

## *Employee Attrition Analysis*



### What is employee attrition?

Employee attrition is defined as employees leaving their organizations for unpredictable or uncontrollable reasons. Many terms make up attrition, the most common being termination, resignation, planned or voluntary retirement, structural changes, long-term illness, layoffs.

Employee attrition is the gradual reduction in employee numbers. Employee attrition happens when the size of your workforce diminishes over time. This means that employees are leaving faster than they are hired.

# Columns in dataset

EmployeeID - Numerical Categorical Data	YearsSinceLastPromotion - Numerical Discete Data
Age - Numerical Discrete Data	YearsWithCurrManager - Numerical Discete Data
Attrition - Text Categorical Data	EnvironmentSatisfaction - Numerical Categorical Data
BusinessTravel - Text Categorical Data	1 : Low
Department - Text Categorical Data	2 : Medium
DistanceFromHome - Numerical Discrete Data	3 : High
Education - Numerical Categorical Data	4 : Very High
1 : Below College	
2 : College	JobSatisfaction - Numerical Categorical Data
3 : Bachelor	1 : Low
4 : Master	2 : Medium
5 : Doctor	3 : High
EducationField - Text Categorical Data	4 : Very High
EmployeeCount - Numerical Discrete Data	
Gender - Text Categorical Data	WorkLifeBalance - Numerical Categorical Data
JobLevel - Numerical Discrete Data	1 : Bad
JobRole - Text Categorical Data	2 : Good
	3 : Better
	4 : Best
MaritalStatus - Text Categorical Data	JobInvolvement - Numerical Categorical Data
	1 : Low
MonthlyIncome - Numerical Discrete Data	2 : Medium
	3 : High
NumCompaniesWorked - Numerical Discrete Data	4 : Very High
Over18 - Text Categorical Data	
PercentSalaryHike - Numerical Discrete Data	PerformanceRating - Numerical Categorical Data
StandardHours - Numerical Discrete Data	1 : Low
YearsAtCompany - Numerical Discete Data	2 : Good
TrainingTimesLastYear - Numerical Discrete Data	3 : Excellent
	4 : Outstanding
	StockOptionLevel - Numerical Categorical Data
	TotalWorkingYears - Numerical Discrete Data

# Employee ANALYTICS DASHBOARD

Human Re...

Life Scien...

Marketing

Medical

Other

Technical ...

