

Attrition Overview

Attrition -
Overview

Attrition -
Contract &
Rate

Attrition -
Demographic
s & History

Attrition -
Sat. Indicators

Recommendations

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Clear all slicers

Indicators of High Performance Employees (Rank 3 & 4)

16%

Attrition Rate

237

Total Attrition

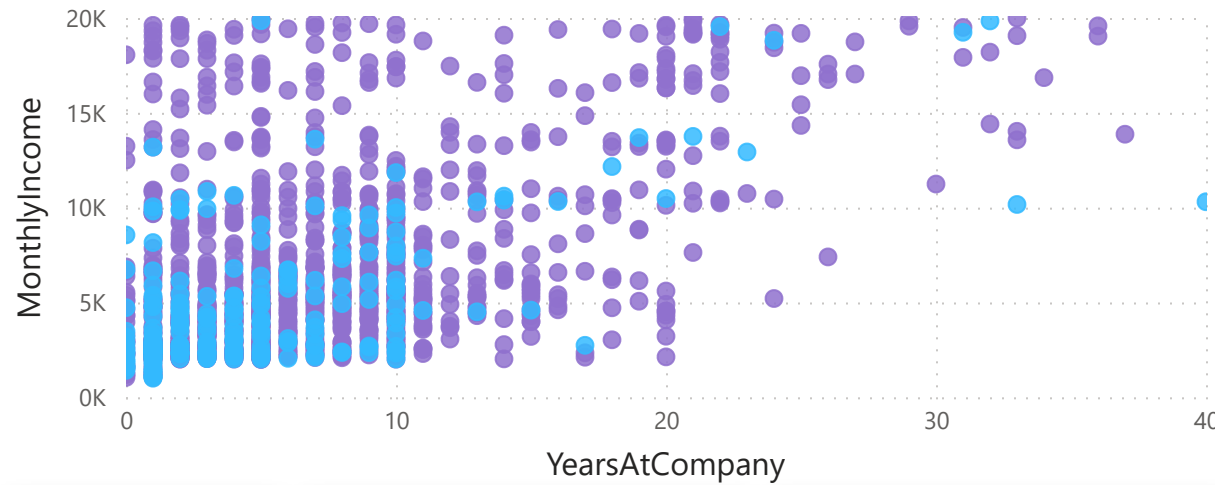
1233

Total Retention

1470

Total Employees

Attrition



Attrition

- ☐ No
☐ Yes

MonthlyIncome

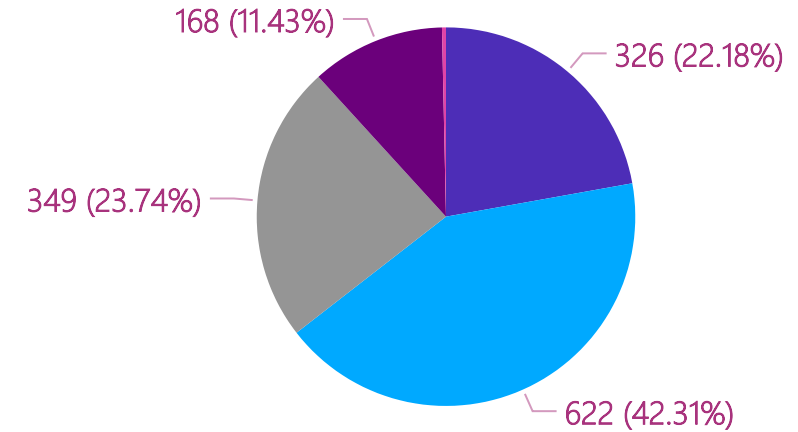
1009

19999

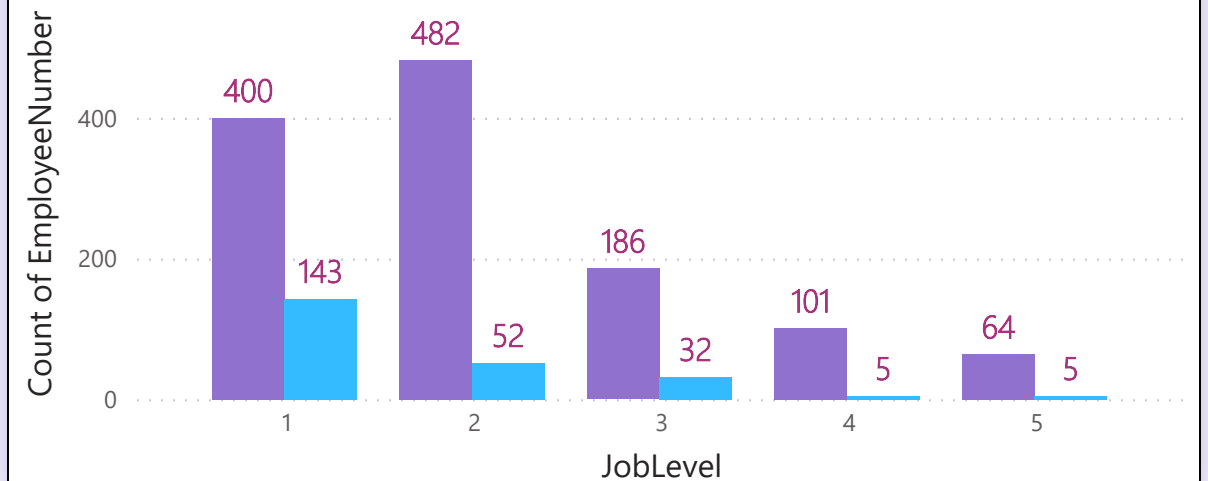
Department

- ☐ Human Resources
☐ Research & Development
☐ Sales

AgeGroup



