

# Attrition Analysis Report for Green Destinations

## Objective:

Green Destinations, a leading travel agency, has experienced an increase in employee attrition. The HR Director seeks to identify trends and patterns that may contribute to this turnover. This report provides an analysis based on the survey data collected from the staff, focusing on attrition rates and key factors such as age, tenure, and income.

## Attrition Rate Calculation:

Attrition Rate: ~16.12%

# Analysis of Key Factors:

## 1. Age vs Attrition:

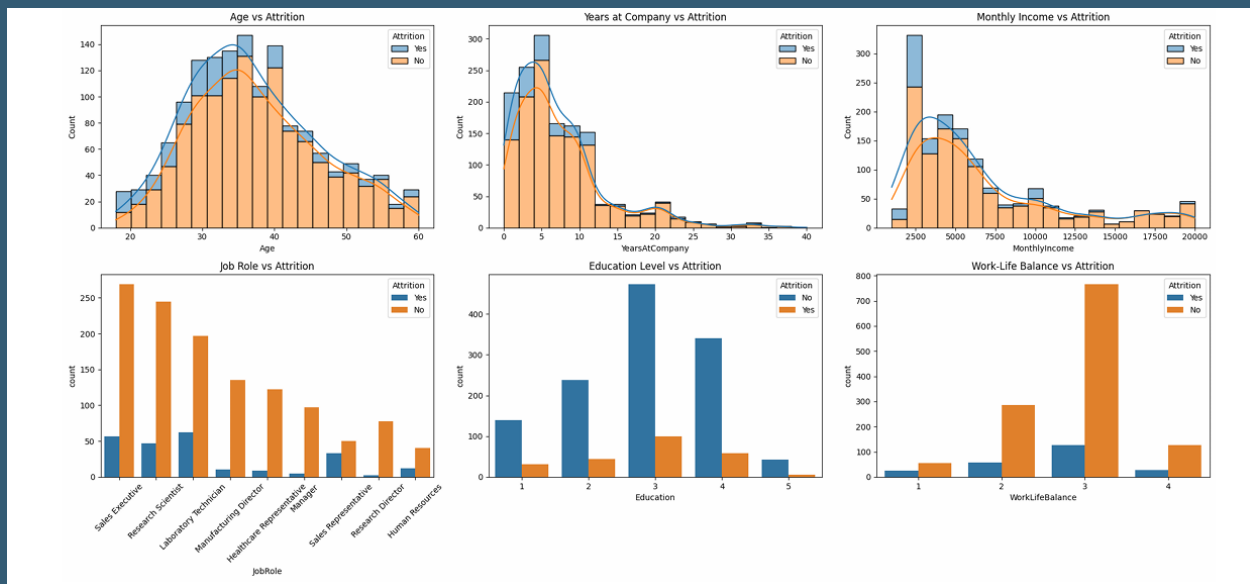
- The histogram analysis indicates variations between age groups in terms of attrition.
- A weak negative correlation ( $-0.16$ ) between age and attrition suggests that older employees may be less likely to leave compared to younger ones.

## 2. Years at Company vs Attrition:

- Employees with shorter or moderately long tenures show a higher propensity for attrition.
- The correlation between years at the company and attrition is  $-0.13$ , signifying a weak relationship but indicating potential risk within specific tenure ranges.

## 3. Monthly Income vs Attrition:

- A weak negative correlation ( $-0.16$ ) was observed between monthly income and attrition, implying that certain income levels might influence employee decisions to stay or leave.



## Categorical Factors:

### 1. Job Role:

- The analysis revealed that attrition rates vary significantly by job role.
  - Highest attrition: *Sales Representative* (39.76%), *Laboratory Technician* (23.94%).
  - Lowest attrition: *Research Director* (2.5%), *Manager* (4.9%).

### 2. Education Level:

- Employees with lower education levels have higher attrition rates.
  - Education level 1 (18.24%), level 3 (17.31%), compared to level 5 (10.42%).

### 3. Work-Life Balance:

- Work-life balance scores are inversely related to attrition rates.
  - Lowest score (1) had a 31.25% attrition rate, while the highest (4) had 17.65%.

