



Employee Turnover Analysis

Key Insights and Strategic Recommendations

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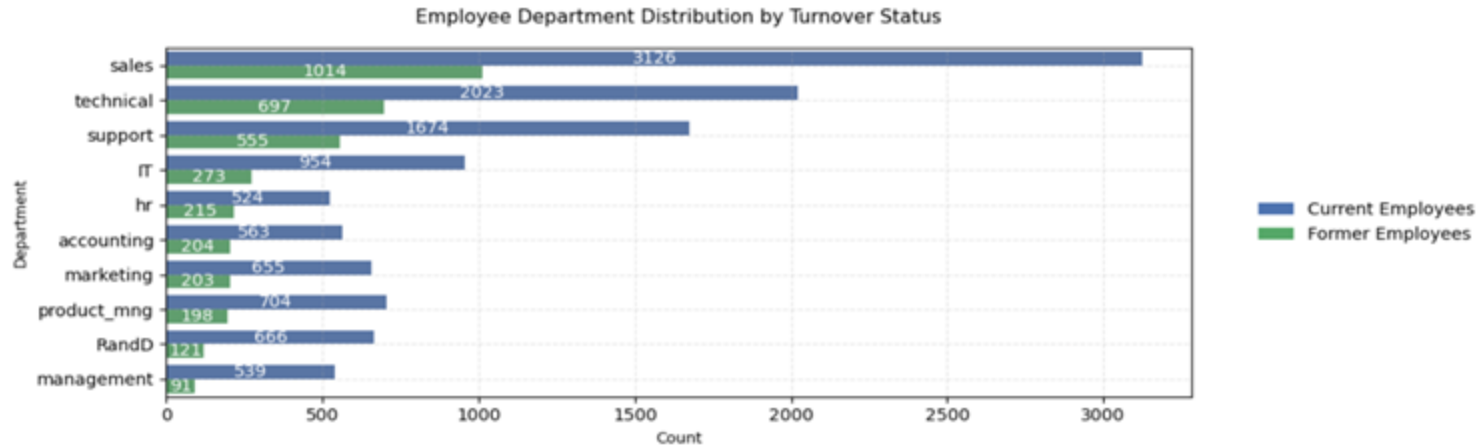


Key Findings - Overview

Overall turnover rate: 24%

Department-Specific Risks:

- Highest turnover: Sales, Technical, Support
- Lowest turnover: Management



Talent Risk Management Strategy

-Department-Specific Strategies

Sales: Compensation structure optimization

Technical: Professional development path

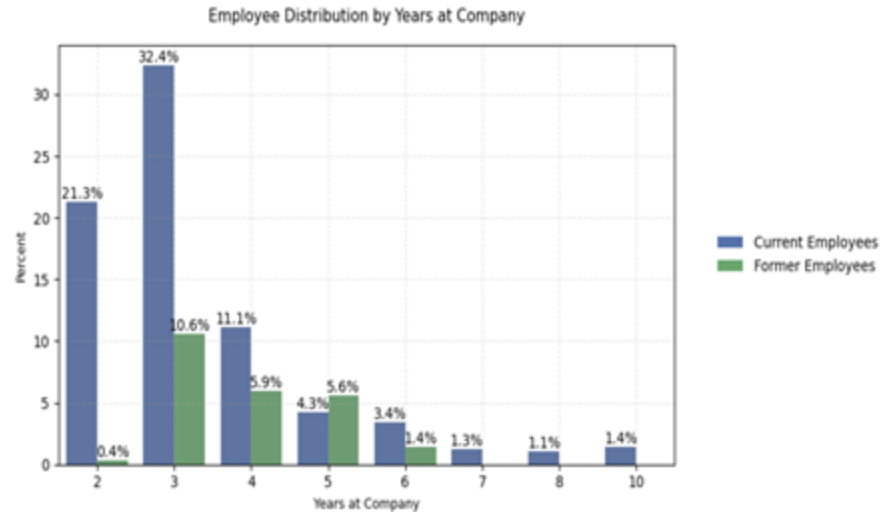
Support: Job satisfaction enhancement



Key Findings - Tenure Analysis

Critical Time Points:

- Peak turnover: 3-5 years tenure
- By year 5, the proportion of departing employees (5.6%) exceeds current employees (4.3%)
- The 5-year mark is a high-risk period for employee turnover
- Very low retention rates (1-3%) for employees with 6-10 years tenure, which indicates significant challenges in retaining experienced talent long-term



Talent Retention Strategy

- Focus retention efforts on employees in the 3-5 year range
- Implement proactive intervention strategies before year 3
- Develop clear long-term career progression paths to improve senior employee retention



Key Findings

-Three High-Risk Employee Profiles

High Performance but Dissatisfied (Burnout Type):

