

— EMPLOYEE ATTRITION ANALYSIS

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Summary

- Problem
 - This year attrition rate of the company increase more than 5% to last year
- Solution
 - Help company to figure why attrition rate grow rapidly and suggest some solution to the problem

Analytical Goals

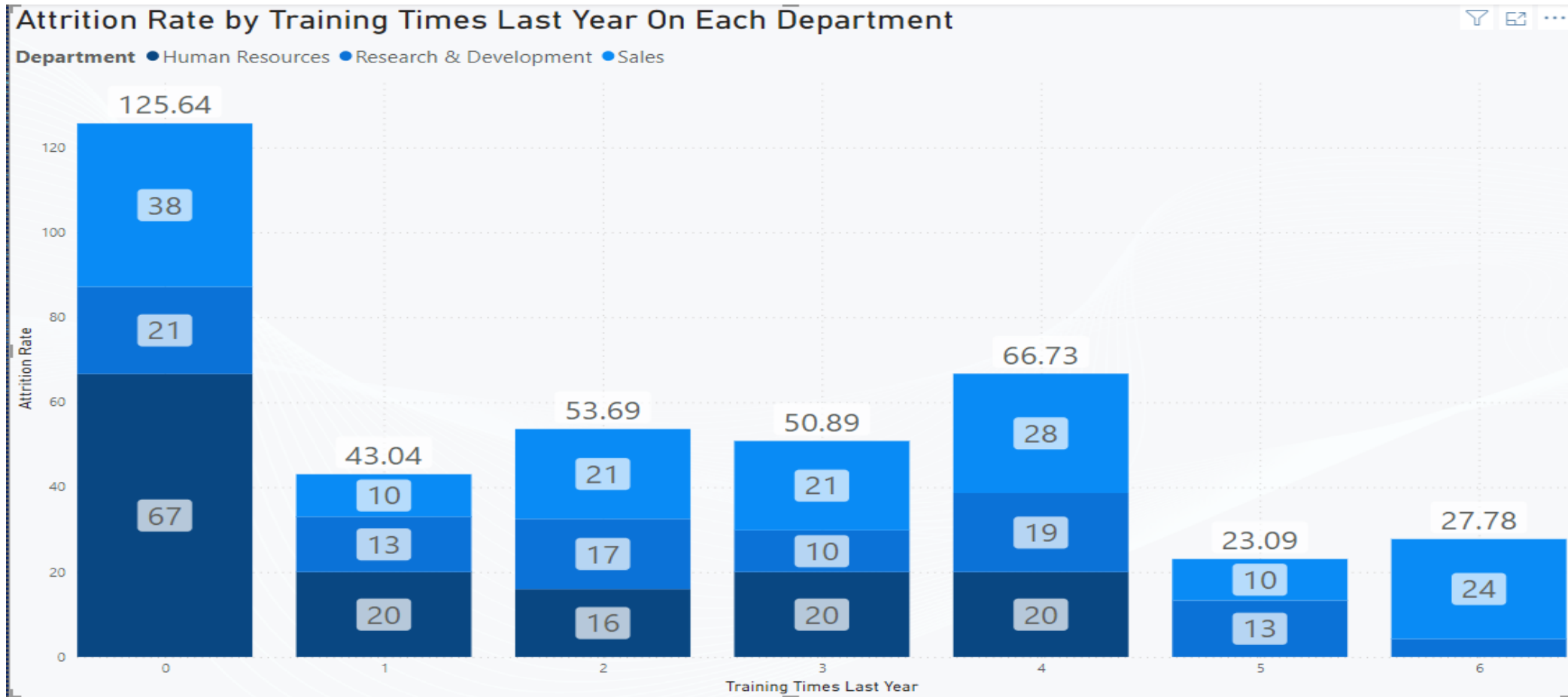
- How:
 - Training time impact on the attrition rate
 - Workplace satisfaction impact on the attrition rate
 - Age group impact on the attrition rate
 - Marital status impact on the attrition rate
- Why:
 - Specific role have more attrition rate than other

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- Salary effect the attrition rate

