

# ***HR ATTRITION REPORT***

## **PROJECT OVERVIEW**

This project focuses on analysing factors that influence and lead to employee attrition.

The dataset used in this project is fictional and has been produced by *IBM Data Scientists*

It can be downloaded from Kaggle here:

Tools /Software used:

- Power BI
- MySQL

## **OBJECTIVE**

The objective is to uncover attrition trends focusing on these 3 main categories.

- Demographic Analysis
- Job and Experience Analysis
- Salary and Performance Analysis

## **HR ATTRITION – DATA CLEANING**

The first step was to ensure that the data is clean and consistent.

Using the codes in the MySQL Script provided, the following was confirmed:

- There are no duplicate rows in the data.
- There are no Null values in the data.
- The entries in each of the 36 columns is formatted and recorded consistently.

## **HR ATTRITION – OVERVIEW**

The overview gives an understanding of the type of employees to be dealt with.

- The overall attrition rate is 16%.
- The dataset consists of 1470 fictional employees.
- The average Age of these employees is 37.
- **Marital Status:** 46% of the employees are married while 32% are single and the rest are divorced.
- **Gender:** The workforce consists of 60% males and 40% females
- **Department:** Most of the employees work in the Research and Development department while some work in sales and Human Resources.
- **Education:** More than half of the workforce works in the Life Science Field followed by the Medical and Marketing Field.

## **HR ANALYSIS – DEMOGRAPHIC ANALYSIS**

This category looks at the attrition trends in relation to the age, gender, location and marital status of the employees.

- **Age:** Employees under 25 have the highest attrition rate (40%) while those between 36 and 45 have the lowest attrition rate (9%)
- **Gender:** The attrition rate for males is 1.75 time higher than that for females.
- **Location:** Employees who live closer to their workplace show a higher attrition rate than those who live far away.
- **Marital status:** Single employees account for 50% of those who left their jobs

## **REASONS AND RECOMMENDATIONS**

Younger employees are more likely to leave due to career growth elsewhere. Offering mentorship and career growth opportunities should be considered.

- Local employees might be showing higher attrition due to better job opportunities nearby. Consider making the salary and job benefits more competitive.
- The attrition rate of males might be much higher than those of females due to the dataset consisting of more males (60%)
- Single employees are more willing to leave due to not having family-linked financial responsibilities.

## **HR ATTRITION- JOB AND EXPERIENCE ANALYSIS**

- **Years At Company:** Employees who had less than 5 years working at a company showed a higher attrition rate than the other employees.
- **Job Satisfaction:** 30% of those who left had very a low job satisfaction
- **Work Life Balance:** The attrition rate of employees with a good work life balance is abnormally high.
- **Job Role:** Lab technician have the highest attrition rate (26%), followed by Sales Executives(24%) and Research Scientists(13%)
- **Job Role:** Lab directors and Managers have the lowest attrition rates.

## **REASONS AND RECOMMENDATIONS**

- New employees leaving their current company after a few years is also linked to there being better opportunities nearby. A competitive salary and job benefits should be considered to increase job satisfaction.
- In the same way, improving compensation for employees can help retain those with a good work life balance.

## **HR ATTRITION- SALARY AND PERFORMANCE ANALYSIS**

- **Salary Band:** Employees earning between \$2000 and \$4000 per month have the highest Attrition rate(54%)
- **Percentage Salary Hike:** As the Percentage Salary hike increased, attrition rates in the work force decreased
- **Job Level:** Employees in junior job levels have higher attrition rates than the others holding senior positions.
- **Years Since Last Promotion:** Employees with less than a year since the last promotion have shown the highest attrition rate.

## **REASONS AND RECOMMENDATIONS**

- Increasing the monthly salary to match the workload faced by employees should be considered.
- High Salary hikes have proven to discourage workers from leaving their jobs.
- Mentorship and Career Growth opportunities can be put in place for employees at junior levels to decrease attrition rates.
- Newly promoted employees might be leaving due to increased responsibilities not matching the compensation they are getting.

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