Attrition



Employee Work Details

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Attrition Indicators

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Total Attrition

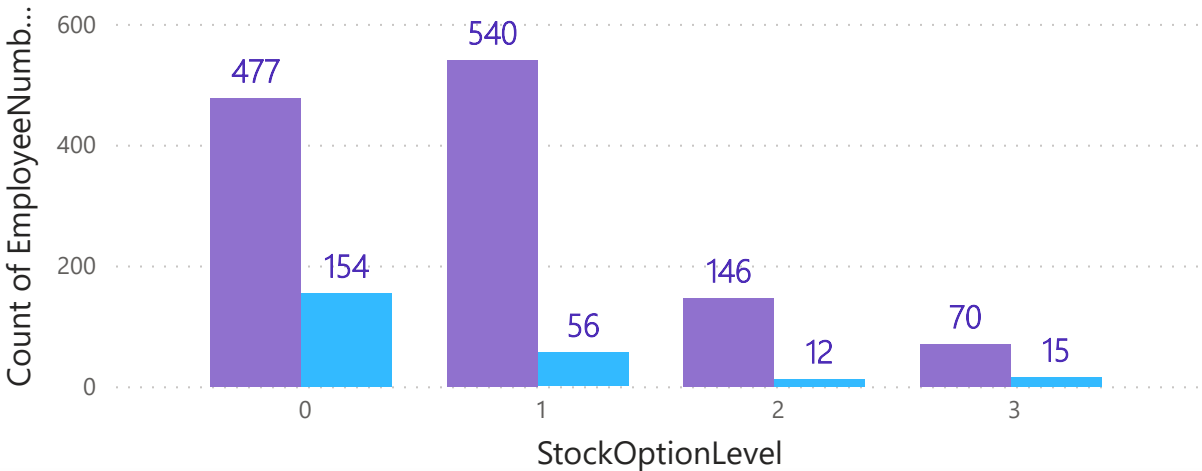
1470

Total Employees

10M

Tot. Monthly Salaries

Attrition ● No ● Yes



Attrition

- ☐ No
☐ Yes

JobRole

- ☐ Healthcare Representative
☐ Human Resources
☐ Laboratory Technician

Average: Salary Rate

66

Hourly

802

Daily

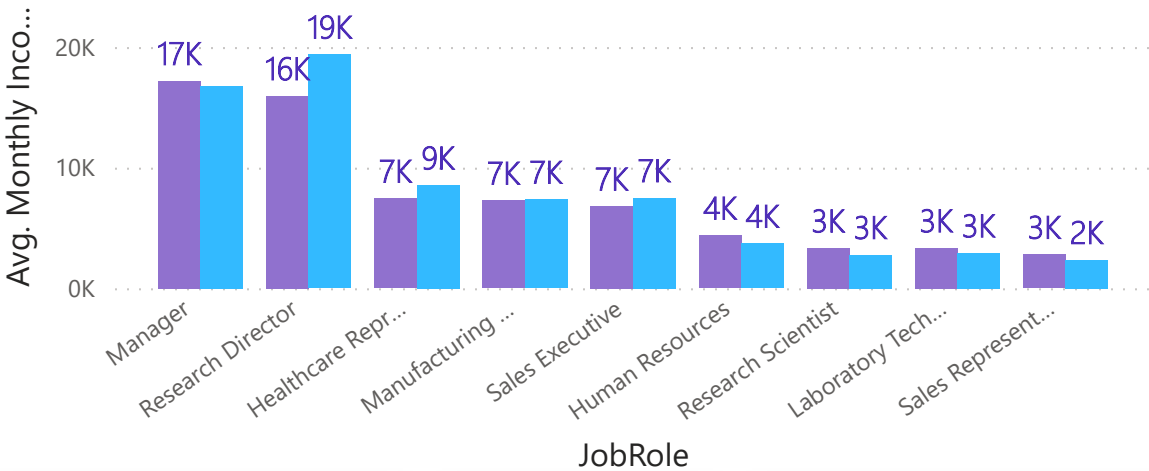
14K

Monthly

15%

% Salary Hike

Attrition ● No ● Yes



JobLevel

- ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

OverTi...

- ☐ No
☐ Yes

