

May 26, 2024

DECOROUSE

DECOROUSE CERAMIC



Presented by Philidia

DECOROUSE CERAMIC EMPLOYEE ATTRITION REVIEW

Decorouse ceramic is a large company that designs and manufactures products such as pottery and dishes. The company employees at any given point in time, around 4000 employees.

However, every year, around 15% of its employees leave the company and need to be replaced with the talent pool available in the job market. The company believes that this level of attrition is caused by either the employee got fired or leaves on their own.

The company has provided some KPIs in order to curb the attrition to make the employees stay.





THE KEY PERFORMANCE INDICATORS:

- Employee ID
- Monthly income
- Attrition
- Distance
- Years since last promotion
- Gender
- Job level
- Marital status
- Work life balance
- Training times last year
- Department

Total Employees

4410

Monthly Salary

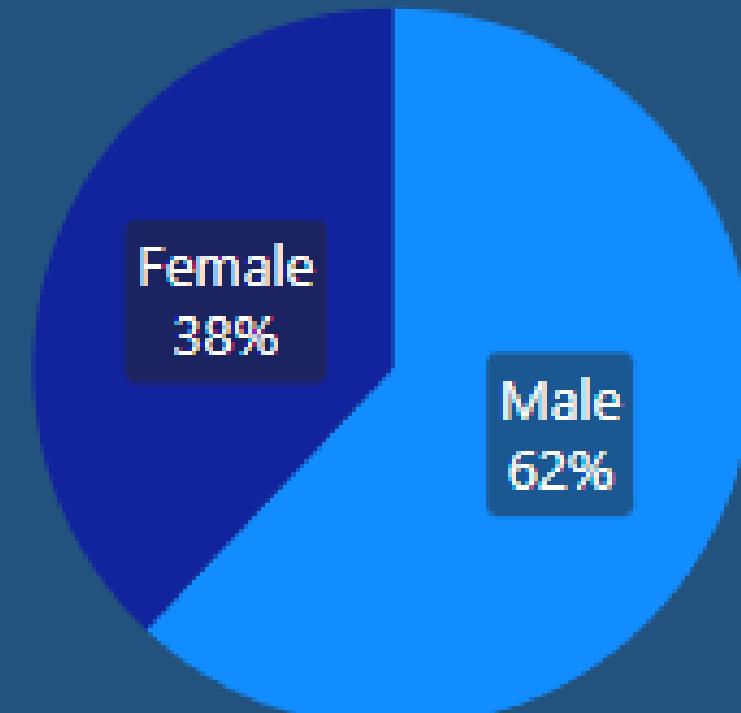
287M

The card chart above shows the total of 4410 employees in Decorouse Ceramic Company.

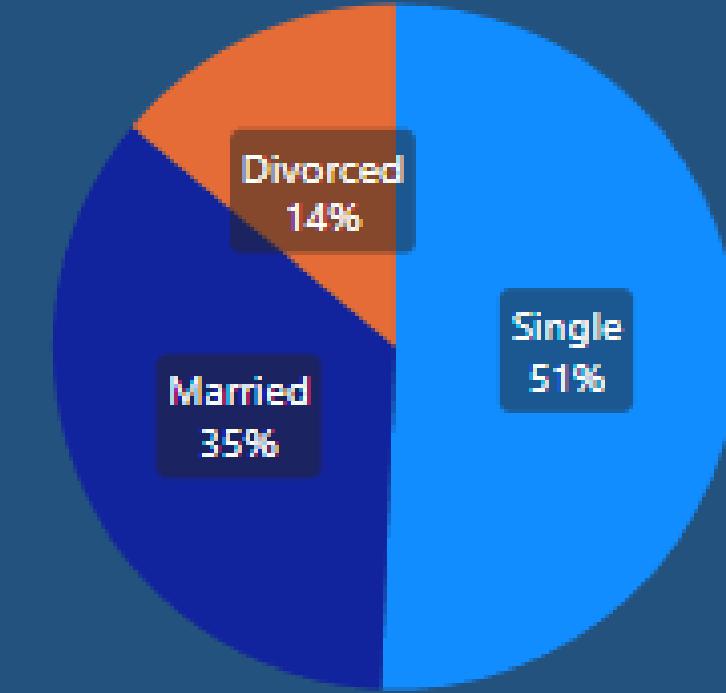
The next card chart which represent the monthly income shows a sum of \$287M



