IBM HR analytics

Total employers

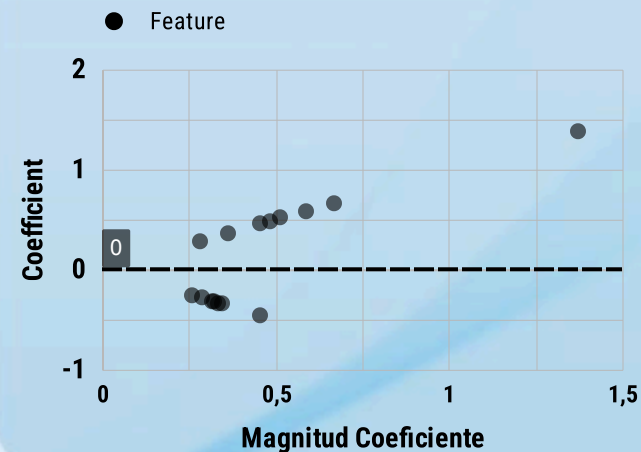### 1.470

Churn Rate

16,12 %

Years at Companyte
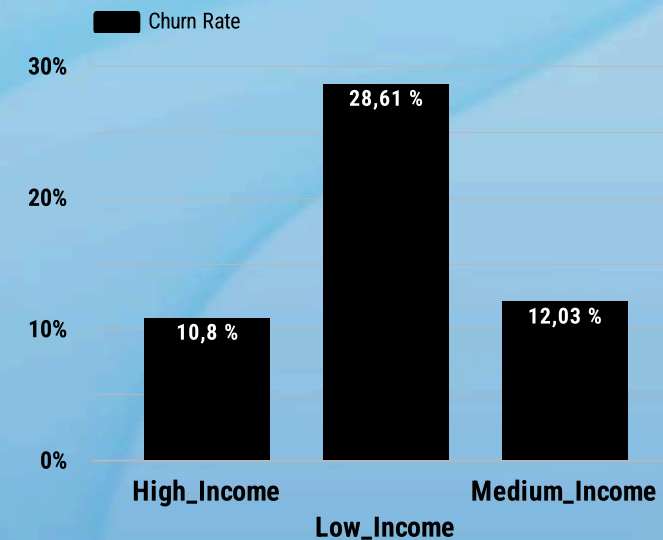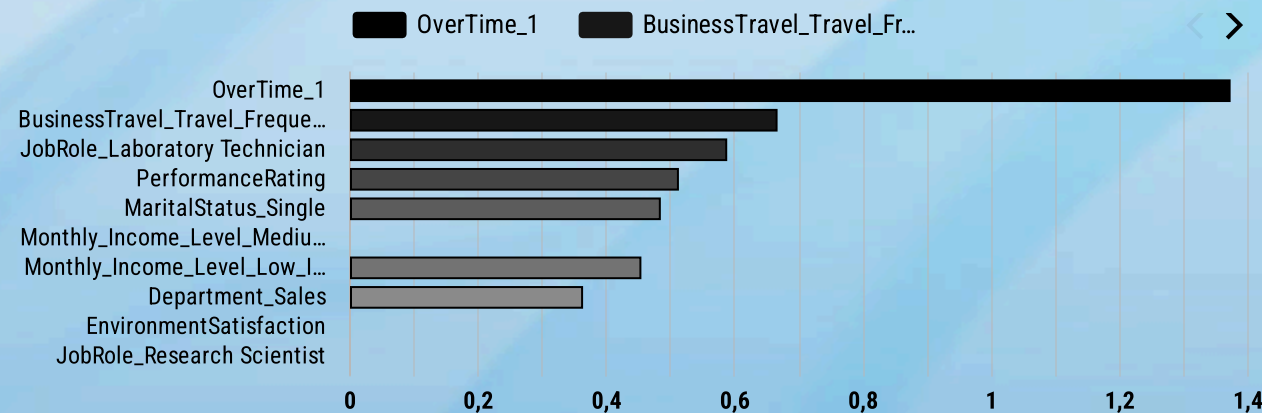
7,01

Distribution of Magnitude by Coefficient

● Feature

Coefficient (y-axis: -1, 0, 1, 2)

Magnitud Coeficiente (x-axis: 0, 0,5, 1, 1,5)