Downward trend

The more time employee spend on training time, the lower the attrition rate is

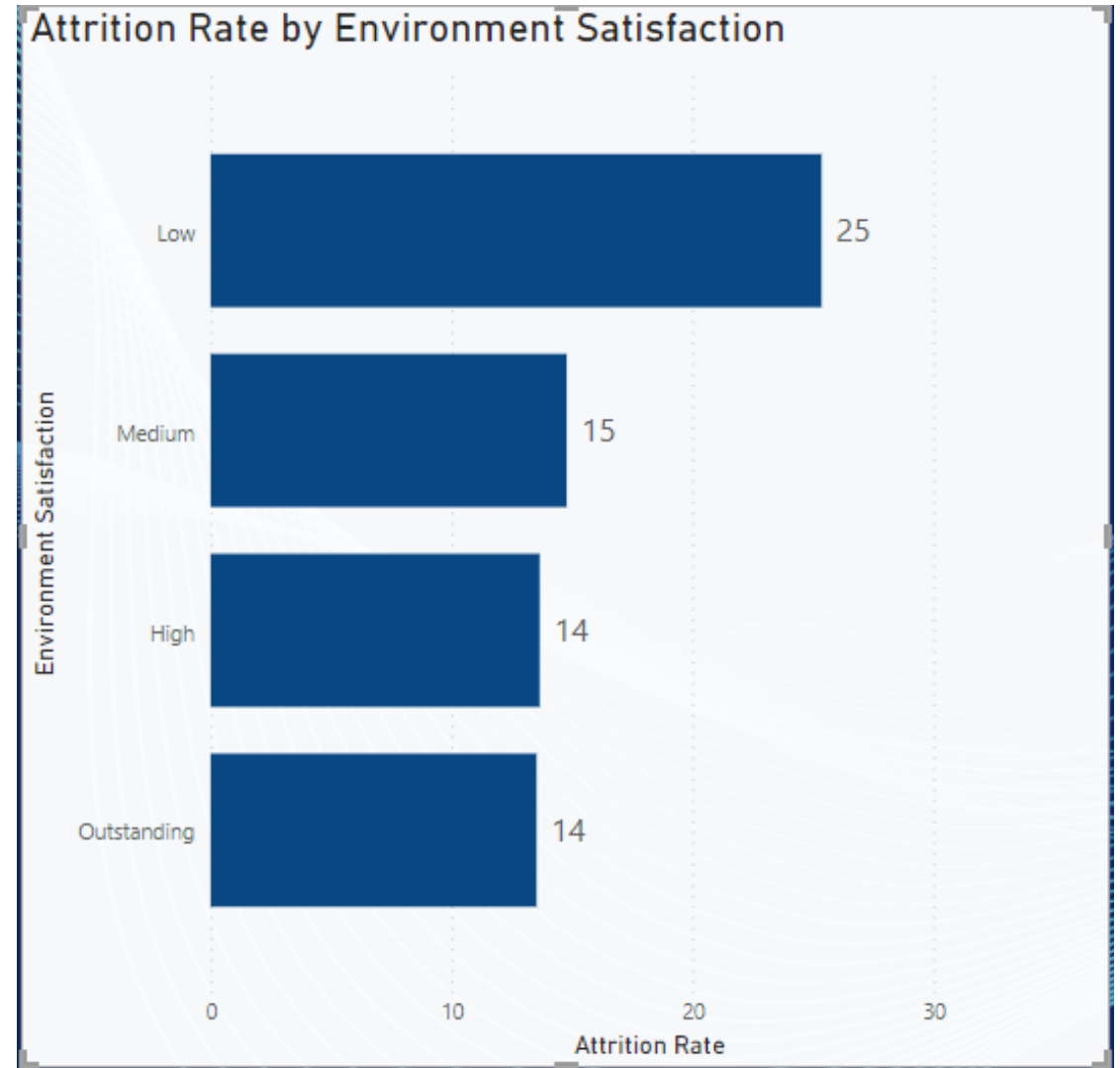


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Downward trend