Exited Employees by Gender



Exited employees by marital status

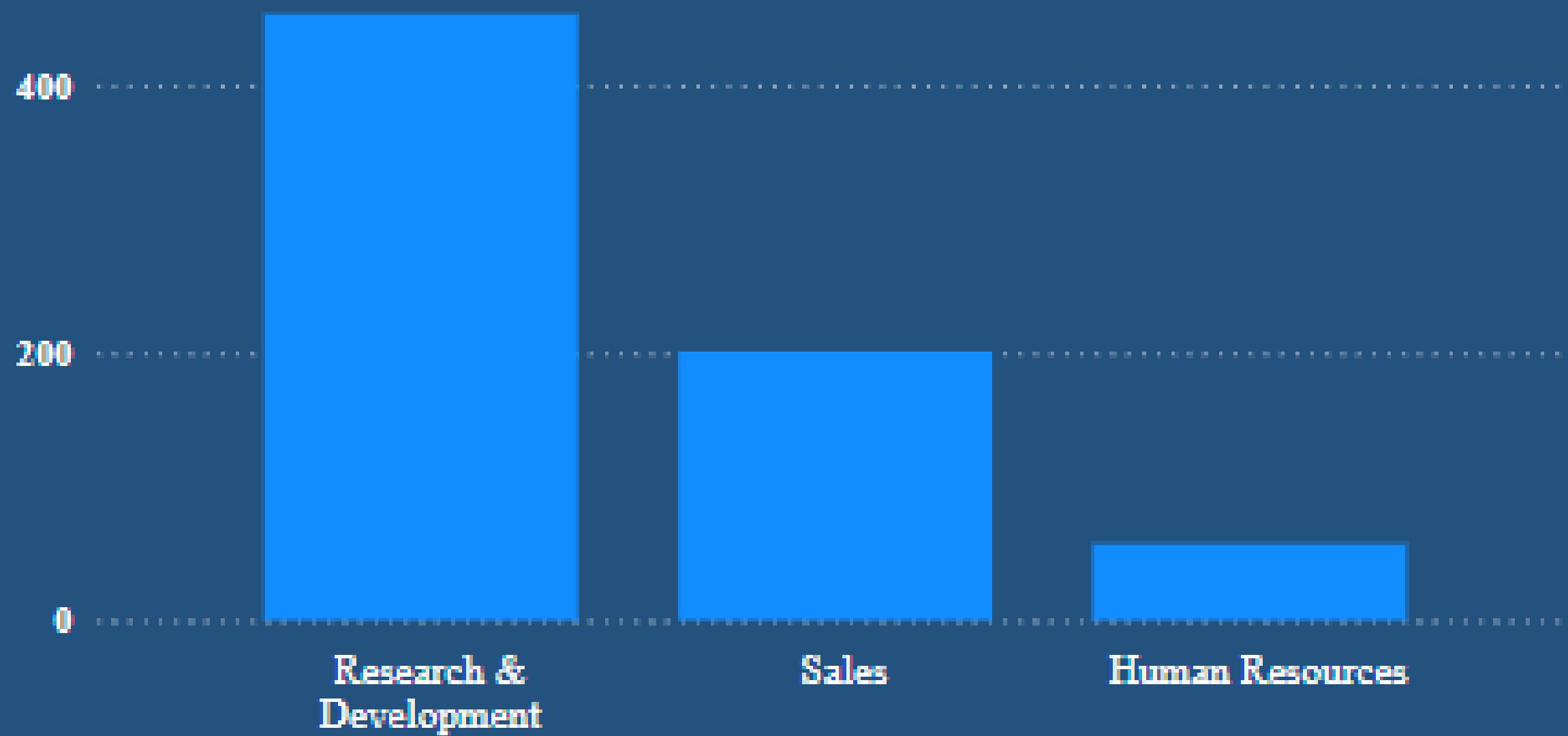


The pie chart above indicate that 38% female employees and 62% of male left the company.

