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CULTURE & ATTRITION

You take away our top 20 employees and we [Microsoft] become a mediocre company.

- Bill Gates

Top Work Culture Contributors of Attrition

OVERTIME

1

2

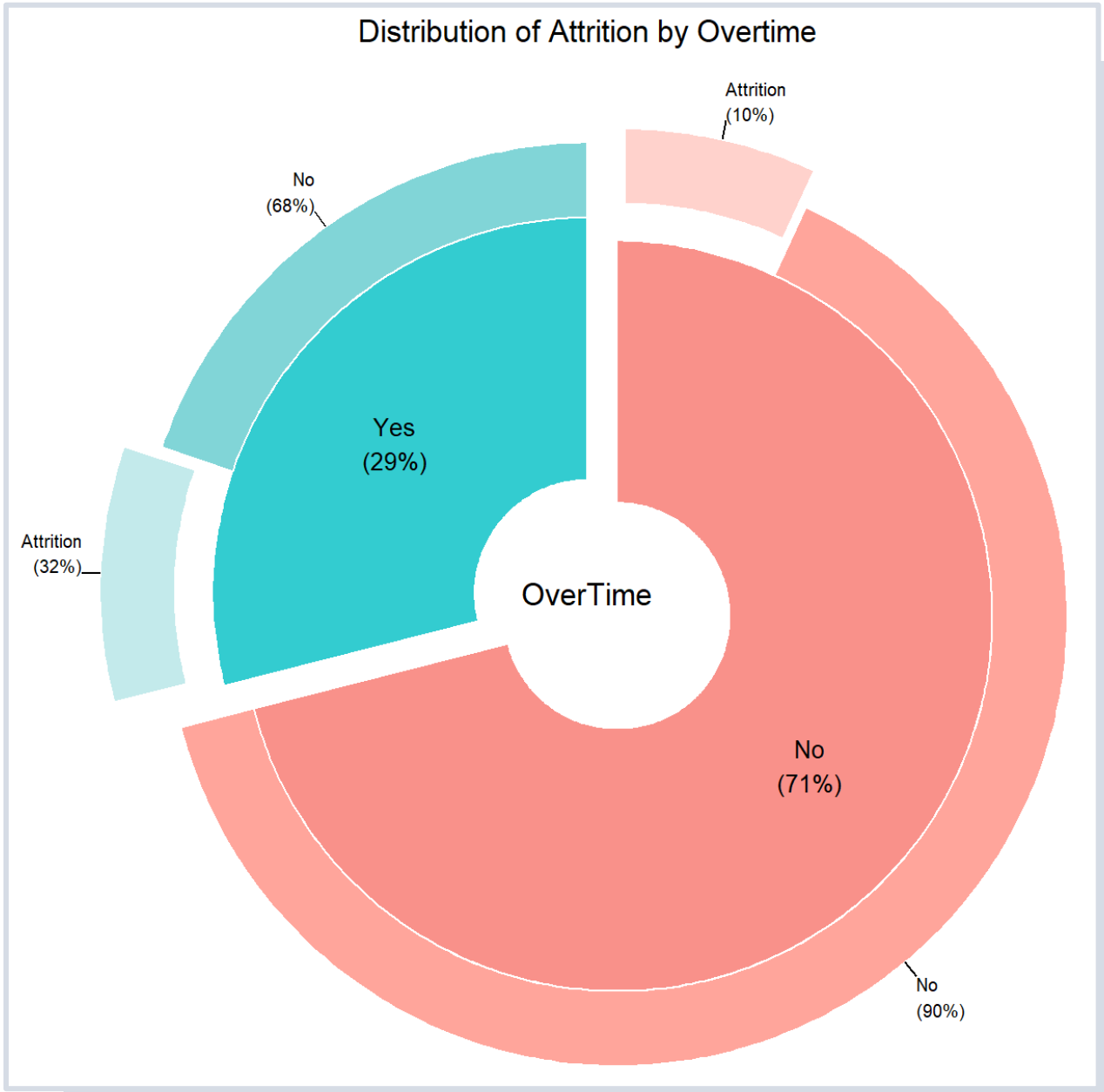
JOB INVOLVEMENT

YEARS IN CURRENT ROLE