Total Employers / Department

■ 0 ■ 1

- Research & Develop…
- Sales
- Human Resourc…

(x-axis: 0%, 20%, 40%, 60%, 80%, 100%)
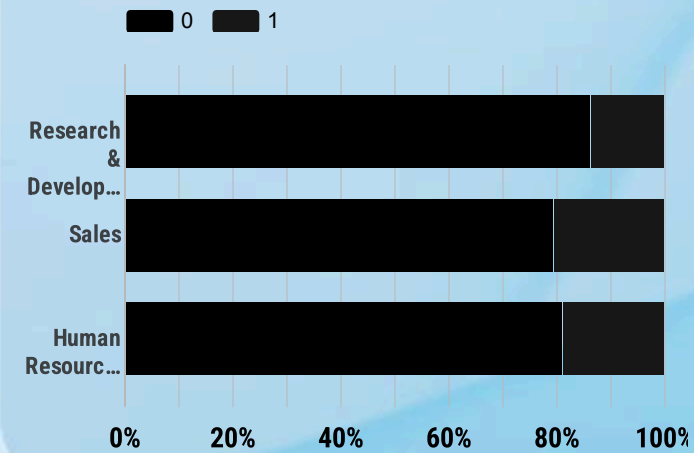
OverTime Churn Employers

46,4%   53.6%

● 1 ● 0
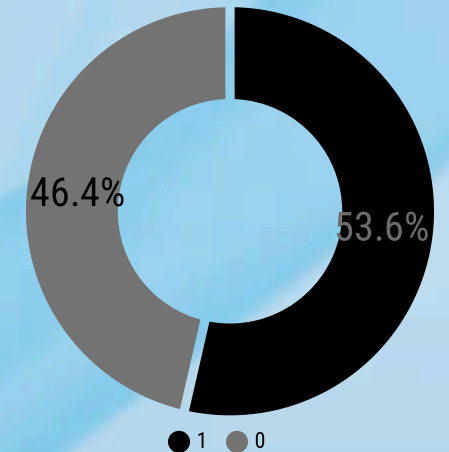
Coefficient por Feature y Feature

■ OverTime_1   ■ BusinessTravel_Travel_Fr…   ‹ ›

- OverTime_1
- BusinessTravel_Travel_Freque…
- JobRole_Laboratory Technician
- PerformanceRating
- MaritalStatus_Single
- Monthly_Income_Level_Mediu…
- Monthly_Income_Level_Low_I…
- Department_Sales
- EnvironmentSatisfaction
- JobRole_Research Scientist

(x-axis: 0, 0,2, 0,4, 0,6, 0,8, 1, 1,2, 1,4)

■ Churn Rate

30%

28,61 %

20%

10%   10,8 %   12,03 %

0%

High_Income   Low_Income   Medium_Income

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Churn Rate by Total Working Years

Churn Rate

- Entry_Level
- Mid_Level
- Senior_Level
- Veteran_Level

(Axis: 0%, 10%, 20%, 30%, 40%)
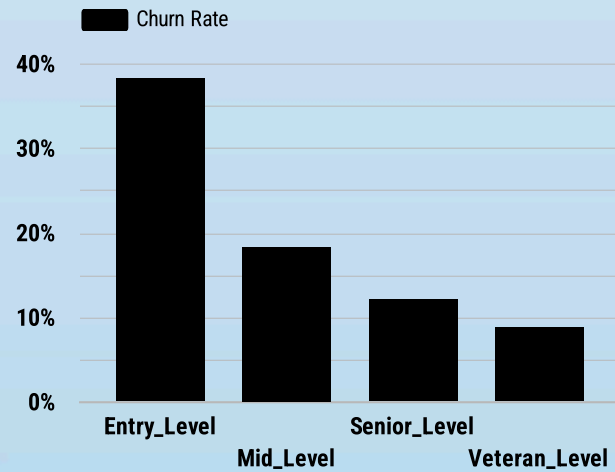
Churn Rate - Gender

Churn Rate

- Male
- Female

(Axis: 0%, 5%, 10%, 15%, 20%)

(Churn Rate by tenure)

Churn Rate

- 0-2 años (Alto riesgo)
- 3-5 años (Medio riesgo)
- 6-10 años (Riesgo Bajo)
- 10+ años (Baja Atrición)