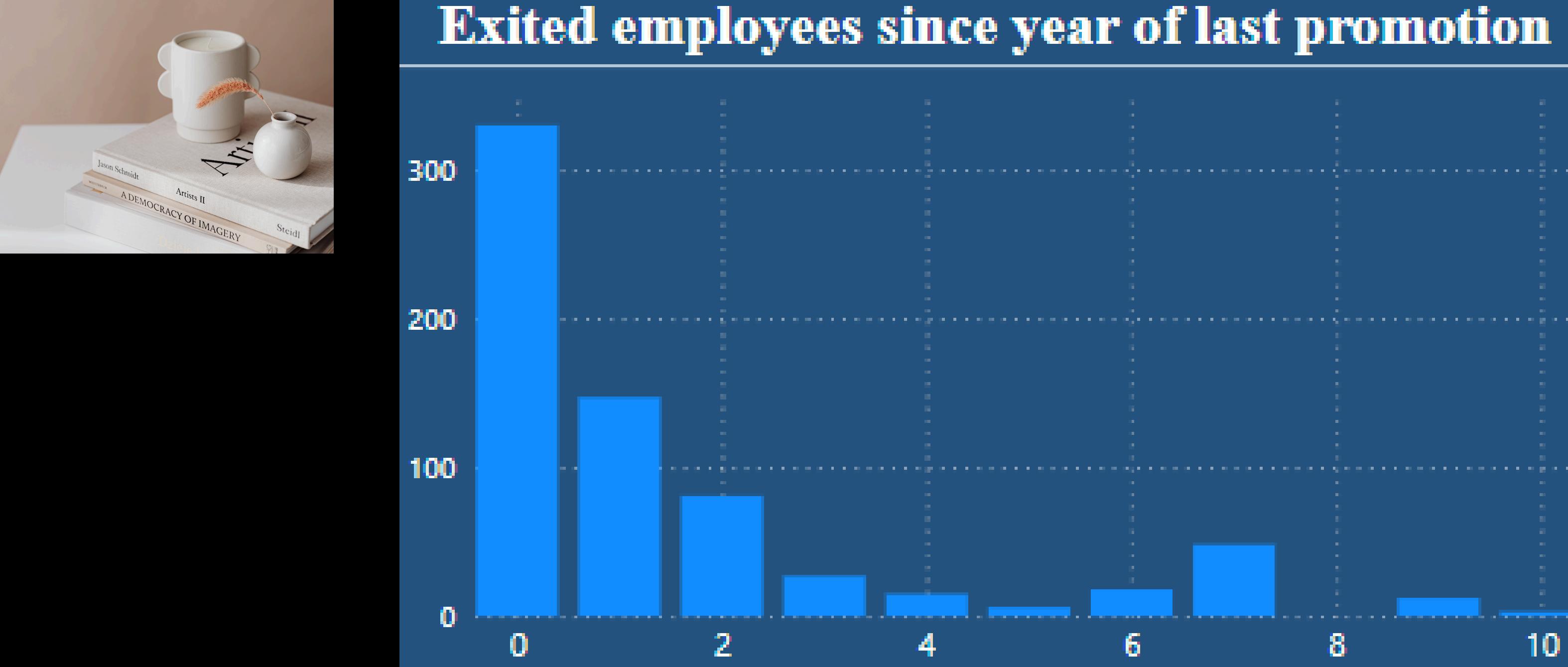
The next pie chart shows the employee attrition by marital status. Our analysis shows that more singles employees left the company.