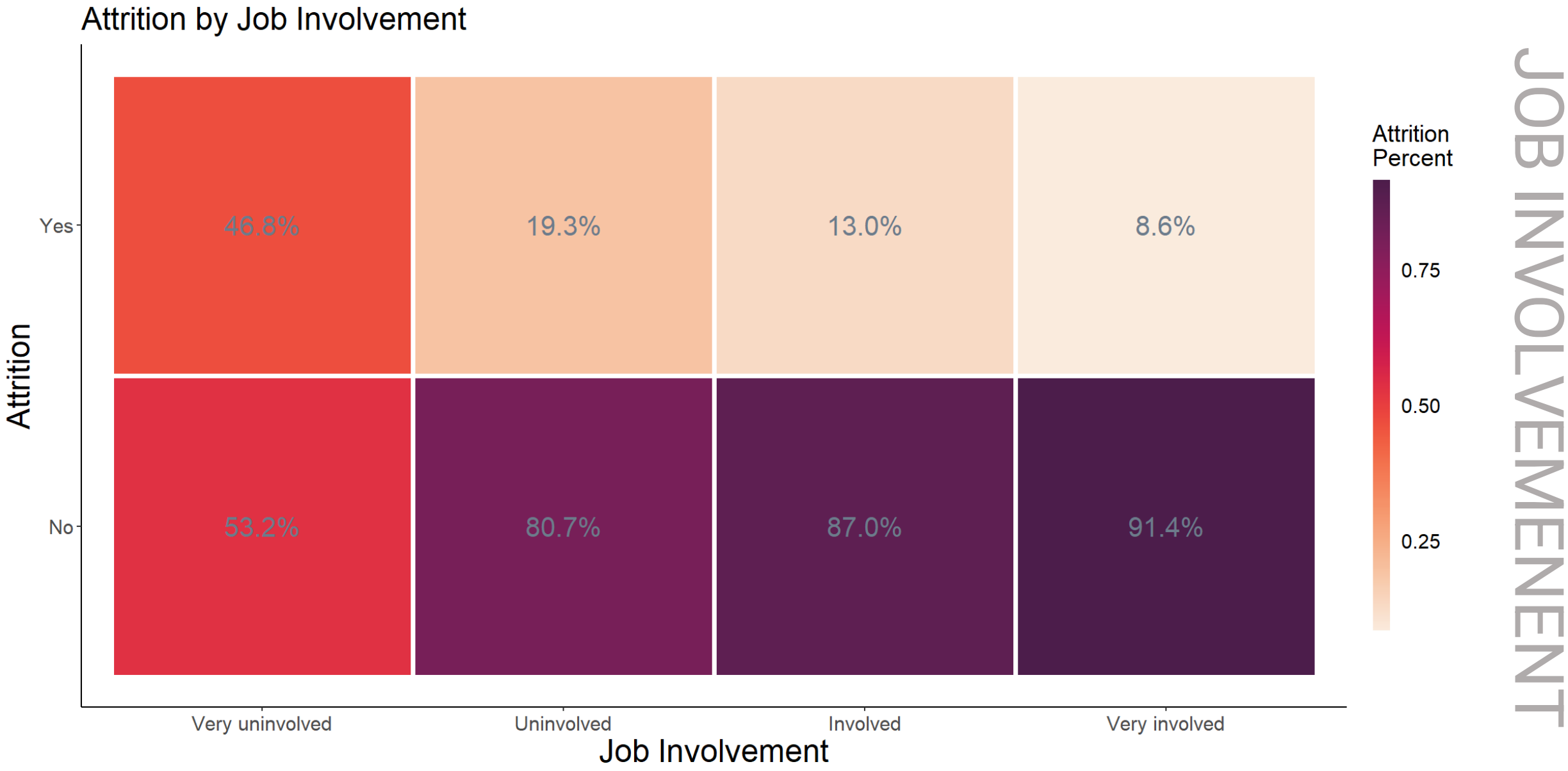
3

LR

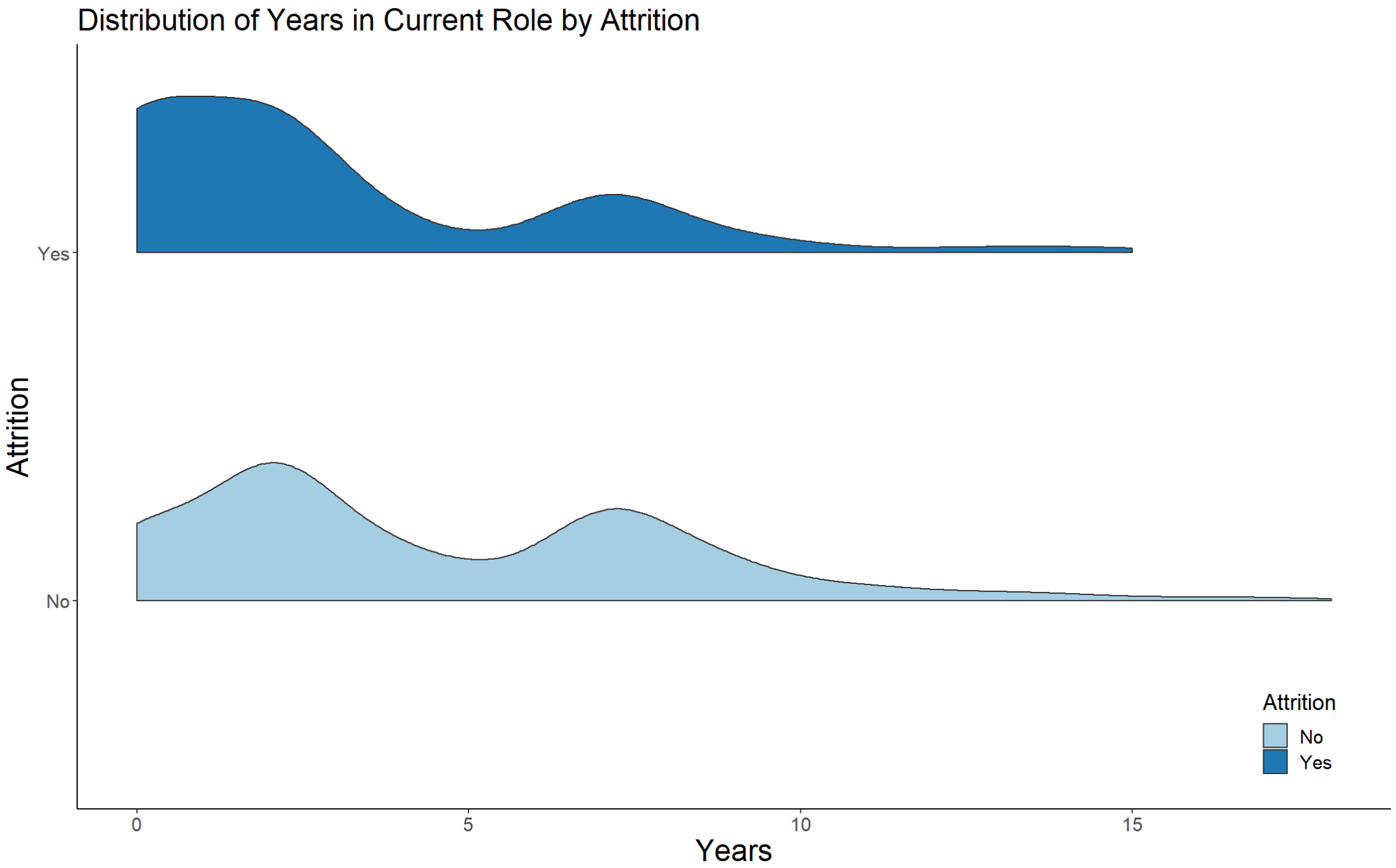
AIC 665

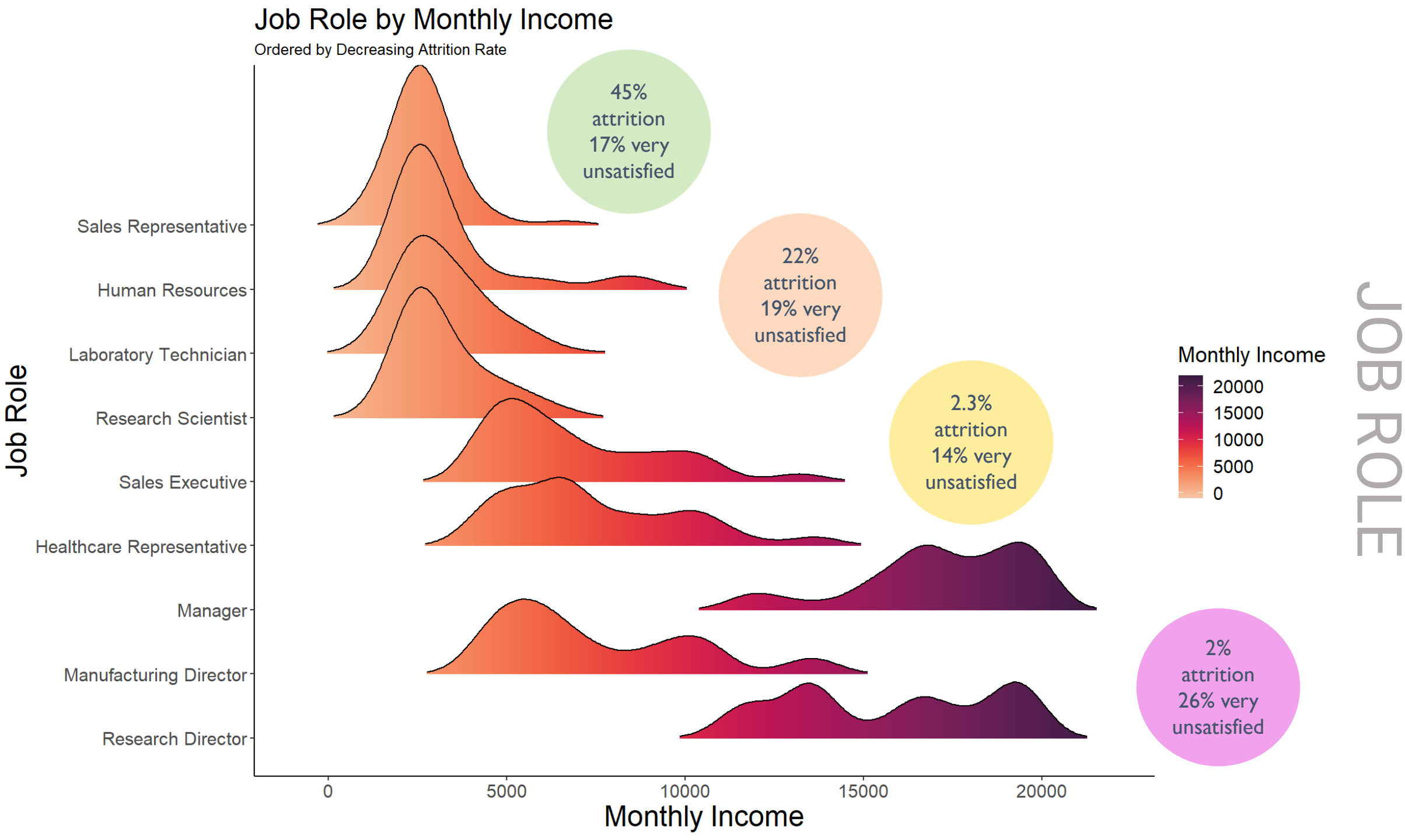

Distribution of Attrition by Overtime
Attrition
(10%)
No
(68%)
Yes
(29%)
Attrition
(32%)
OverTime
No
(71%)
No
(90%)

OVERTIME


Attrition by Job Involvement
Attrition
Yes
No
46.8%
19.3%
13.0%
8.6%
53.2%
80.7%
87.0%
91.4%
Very uninvolved
Uninvolved
Involved
Very involved
Job Involvement
Attrition Percent
0.75
0.50
0.25
JOB INVOLVEMENT

YEARS IN CURRENT ROLE




Job Role by Monthly Income
Ordered by Decreasing Attrition Rate
45% attrition 17% very unsatisfied
22% attrition 19% very unsatisfied
2.3% attrition 14% very unsatisfied
2% attrition 26% very unsatisfied
Sales Representative
Human Resources
Laboratory Technician
Research Scientist
Sales Executive
Healthcare Representative
Manager
Manufacturing Director
Research Director
Job Role
0
5000
10000
15000
20000
Monthly Income
Monthly Income
20000
15000
10000
5000
0
JOB ROLE