BusinessTravel

- ☐ Non-Travel
☐ Travel_Frequently
☐ Travel_Rarely

Employee Demographcics & History

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Total Employees

11

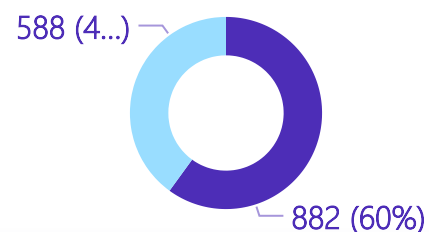
Avg. Tot. Work Years

Training Times Last Year

Attrition	Avg.
<input type="checkbox"/> No	2.83
Human Resources	2.67
Research & Development	2.83
Sales	2.87
<input type="checkbox"/> Yes	2.62
Human Resources	2.08
Research & Development	2.59
Sales	2.75
Total	2.80

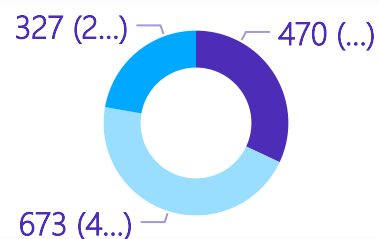
Gender

- Male
- Female



MaritalStatus

- Single
- Married
- Divorced



Attrition

- ☐ No
- ☐ Yes

CompaniesWo...