Exited employees by department

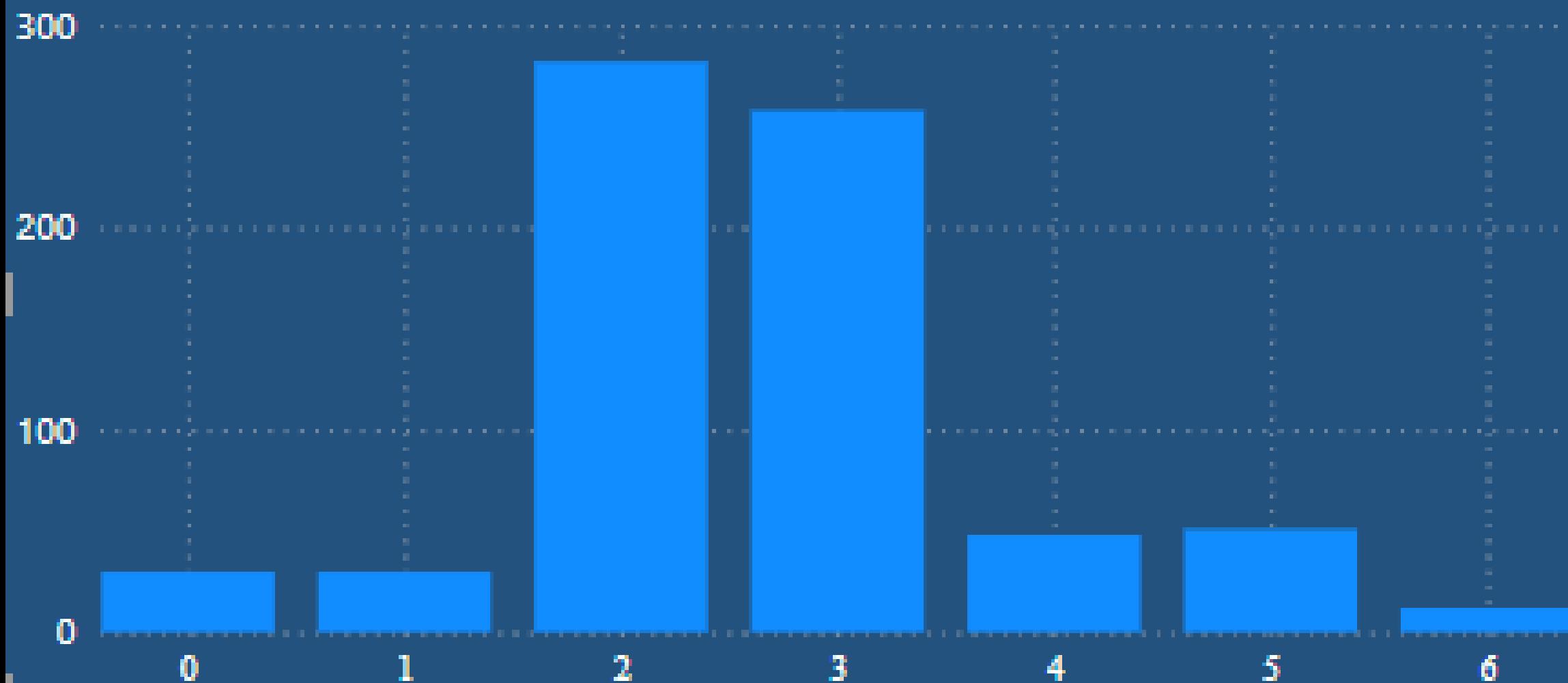


This column chart illustrate the employee attrition by department. from our analysis, we deduce that the research and development have the highest level of exited employees.



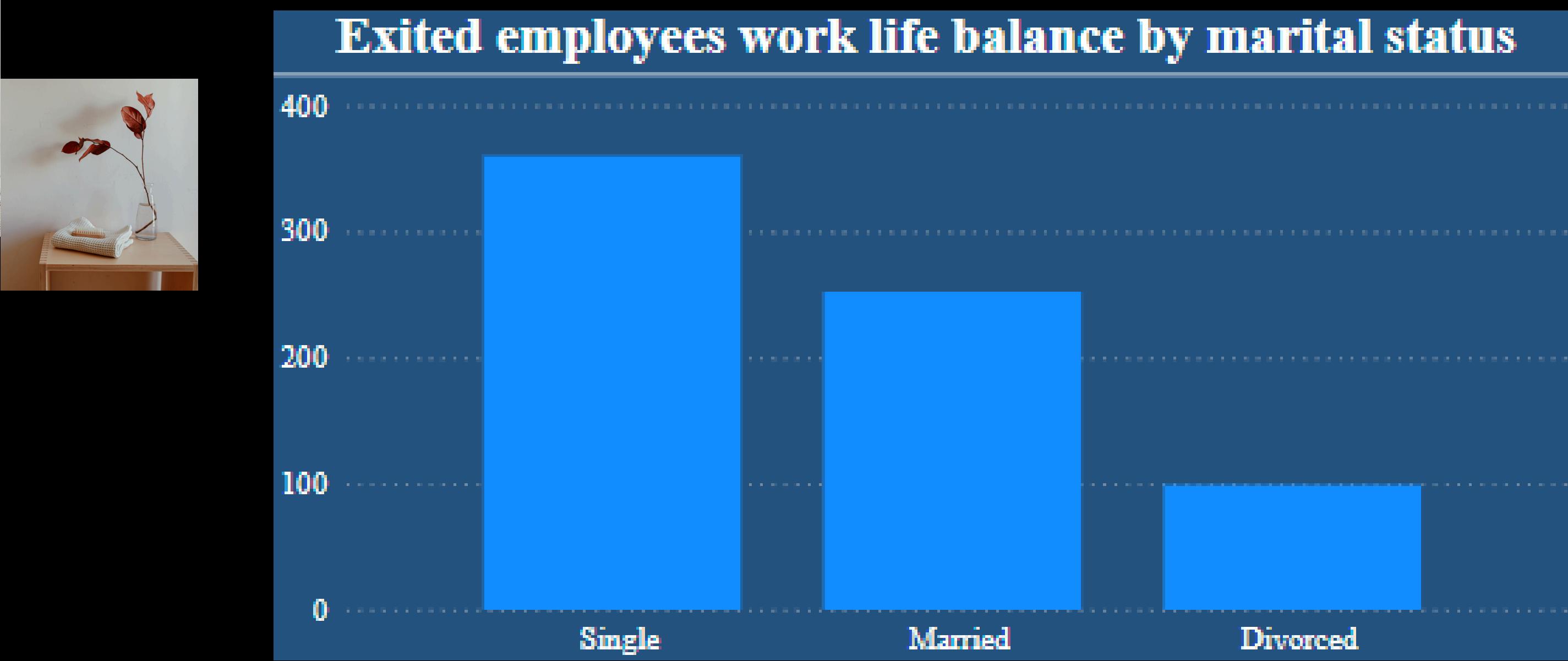
The column chart presented above indicate the top 10 year of last promotion of the exited employees. However, our analysis reveals that none of the employees had a recent promotion because the highest segment indicate 0 year.