NAÏVE BAYES

FULL

	REFERENCE	
PREDICTION	NO	YES
NO	663	54
YES	67	86

86% *ACCURRACY*
0.04 *P-VALUE*
61% *SENSITIVITY*
91% *SPECIFICITY*

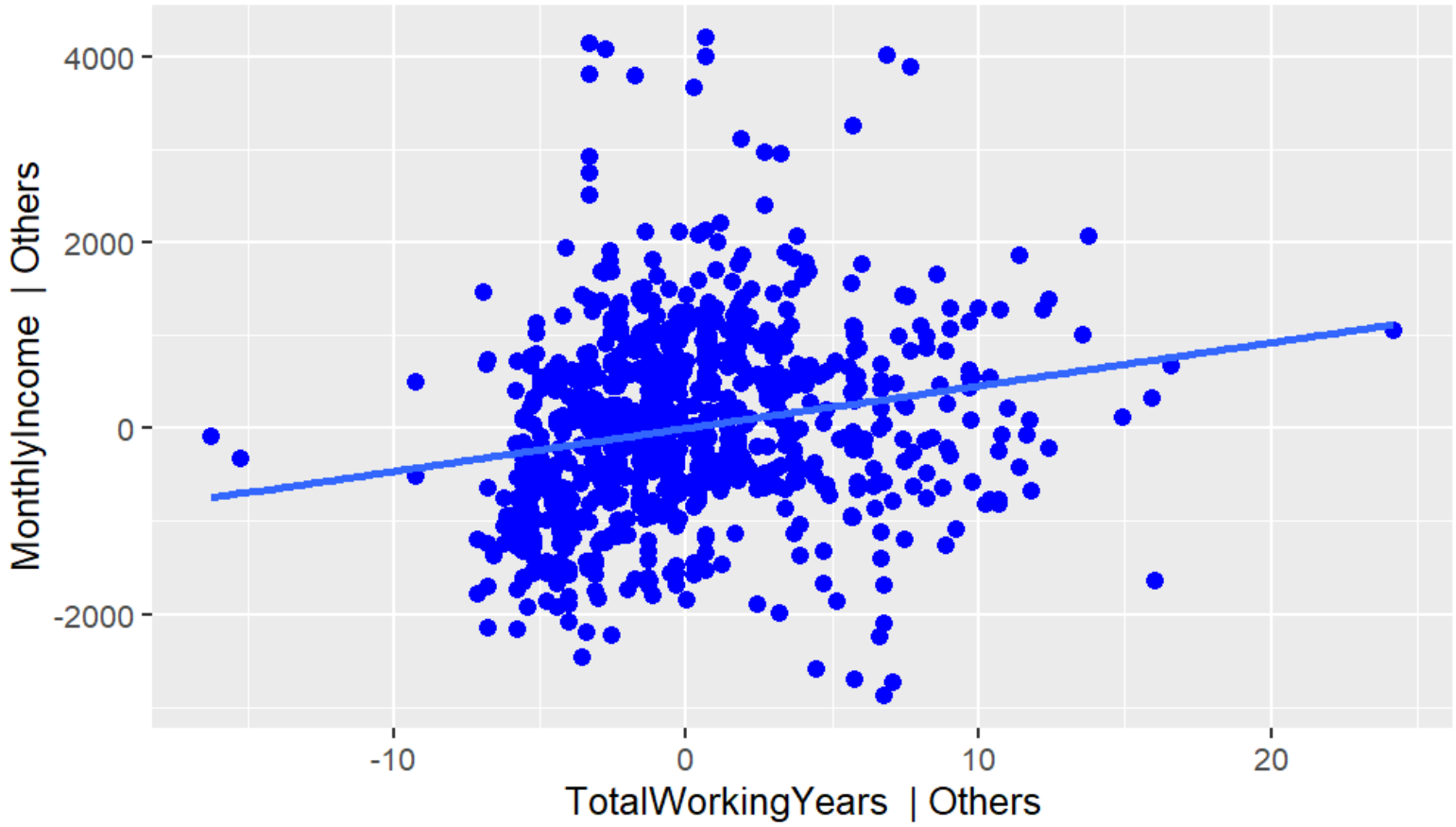
TEST

