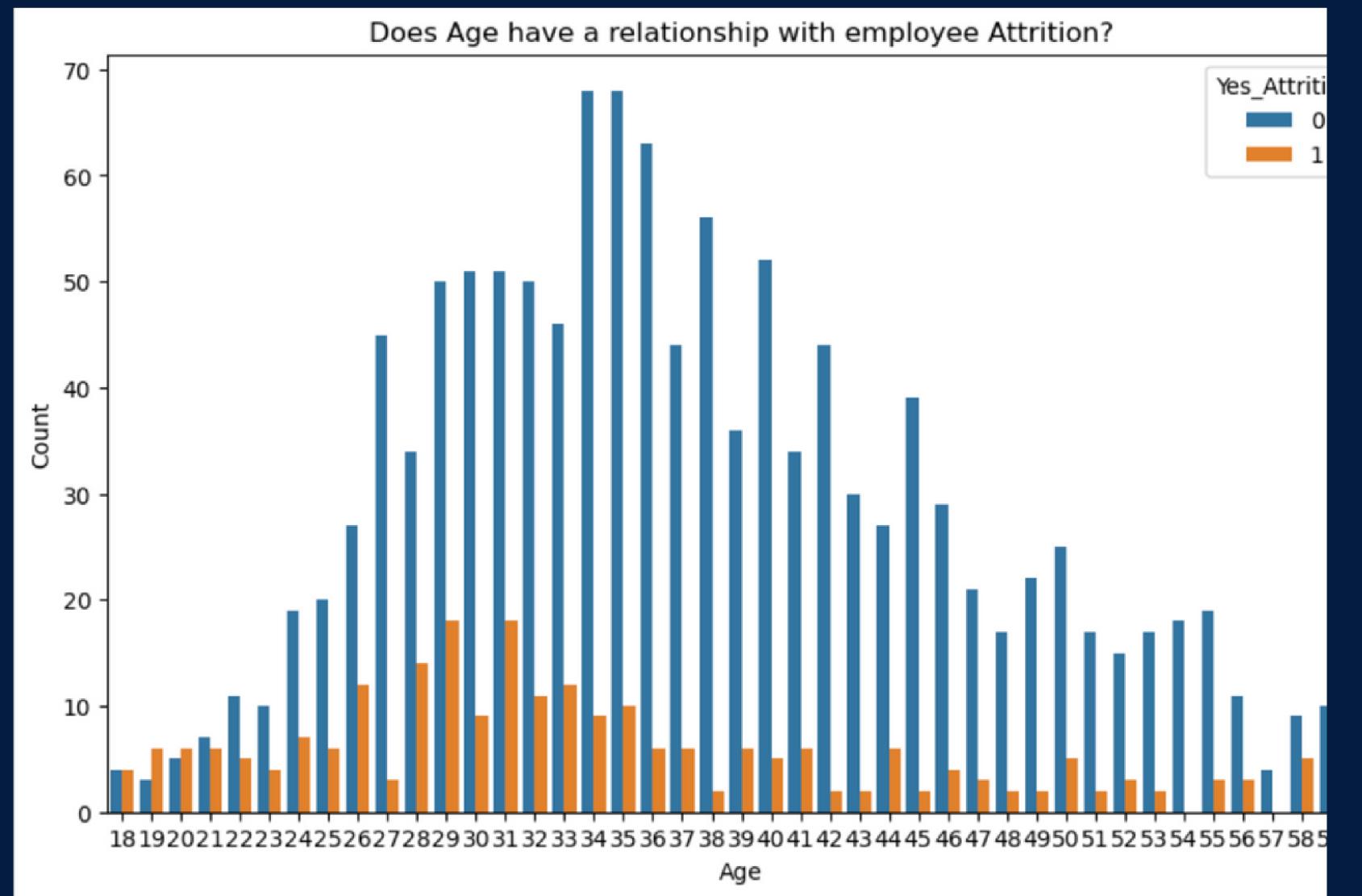


FINDINGS

- The age distribution of the employees shows that the majority are in their 20s and 30s, with a smaller number in their 40s and 50s, and a very small number in their 60s.
- This is likely due to the fact that people in their 20s are just starting their careers and are more likely to be employed, while people in their 50s and 60s are more likely to be retired or to be in more senior positions.
- The age distribution can be helpful for understanding the demographics of the workforce and for identifying potential areas of concern.
- For example, if the company is seeing a lot of employee attrition in a particular age group, this could be a sign that there is a problem with that age group.