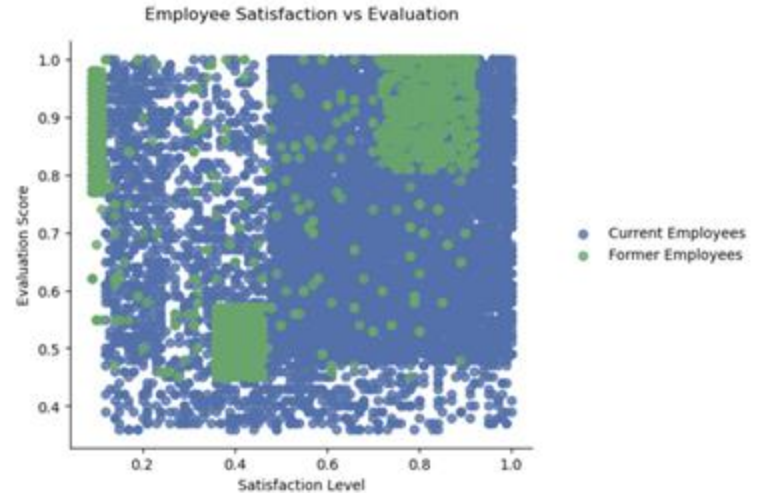
- Evaluation >0.75 but satisfaction <0.2
- Likely overworked

Low Performance and Dissatisfied (Struggling Type):

- Evaluation <0.58, satisfaction 0.35-0.45
- Need intervention

High Performance and Satisfied (Opportunity Type):

- Evaluation >0.8, satisfaction >0.7
- Flight risk for better opportunities



Talent Risk Management Strategy -Stratified Management Approach

Burnout Type: Workload adjustment, leave planning

Struggling Type: Training & development, role adjustment

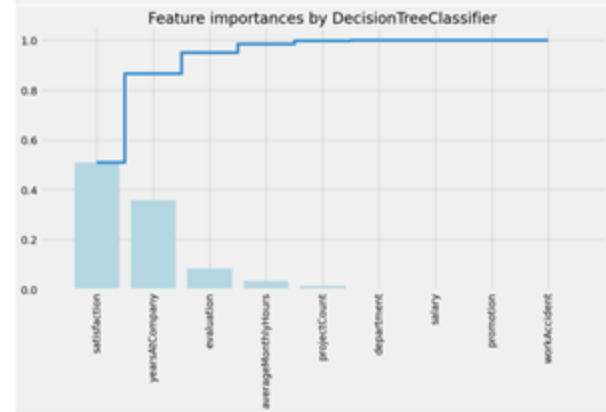
Opportunity Type: Career advancement, key positions



Predictive Model

Model Important Features:

- Employee satisfaction (satisfaction)
- tenure (yearsAtCompany)
- employee performance review (evaluation)



Turnover score calculation methodology :

Employee Turnover Score = **Satisfaction***(-3.769022) +
Evaluation*(0.207596)+**yearsAtCompany***(0.170145)+0.181896

Output (score) would predict the chance of leaving the company

Optimization terminated successfully.

Current function value: 0.467233

Iterations 6

```
satisfaction      -3.769022
evaluation         0.207596
yearsAtCompany    0.170145
int               0.181896
dtype: float64
```


Early Warning System

Risk Score Zones:

- **High Risk Zone** – Employees within this zone are considered to have the highest chance of turnover. Action should be taken immediately.
- **Medium Risk Zone** – Employees within this zone are at risk of turnover. Action should be taken and monitored accordingly.
- **Low Risk Zone** – Employees within this zone are too be taken into consideration of potential turnover. This is more of a long-term track.
- **Safe Zone** – Employees within this zone are considered safe.

By identifying high-risk employees, we can implement targeted retention programs.

High Risk (Score > 90%)

Medium Risk (60%< Score <= 90%)

Low Risk (20%< Score <= 60%)

Safe (Score <= 20%)

Early Warning System-Example

If one employee was in these employee values into the equation:

Satisfaction: 0.7

Evaluation: 0.8

YearsAtCompany: 3

Employee Turnover Score = $(0.7)*(-3.769022) + (0.8)*(0.207596) + (3)*(0.170145) + 0.181896 = 14\%$

Result: The employee has **14%** chance of leaving the company. This information informs us that the employee is in the **safe zone** that he/she would be considered not likely to leave.



Action Plan

Short-term Actions (1-3 months):

- 1:1 interviews with high-risk employees
- Department manager training program
- Regular satisfaction survey implementation



Action Plan

Long-term Initiatives (6-12 months):

- Compensation structure optimization
- Career path enhancement
- Performance evaluation system improvement