## OverALL Employee

4410

## Attrition

711

## Attrition Rate

16.12%

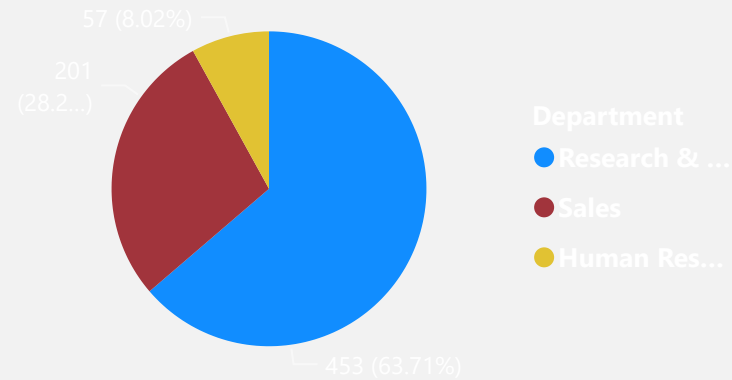
## Active Employee

3699

## Average Age

37

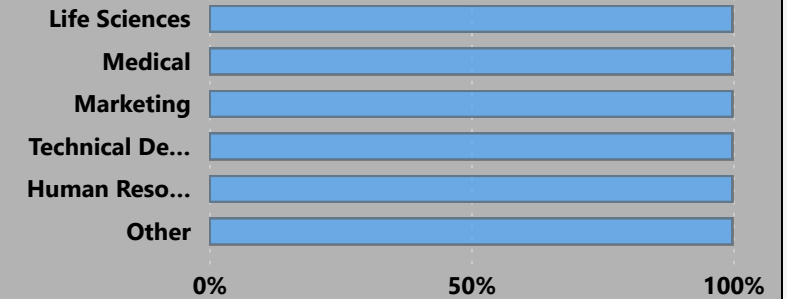
### Department Wise Attririon



### Job Satisfaction Rating

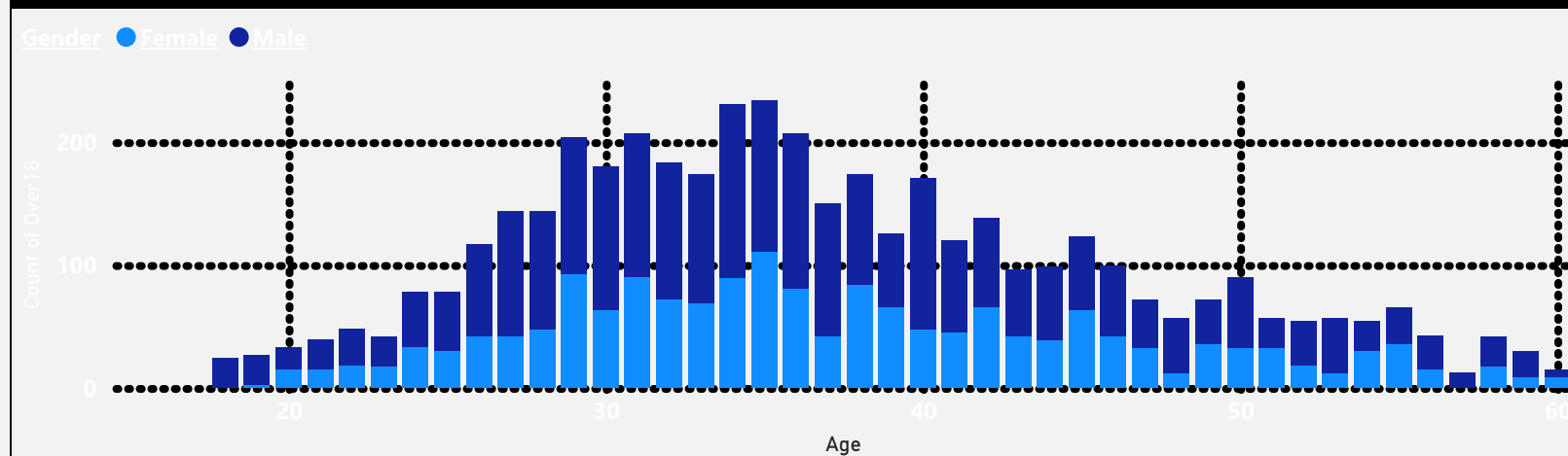
JobRole	1	2	3	4	NA	Total
Healthcare Representative	84	66	114	126	3	393
Human Resources	24	18	47	66	1	156
Laboratory Technician	158	147	246	224	2	777
Manager	59	54	99	93	1	306
Manufacturing Director	72	87	133	139	4	435
Research Director	32	51	75	81	1	240
Research Scientist	176	189	252	256	3	876
Sales Executive	186	198	285	305	4	978
Sales Representative	69	30	72	77	1	249
Total	860	840	1323	1367	20	4410

### Education Wise Attrition

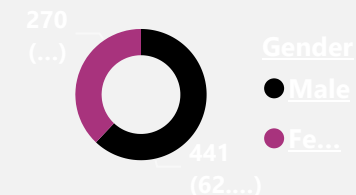


### Attrition Rate By Age Group

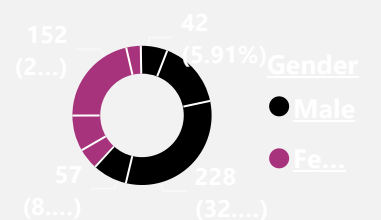
### Count of Over18 by Age and Gender



### Attrition number by Gender



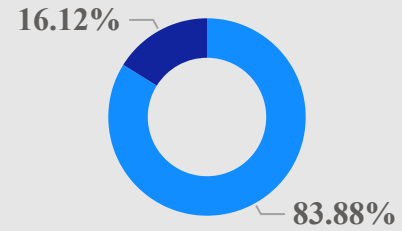
### Attrition number by Gender & WorkLifeBalance