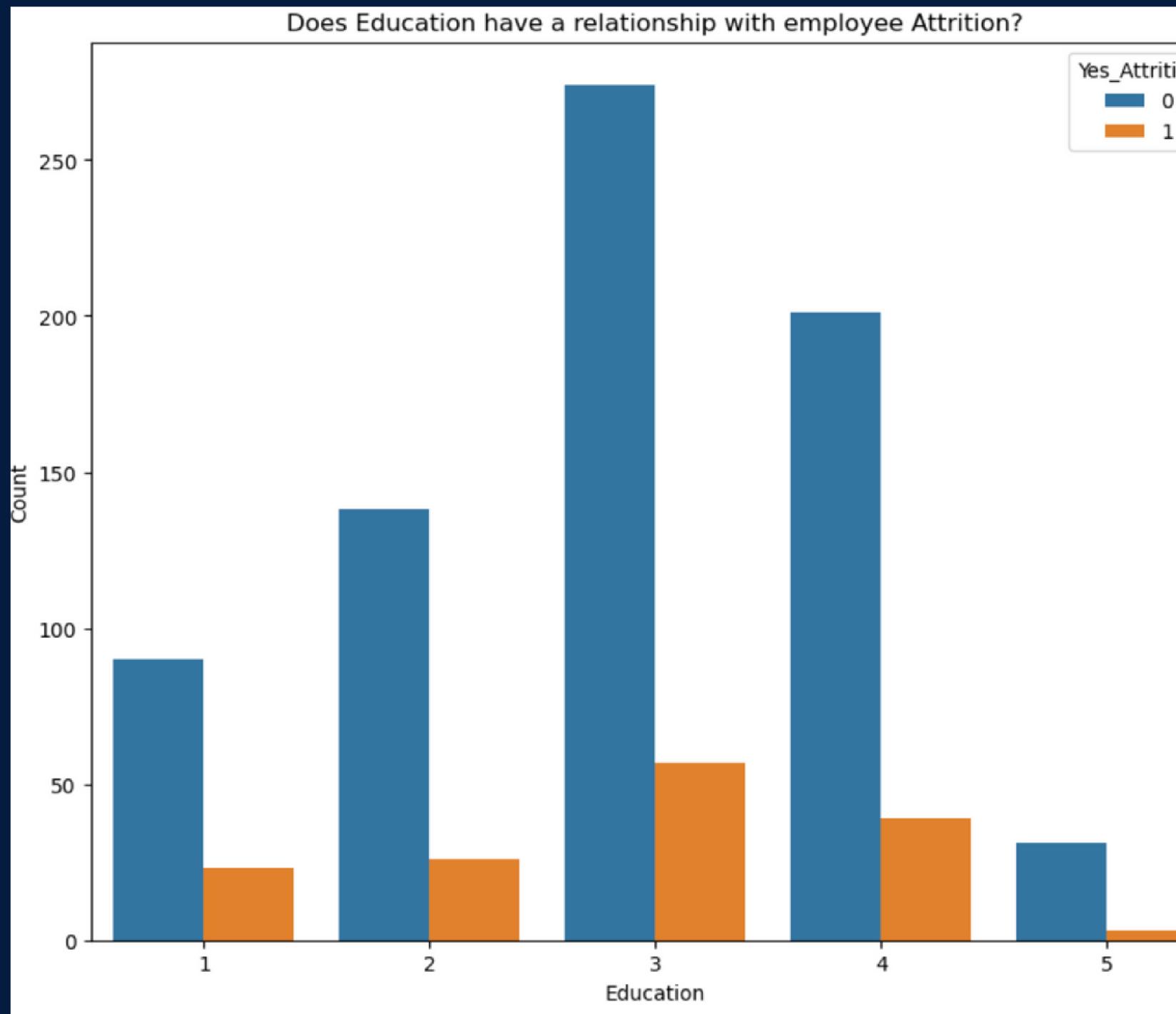
FINDINGS



- The graph shows that employee attrition is highest for employees in their 20s and 30s, and then declines as employees get older.
- This suggests that age may be a factor in employee attrition.
- Employees in their 20s and 30s may be more likely to leave the company because they are still exploring their career options
- More likely to be offered new opportunities at other companies.