Exited employees by training times last year

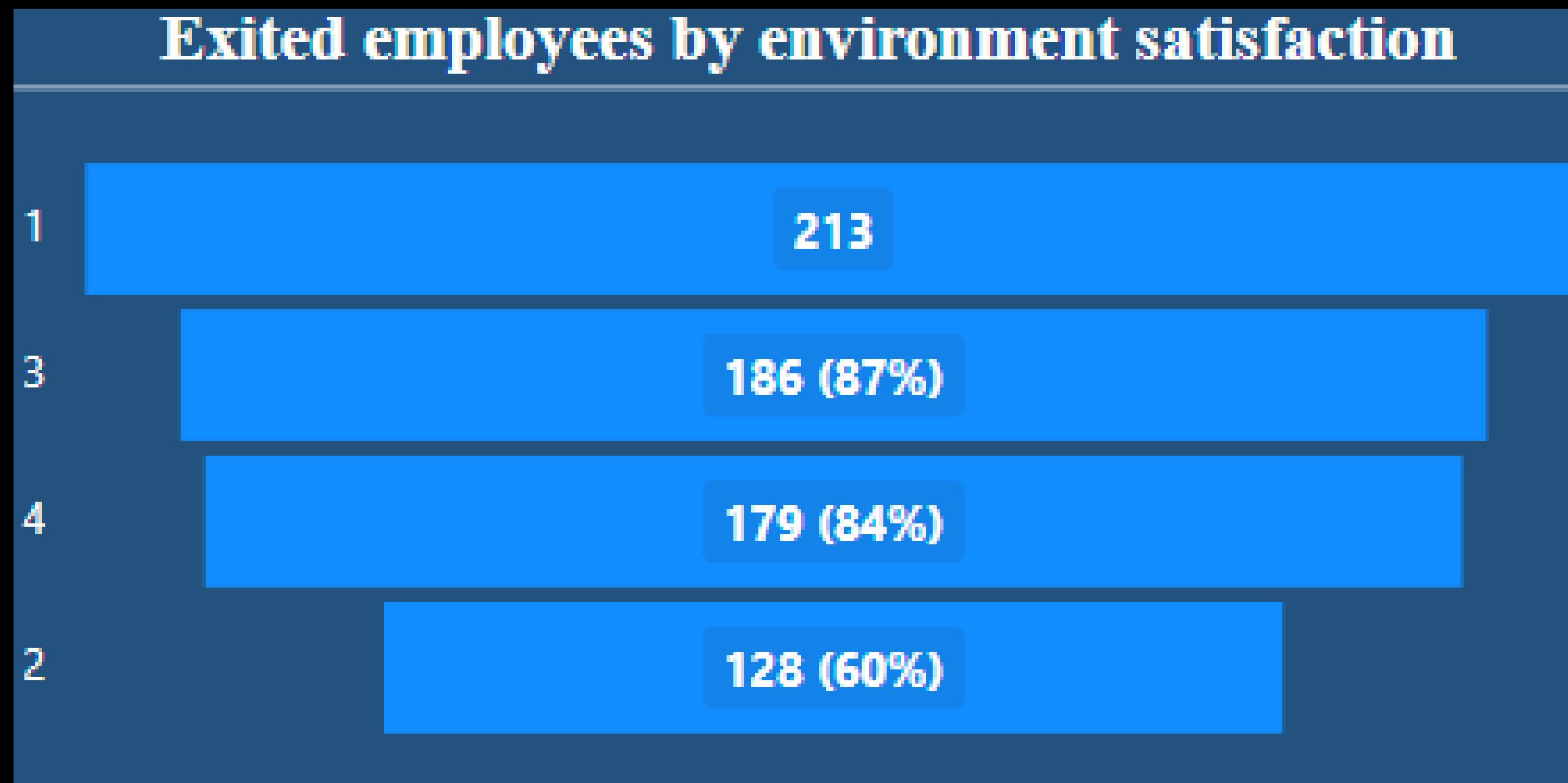


This column chart shows employee attrition by training time last year. Our analysis indicates that exited employees had 2 training times last year .