### 4. Department:

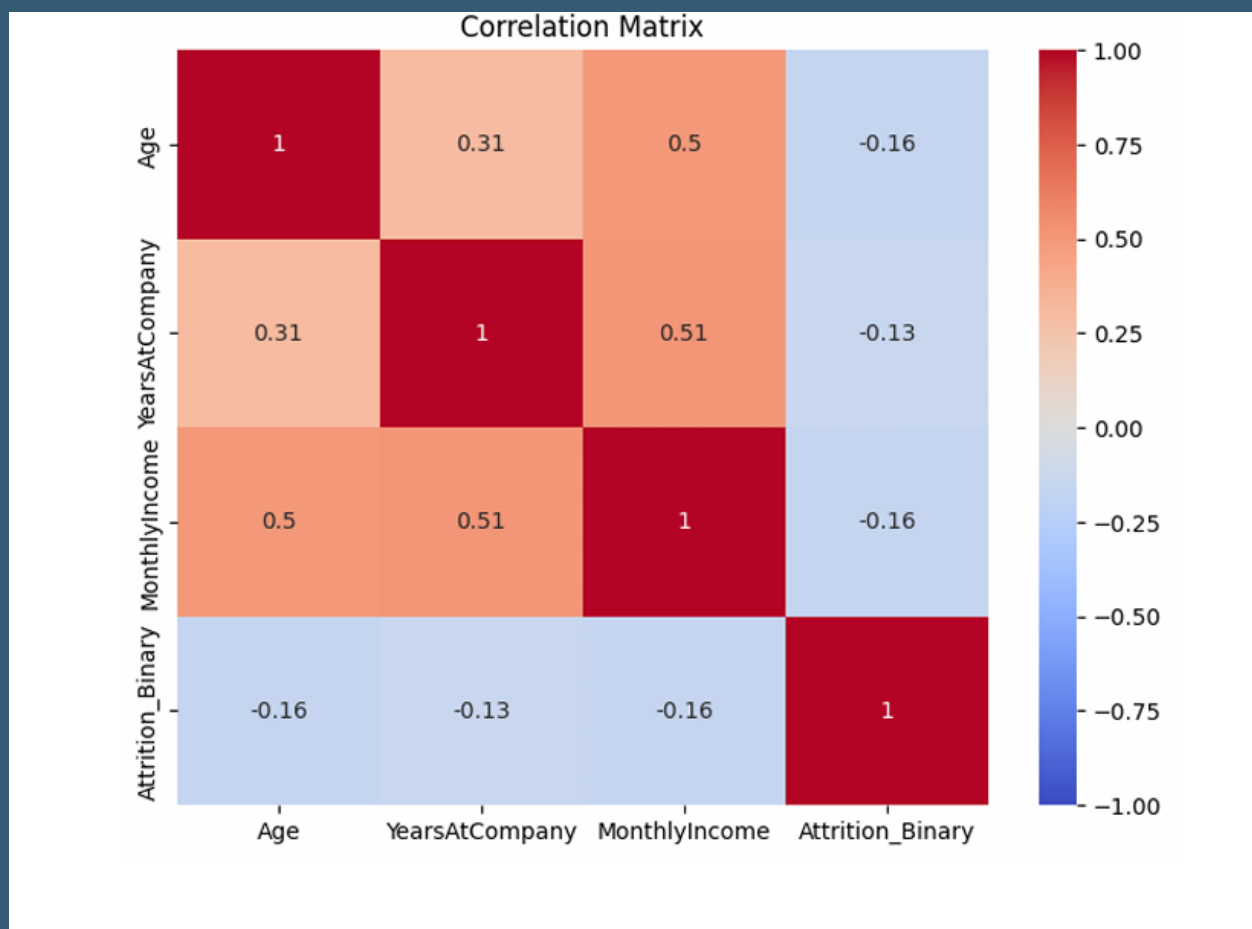
- The *Sales* department has the highest attrition (20.63%), followed by *Human Resources* (19.05%). The *Research & Development* department has the lowest (13.84%).

### 5. Marital Status:

- Single employees show a higher attrition rate (25.53%) compared to married (12.48%) and divorced employees (10.09%).

## Correlation Analysis:

Factor	Correlation with Attrition
Age	-0.16
Years at Company	-0.13
Monthly Income	-0.16



## Conclusion and Recommendations:

1. Overall Attrition Rate: The attrition rate of 16.12% indicates a moderate turnover level, necessitating strategic intervention.
2. Age and Tenure: While age has a weak negative correlation with attrition, focusing on employees with shorter tenures may help reduce turnover.
3. Income Analysis: Further investigation into specific salary bands could provide insights into income-related attrition trends.
4. Targeted Strategies:
  - Implement tailored retention initiatives for high-risk job roles (e.g., *Sales Representatives*).
  - Address work-life balance issues to improve retention, especially for employees with lower balance scores.
  - Focus on support systems for single employees, who exhibit higher attrition rates.

By addressing these factors, Green Destinations can implement more effective policies to improve employee satisfaction and reduce turnover.