- The higher the environment satisfaction the lower the attrition rate



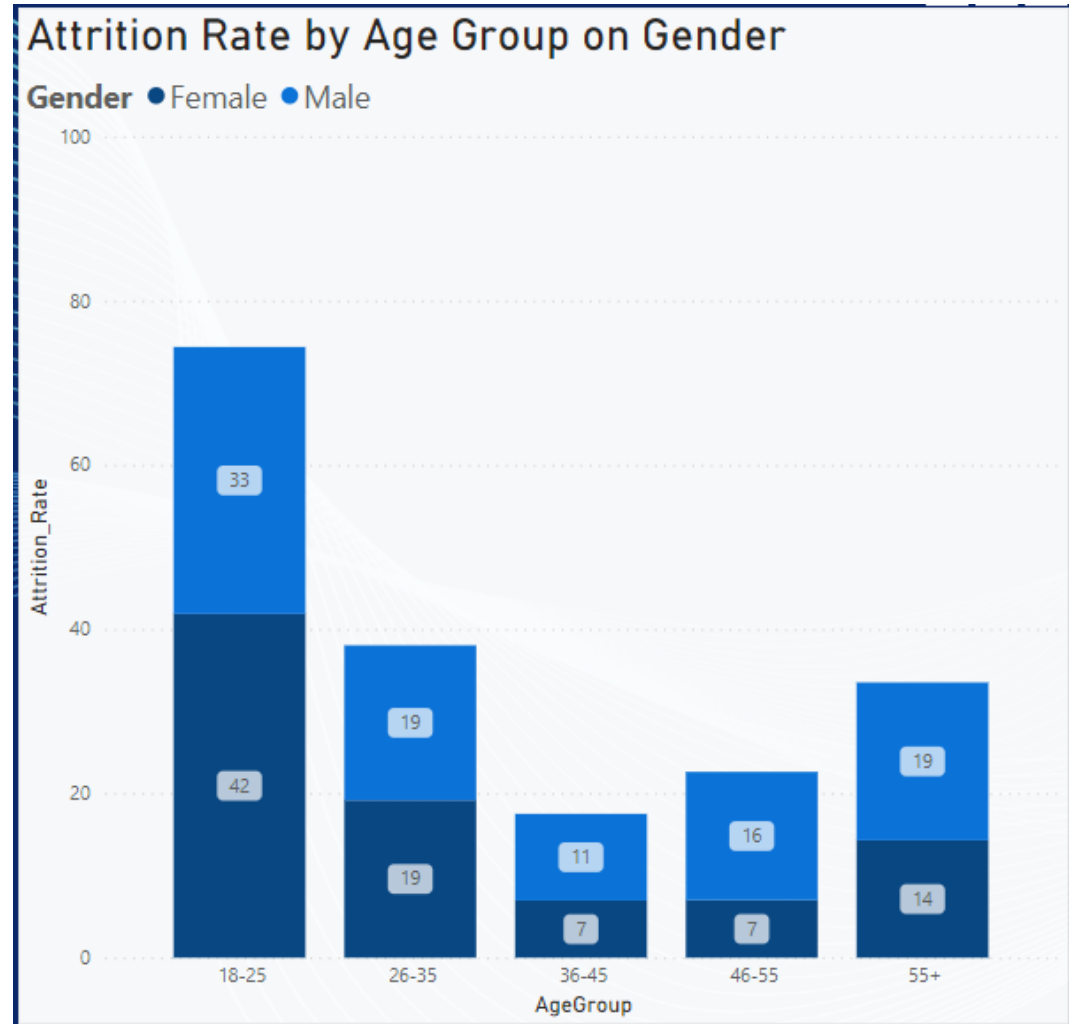
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DOWNWARD TREND