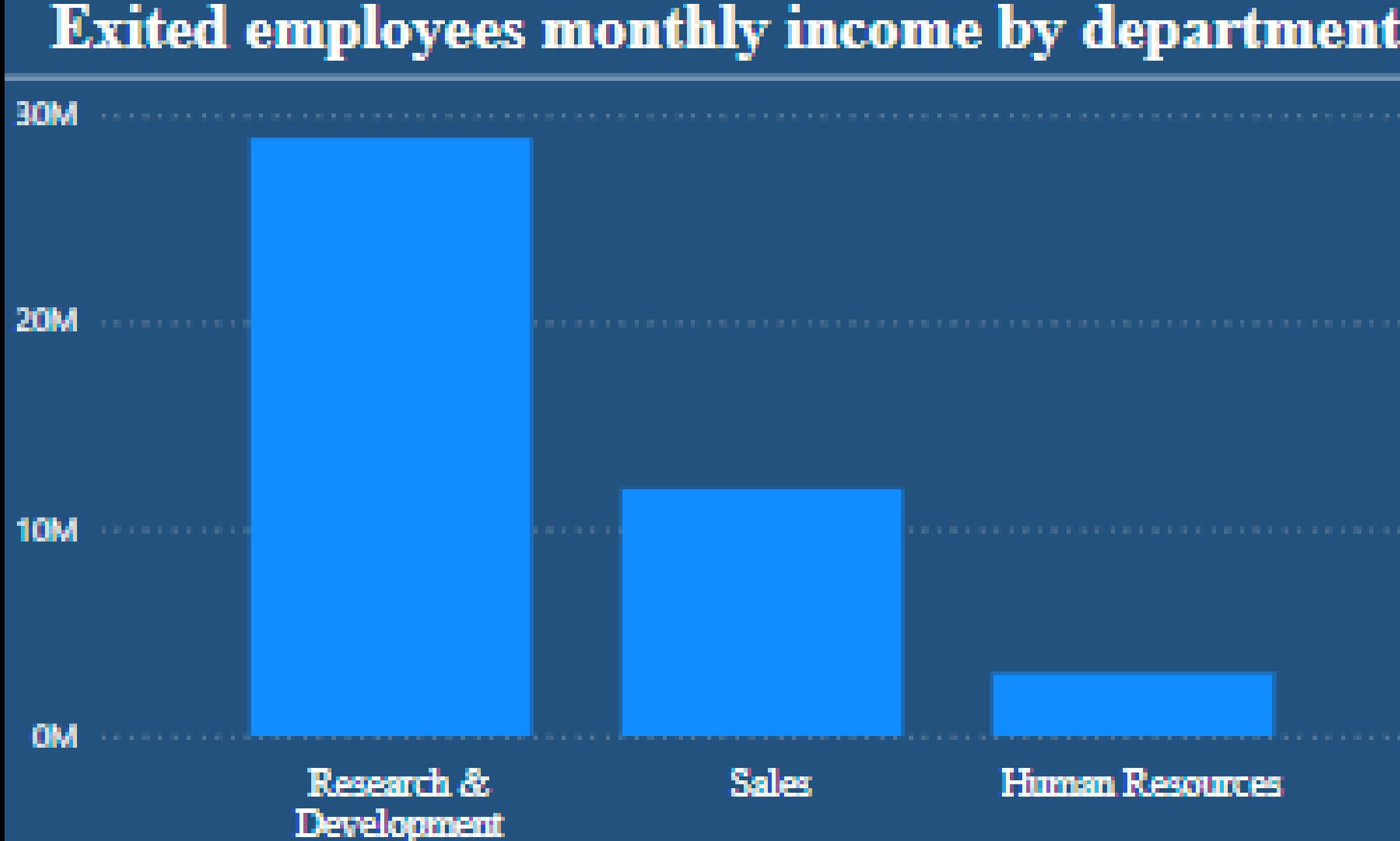


The above column chart represents exited employees work life balance by marital status. our analysis reveals that divorced exited employees have an imbalanced work life .



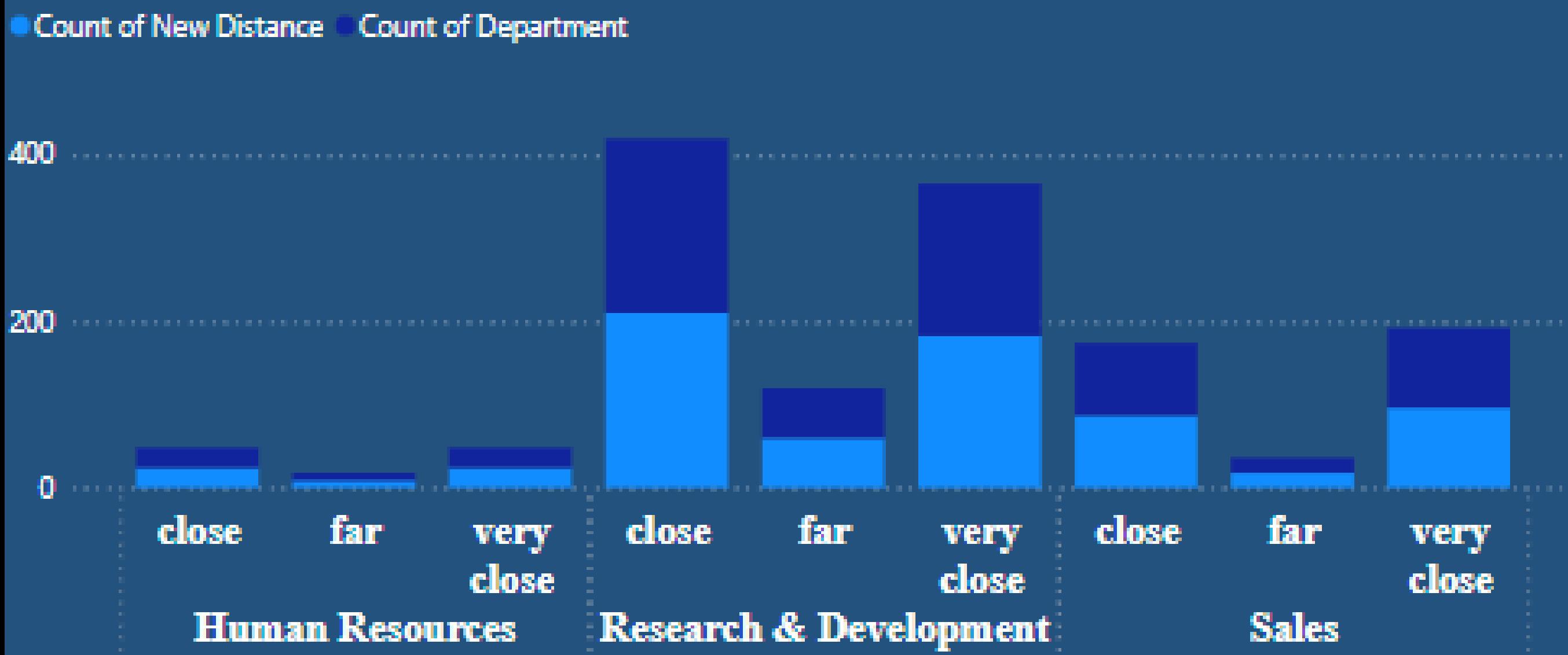
The above funnel chart illustrate the exited employees environment. Level 1 represents the lowest and 5 represents the highest. However, our analysis shows that employees who left were not satisfied with the environment