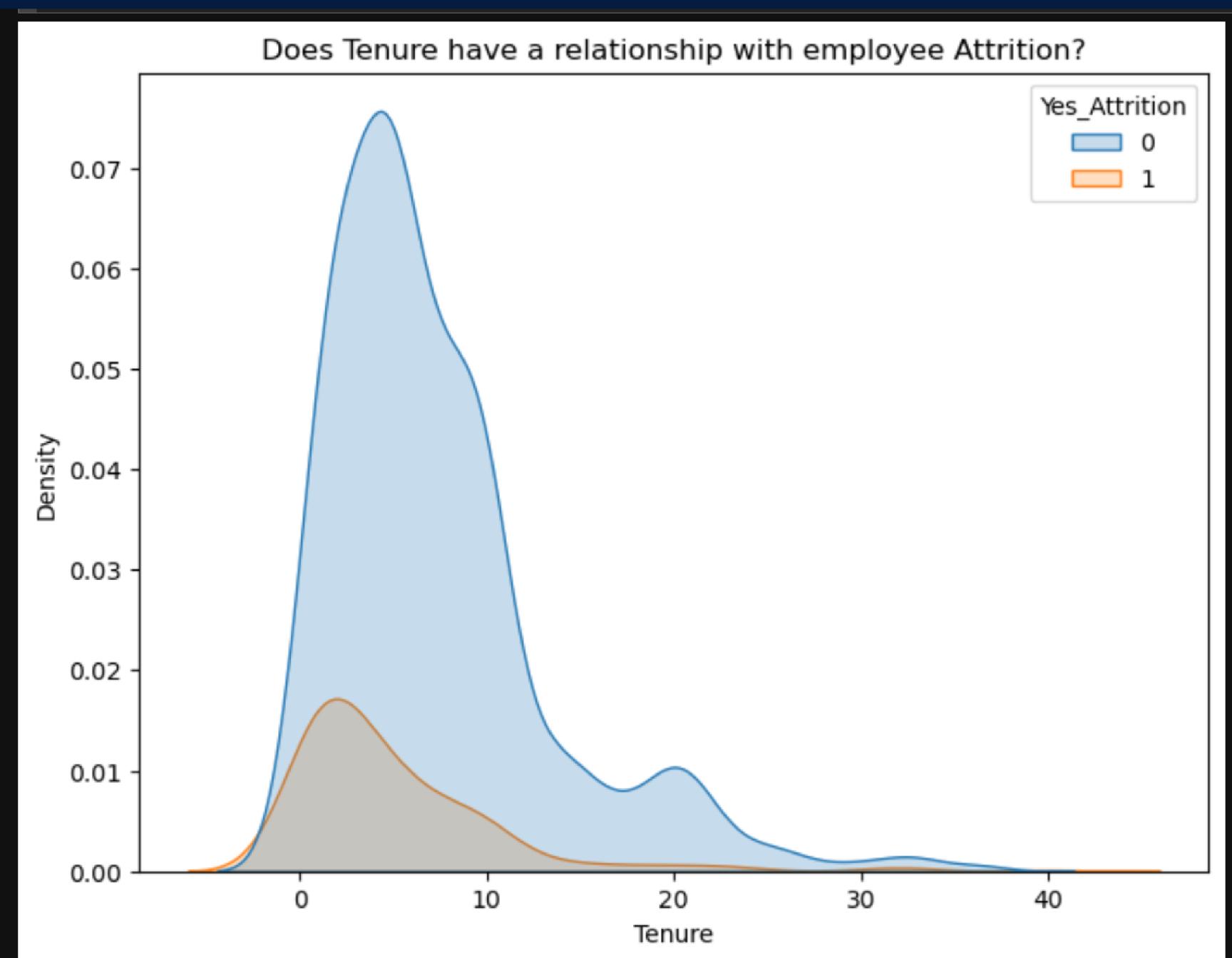
FINDINGS



- The chart reveals that there is a significant relationship between education level and employee attrition.
- The higher the education level, the higher the attrition rate.
- For example, the attrition rate for employees with a doctoral degree is 25%, while the attrition rate for employees with a high school diploma is only 10%.
- This suggests that there may be some factors associated with higher education that make employees more likely to leave their jobs.
- These factors could include higher expectations, higher salaries, or more opportunities for advancement.

FINDINGS

- The graph shows that employee attrition is highest for employees with less tenure.
- This suggests that tenure may be a factor in employee attrition.
- Employees with less tenure may be more likely to leave the company because they are still exploring their career options
- The graph also shows that there is a small peak in employee attrition for employees with 10-15 years of tenure.
- This may be due to the fact that employees with 10-15 years of tenure may be more likely to be looking for new challenges or to be offered new opportunities at other companies.



RECOMMENDATIONS

AGE

- To keep employees in their 20s and 30s, companies can offer them opportunities for career development and advancement. They can also create a culture that values employee learning and growth.

EDUCATION

- To keep employees with higher education levels, companies can offer them competitive salaries and benefits. They can also create a culture that values intellectual curiosity and

TENURE

- To keep employees with less tenure, companies can offer them mentorship and training programs. They can also create a culture that values employee engagement and belonging.

CONCLUSION

Model performance: The Decision model outperformed the baseline accuracy by 5% and consistently across all data sets .

Decision Tree Model was selected as Top Model and achieved an accuracy of approximately 84% on the train, validate, and test





THANK YOU

Connect with us



<https://github.com/Miatta-Sinayoko/Employee-Churn-Prediction.git>



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<https://github.com/fork-your-repository/nlp-project.git>