As the employees age increase, the lower the attrition rate is

Gender different doesn't affect the attrition rate so much

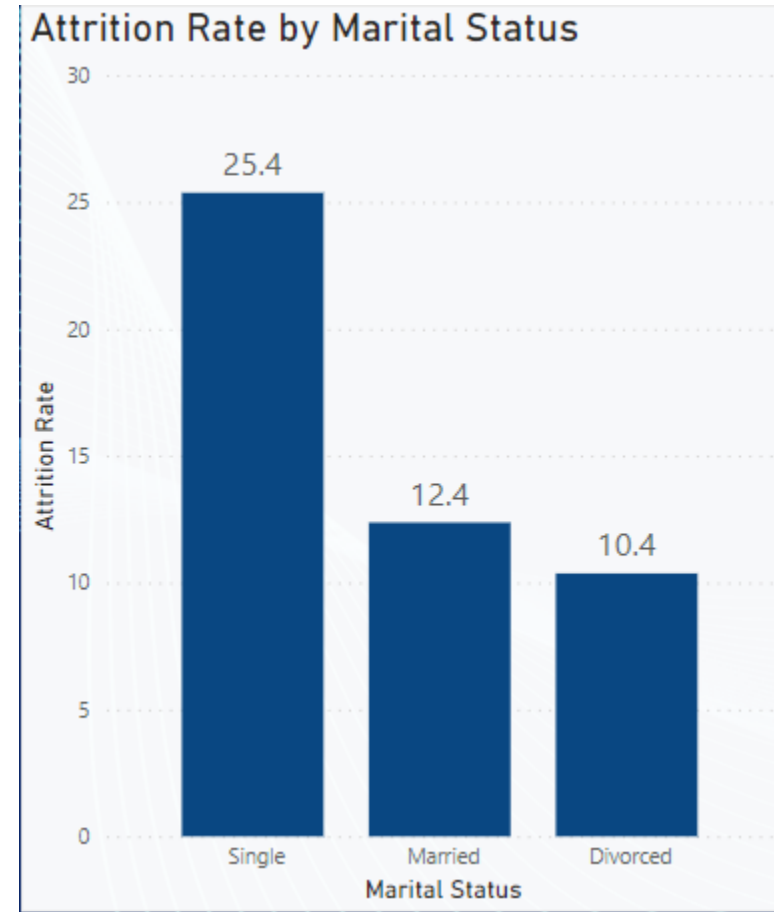


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DOWNWARD TREND

Single employee tend to attrition the most, comes Married and the Divorced



Suggestions:

Spent some **more training time** for employees may lower the attrition rate

Create **more satisfaction** in the **environment** like "recognition and appreciation, positive work culture" may lower the attrition rate on the whole company

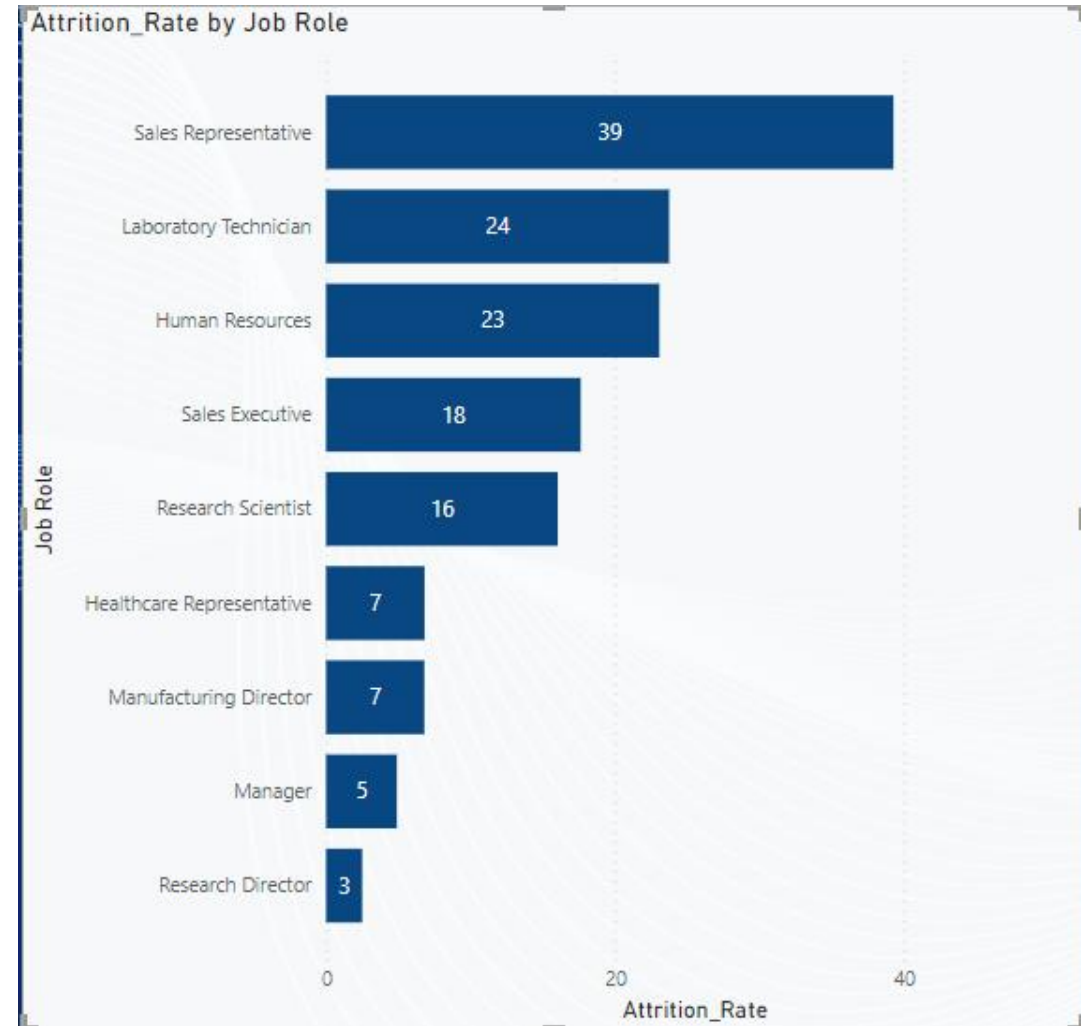
Have more **benefit** for employees who have **work** for **ten year or more** to encourage employees stay with the company

