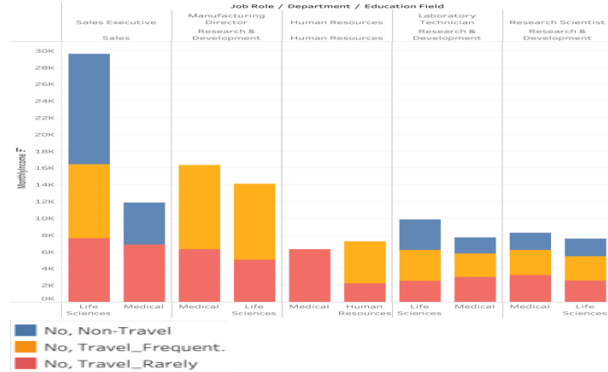
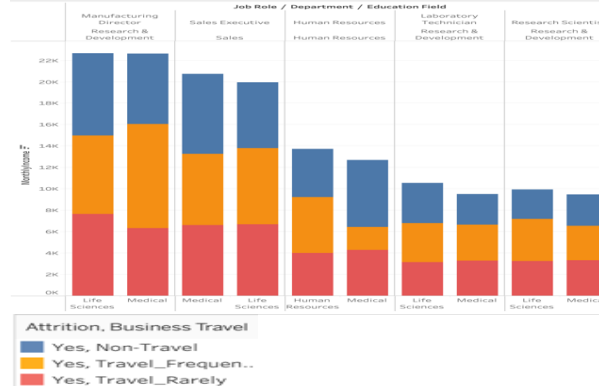


HR ATTRITION

OVERVIEW

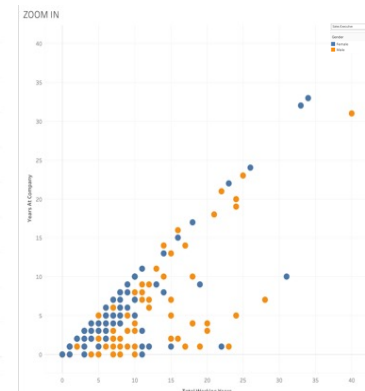
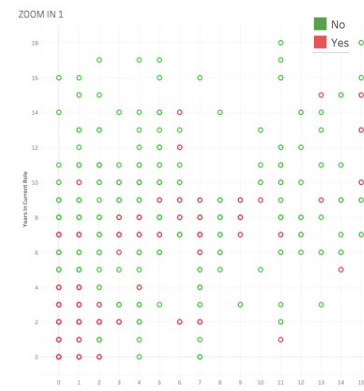
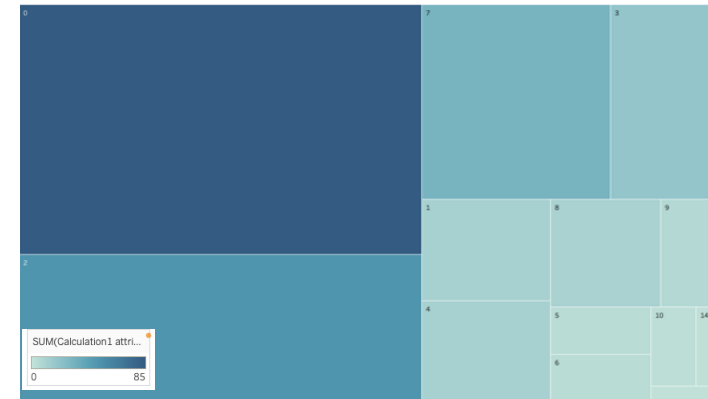


OVERVIEW



- ❖ It is clearly observed that employees from life science background and in sales department have stayed at the company. And most of them are non travelers. While in the other department, employees who travel frequently and employees who travel rarely have stayed. It is clearly observed from **OVERVIEW 1** that employees should be sent to travel quiet often department wise.
- ❖ While on the other side, maximum number of attritions have been observed in Manufacturing and Research department by the people from medical and life science background. Equal number of attritions have been observed in all the three travel categories in these two departments with their respective educational background. Regardless of them being the highest paid. While the lowest paid employees have stayed in more number as compared to the highest paid.
- ❖ To conclude, it is suitable to schedule travel for employees as per their respective department and its attrition rate.

- ❖ **Employees** are the backbone of the organization. Organization's performance is heavily based on the quality of the employees. Challenges that an organization has to face due employee attrition are: Expensive in terms of both money and time to train new employees, Loss of experienced employees, Impact in productivity, Impact on profit. The aim of the data set is to figure the various factors responsible for the growing attrition rates.



- ❖ In the zoom in's, we tried to analyze the the attrition rate with an employees work duration under one manager in order to identify it relationship with the manager. Most of the attritions are by the employees who have not even worked an year under their respective employee. While people who have worked for almost two years under one manager have been the second highest in terms of attrition. There are also some cases where employees have worked almost a decade under one manager but still have left the job.

- ❖ When we compared the data of promotion with the number of years in the current job role of an employee with respect to attrition, we found out that most number of attritions have occurred in two phases.

- Initial phase:- The phase where a higher number of employees have resigned within the first 4 years of their current role as they were not promoted within the first 24 months since their last promotion.
- Median Phase:- The phase when an employee has worked under a certain job role for more than 5 years and hasn't received a promotion during that time period. Such employees have set to leave the company in a large number.

- ❖ Secondly, we analyzed total working year of an employee (Male/ Female) with their duration in current company with respect to attrition. And we found that almost equal number of males and females have attained within the first decade of their service. Almost 75% of the total employees have left their job after a decade of service. However, there are some examples of employees who stayed for almost entire part of their work life.

- ❖ Next, we took the number of years worked by an employee of an certain department in consideration with respect to the attrition rate and we found out that maximum number of attritions were in the sales and executive department and an average years of an employee working at that company under the particular department is 16 years. Next comes the Laboratory technicians who have attained the most within the first 10 years of their service. The least number of attritions have been in the Research and development department by the research directors.

- ❖ Majority of the attritions are sales executive from life science background which do not travel as much as others. Other job role attritions are almost half the number of attritions from sales executive job role. The least attritions are from HR department with medical backgrounds. But if we compare the overall graph, we can see that people who travel more have left the job in larger number as compared to others. In the second part of the overview, it is clearly seen that directors and R&D engineers earn the most from those who have stayed. Regardless of their frequency of travel.



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