All

DistanceFromHome

1

29

Average of Years

7

At Company

4

In Current Role

2

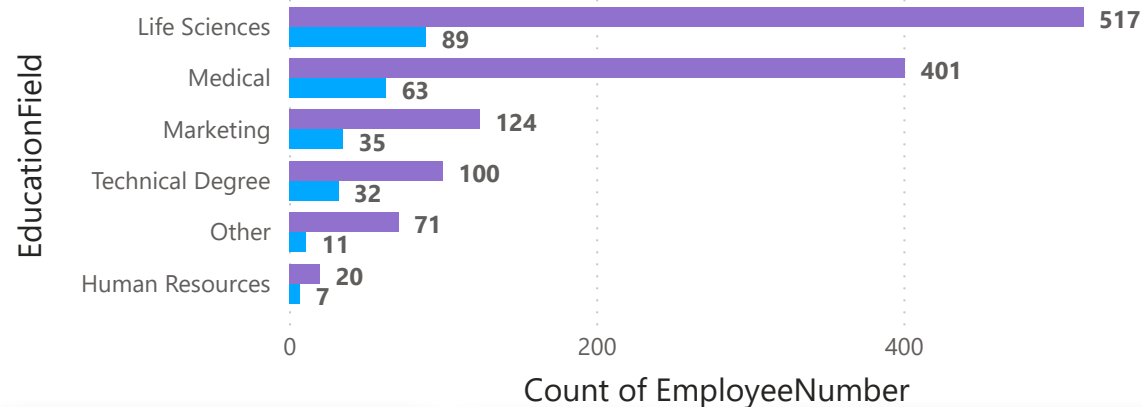
Since Last Promote

4.12

With Curr Manager

Count of EmployeeNumber by EducationField and Attrition

Attrition ● No ● Yes



Education

1

2

3

4

5

Gender

- ☐ Female
- ☐ Male

MaritalStatus

- ☐ Divorced
- ☐ Married
- ☐ Single

Satisfaction Indicators

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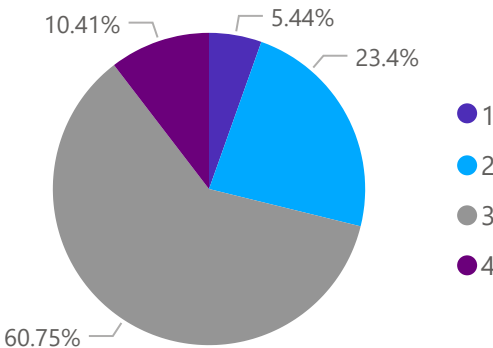
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Total Retention

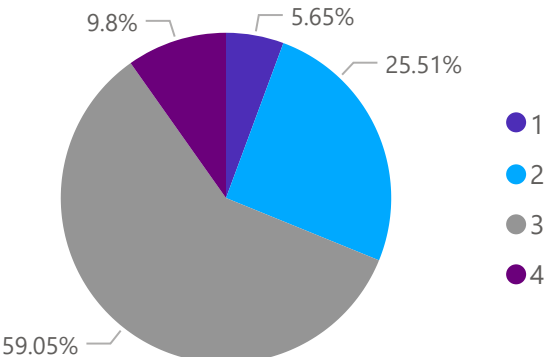
1470

Total Employees

WorkLifeBalance



Involvement



Attrition

- ☐ No
☐ Yes

Department

- ☐ Human Resources
☐ Research & Development
☐ Sales

Average of Years

7

At Company

4

In Current Role

2

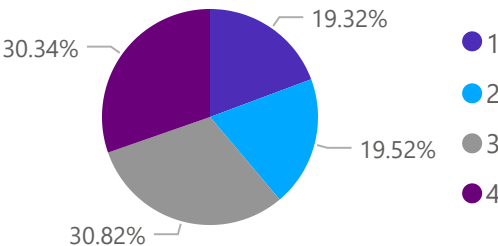
Since Last Promote

4.12

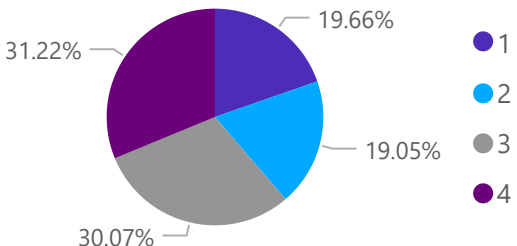
With Curr Manager

Satisfaction Indicators with Attrition

Environment



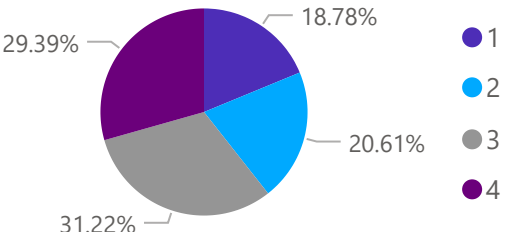
Job



Legend Description

- | | |
|---------------|----------|
| 1 'Low' | 'Bad' |
| 2 'Medium' | 'Good' |
| 3 'High' | 'Better' |
| 4 'Very High' | 'Best' |

Relationship



Recommendation & Future Work

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Recommendations & Future work

- It is recommended choose to hire higher age for **Job level 1** positions as **Age** factor is one of the factors that affect attrition directly with 79 employees in their **20's** tend to leave.
- It is recommended to re-adjust **monthly income** less than 2800 for employers in *HR department* and 5000 for employees in *Research department* who spent **Less than 10 years at company** as they are more likely to leave than higher Salaries in same year range.
- Beside allow more **stock option level**, Since **level zero has highest over turn** with 154 employer where 40 of them are *Sales Executives*.
- Recommended hiring employees with **number of companied worked** more than one, as there 121 total attrition of for employees with less than two years.
- Also carefully consider *singles* and *bachelor's degrees* employees as has their attrition total count is highest among their category with 99 & 120 respectively.
- Further data and analysis is needed to investigate the high attrition for work life balance of better and work involvement of high.