Exited employees monthly income by department



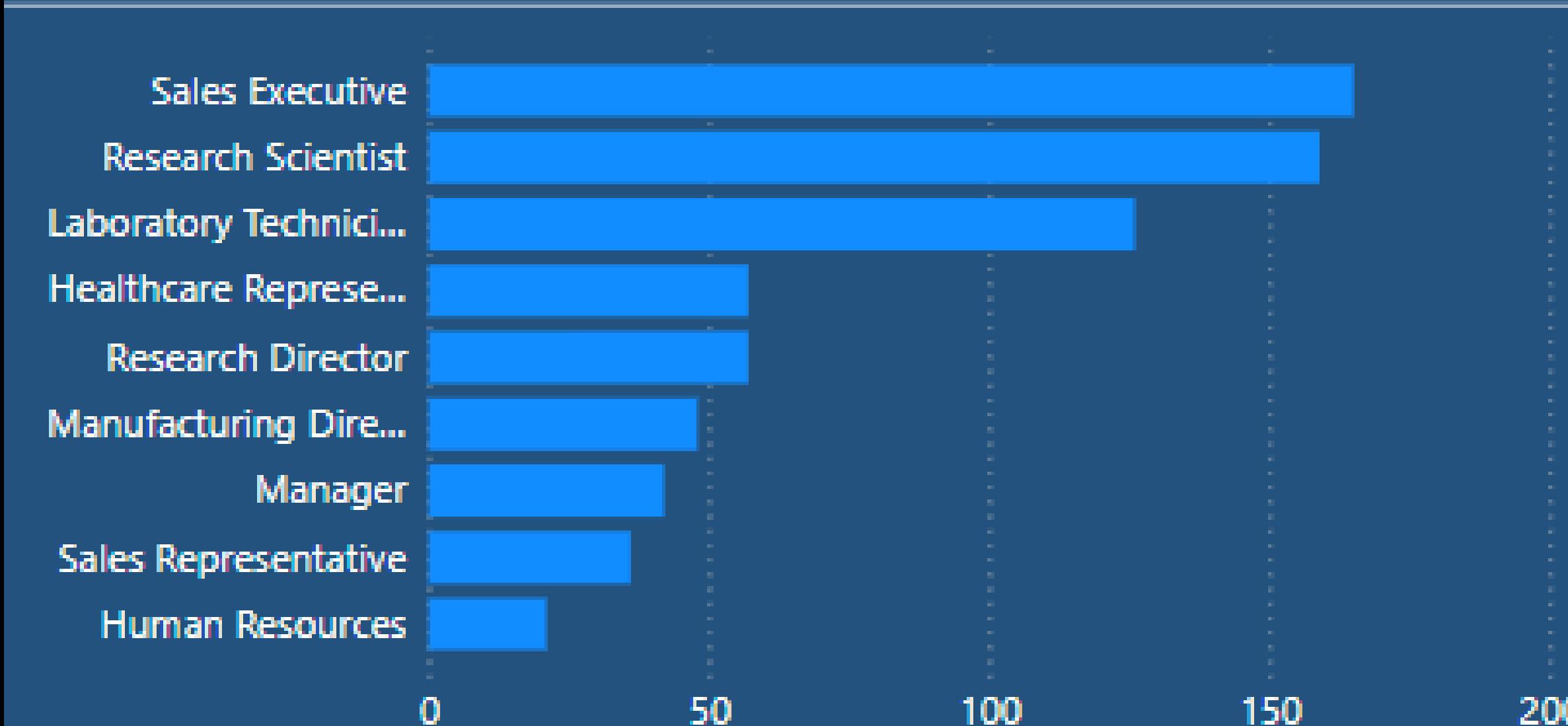
The presented column chart represents the exited employees monthly income by department. Our analysis shows that exited employees in the human resources department receives the lowest salary.

Exited employees distance by department



The chart above shows the exited employees distance by department. however, our analysis depict that employees in human resources are more affected by the distance.

Exited employees by job role



The chart above analyse the exited employee by job role. however, our analysis shows that more employees with the human resources job role leaves the company most.



RECOMMENDATION

Below are the following recommendation to curb the employee attrition.

- The company should conduct regular employee surveys and feedback sessions to monitor work life balance and make adjustment based on the employee input.
- The company should implement a comprehensive remote work policy. This approach provides employees with flexibility to work from home or a convenient location.
- To enhance employee satisfaction with the work environment, the company should create quiet zone for focused work and shared areas for collaboration and relaxation.

DECOROUSE CERAMIC

THANK YOU