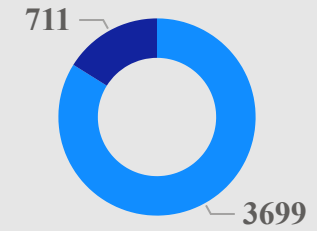
# 4410

Total Employees

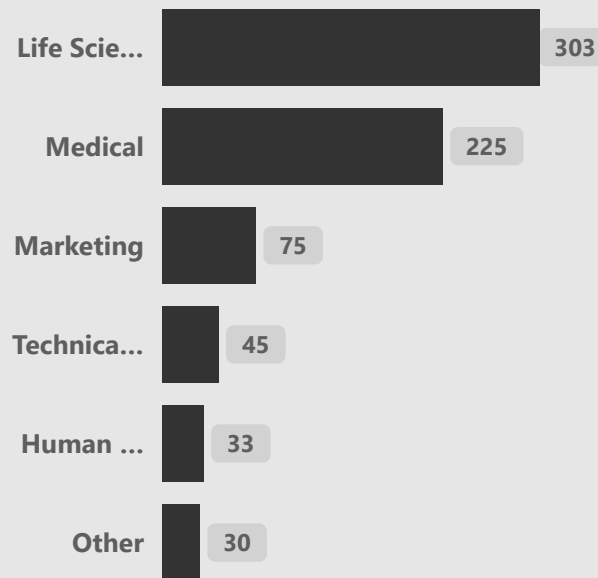
## Total Attrition Rate



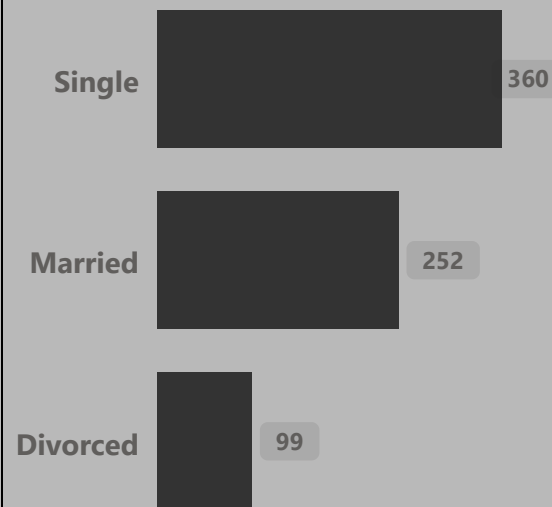
## Active Employee



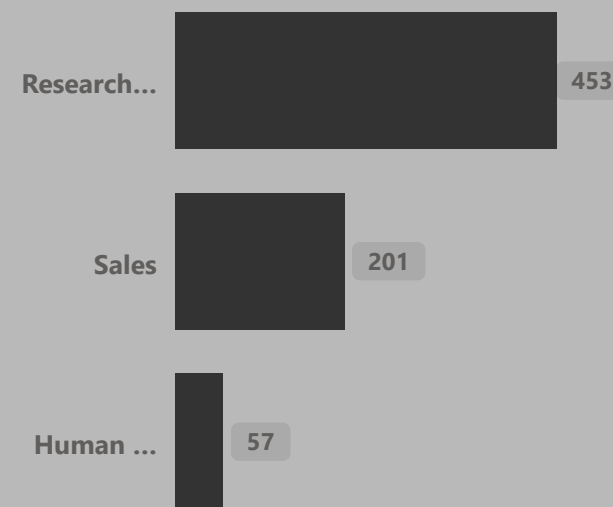
## Attrition By Education Field



## Attrition by Marital Status



## Attrition by Department



## Attrition by Gender



### **How can managers reduce employee attrition?**

There's no arguing that managers help employees feel connected to and valued by the organisation (which is essential to retaining talent). But how exactly do they do it...? Well it's simple, great managers prioritise people over productivity.

Great managers build genuine relationships and create a culture of psychological safety ([link to other article](#)) which are the catalysts to growing and retaining highly effective teams.

**End project**

By Rajesh Hinduja

THANK YOU!!