(Axis: 0%, 10%, 20%, 30%)
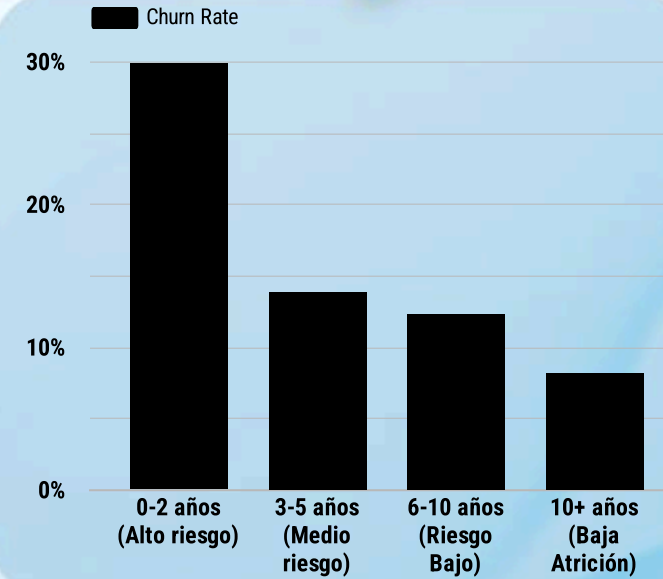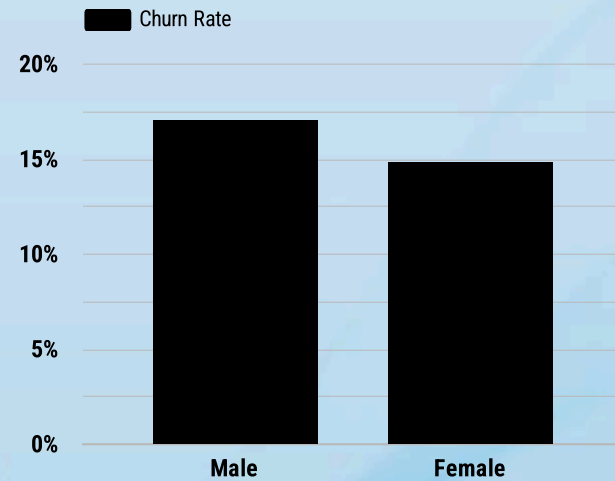
Churn Rate by Job Satisfaction

Churn Rate

- 4
- 2
- 3
- 1

(Axis: 0%, 10%, 20%, 30%)
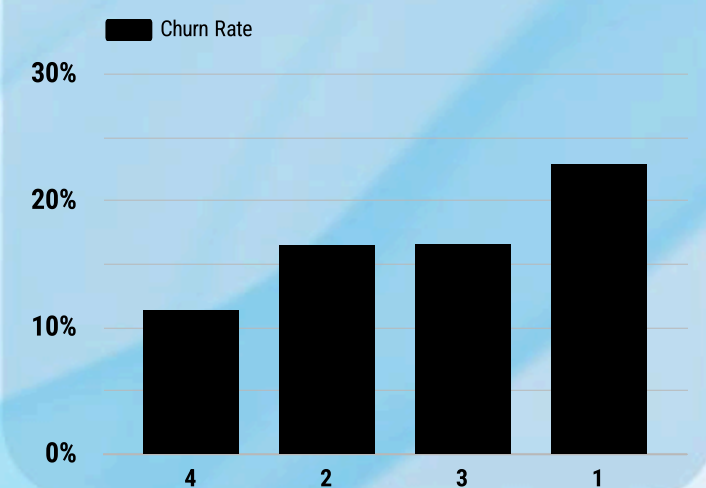
EXCLUSIVE SUMMARY: KEY ATTRITION DRIVERS
Overall attrition rate: 16,12%

Key Finding (Why Employees Leave)Suggested Action (Strategic Focus)

1. Overload is the Primary Risk. Overtime is the highest single predictor of voluntary attrition.Immediate Load Management: Implement a strict policy review on Overtime; prioritize headcount increases for high-pressure roles (e.g.,Lab Technicians)

2. High Early-Career Churn. Attrition risk peaks within the **first 5 years** of service (Entry_Level seniority).Retention Program: Fortify onboarding and mentorship programs specifically targeting employees in their first 3 years to increase early engagement

3. Satisfaction & Salary Gaps. Lowest **Job Satisfaction** ratings (Score 1) and the **Low Income** segment show the highest churn rate.

Suggested Action (Strategic Focus)

Immediate Load Management: Implement a strict policy review on Overtime; prioritize headcount increases for high-pressure roles (e.g., Lab Technicians).

Retention Program: Fortify onboarding and mentorship programs specifically targeting employees in their first 3 years to increase early engagement.

Targeted Compensation/Culture Review: Conduct urgent exit interviews and competitive salary reviews for the 'Low Income' segment and employees reporting minimum satisfaction.

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