Outliers Detection



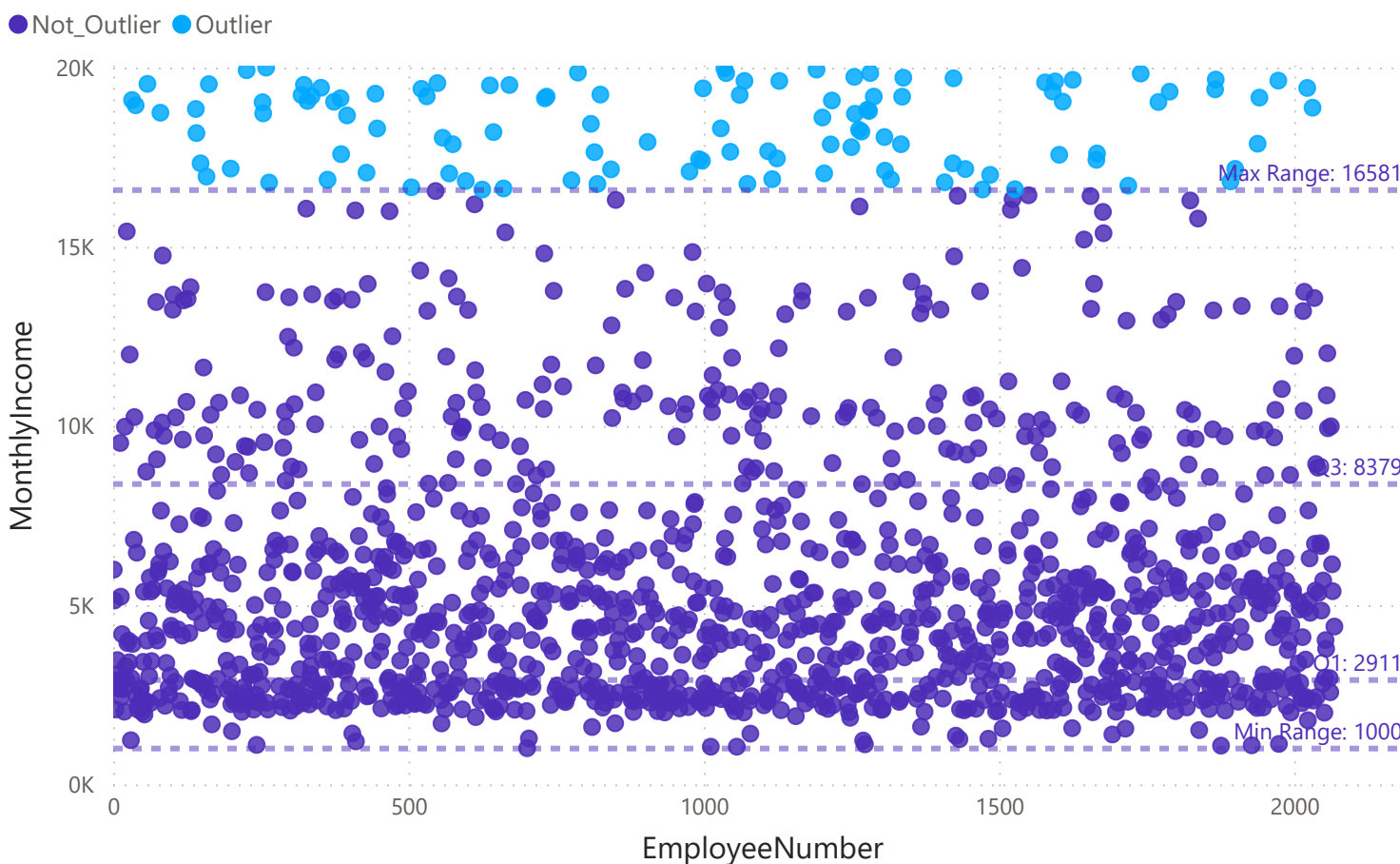
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Detect Outliers Using Interquartile Range

Outlier_MonthlyIncome, EmployeeNumber and MonthlyIncome



114

OutliersCounter

Outlier Elements

Employee Number	Department	Monthly Income	Outlier_Monthly Income
32	Research & Development	19094	Outlier
38	Sales	18947	Outlier
58	Research & Development	19545	Outlier
80	Research & Development	18740	Outlier
140	Human Resources	18844	Outlier
141	Research & Development	18172	Outlier
148	Human Resources	17328	Outlier
158	Sales	16959	Outlier
162	Research & Development	19537	Outlier
199	Research & Development	17181	Outlier
226	Research & Development	19926	Outlier
253	Research & Development	19033	Outlier
254	Research & Development	18722	Outlier
259	Research & Development	19999	Outlier