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SPECIFIC ROLE

Sale Representative, Lab Technician and Human Resources role have the most attrition rate

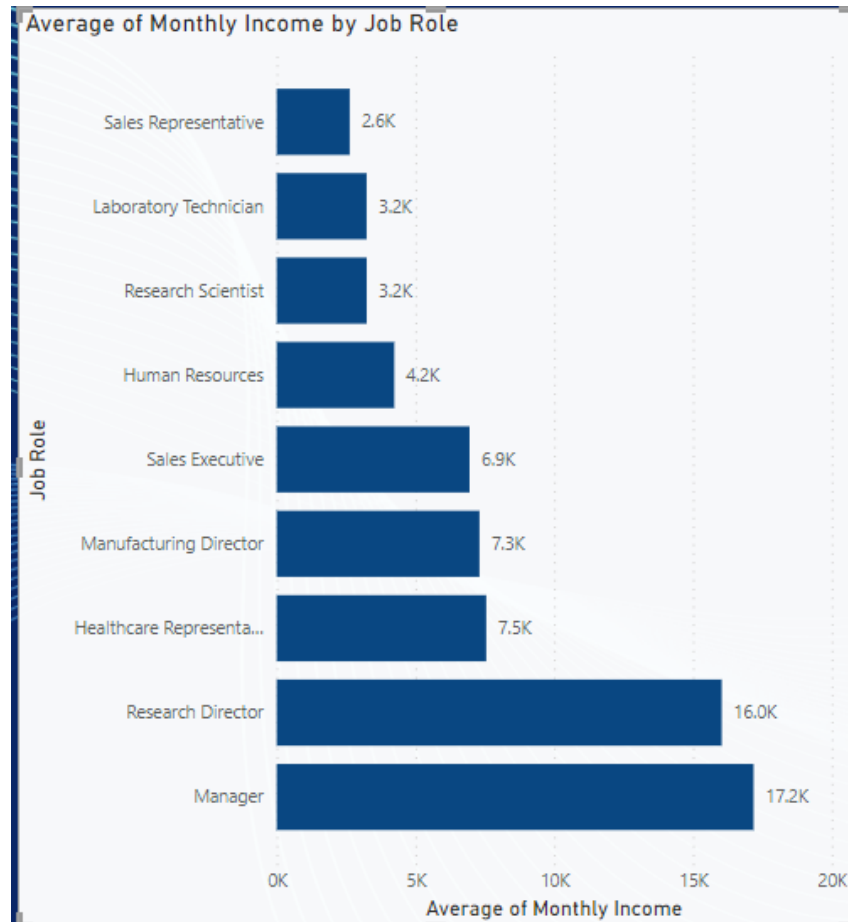


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Specific role

The salary and job satisfaction of the role has a high attrition rate compared to other roles



Job Role	1	2	3	4	Total
Sales Representative	58.33	47.62	32.14	30.43	39.29
Laboratory Technician	35.71	16.67	27.63	16.05	23.75
Human Resources	50.00	12.50	23.08	15.38	23.08
Sales Executive	24.29	16.36	19.78	12.39	17.63
Research Scientist	23.64	18.87	16.67	9.47	16.04
Healthcare Representative	7.41	10.53	2.33	9.30	6.82
Manufacturing Director	7.41	6.06	8.16	5.26	6.80
Manager	4.76	9.52	3.70	3.03	4.90
Research Director		6.25	3.70		2.50
Total	22.87	16.31	16.44	11.28	16.08



Suggestions:

Raise the **salary** of **Lab Technician and Sale Executive** role may lower the attrition rate

Enhance job satisfaction for a specific role in the company like "Role Clarity, Mentorship and Coaching, Recognition" and Rewards may lower the attrition rate

Limitation

Lack information about attrition rate overs the years

Lack information about environment satisfaction rate overs the years

Lack information about salary grown rate overs the years

Attrition rate doesn't compare to industry benchmarks or the company competitors

Doesn't calculate the impact has attrition had on the company business operations and costs?

— **THANK YOU**