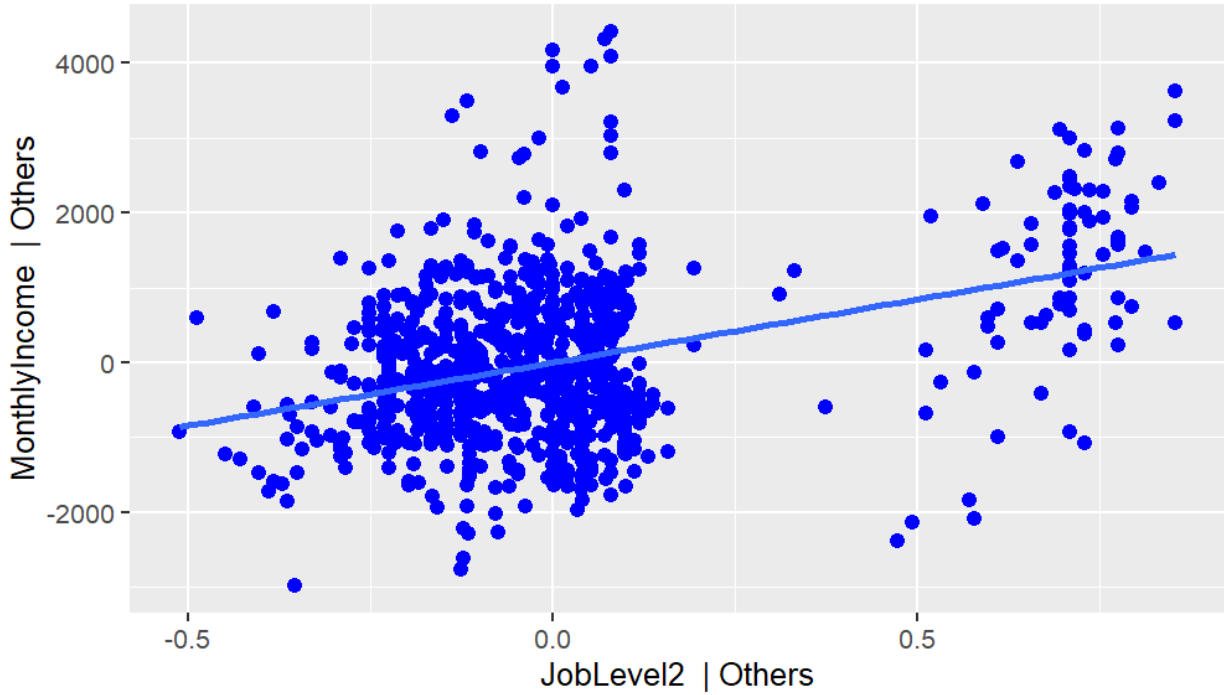
	REFERENCE	
PREDICTION	NO	YES
NO	169	15
YES	12	22

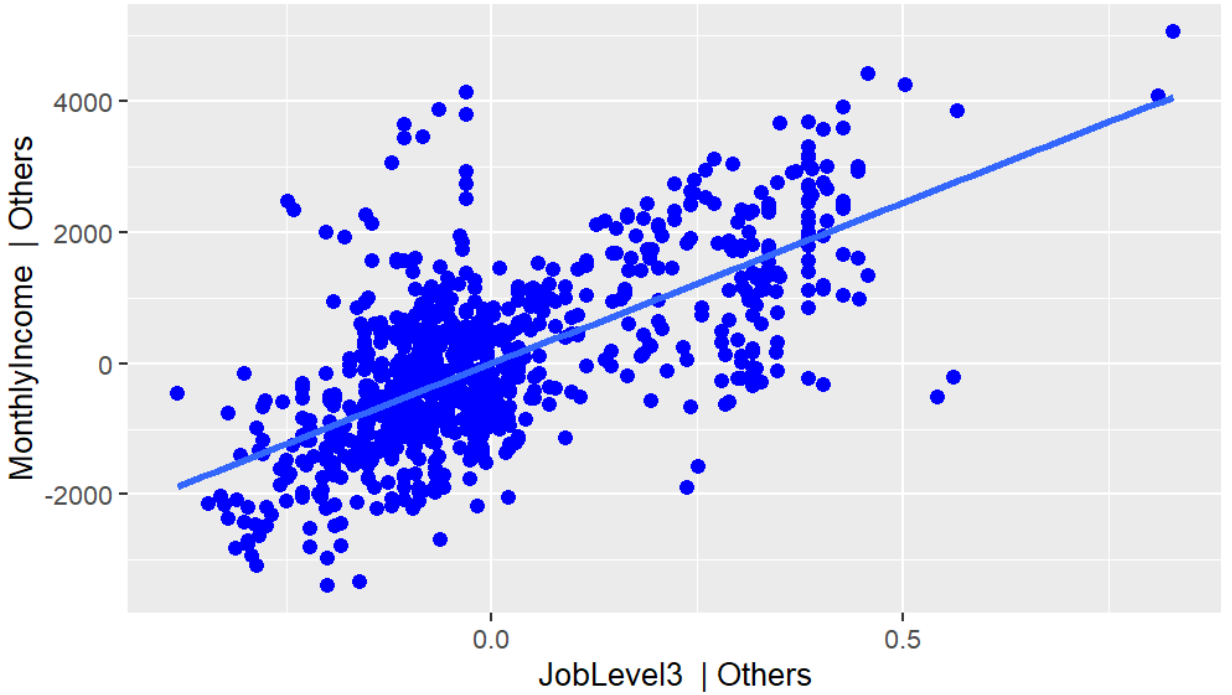
88% *ACCURRACY*
0.04 *P-VALUE*
60% *SENSITIVITY*
93% *SPECIFICITY*

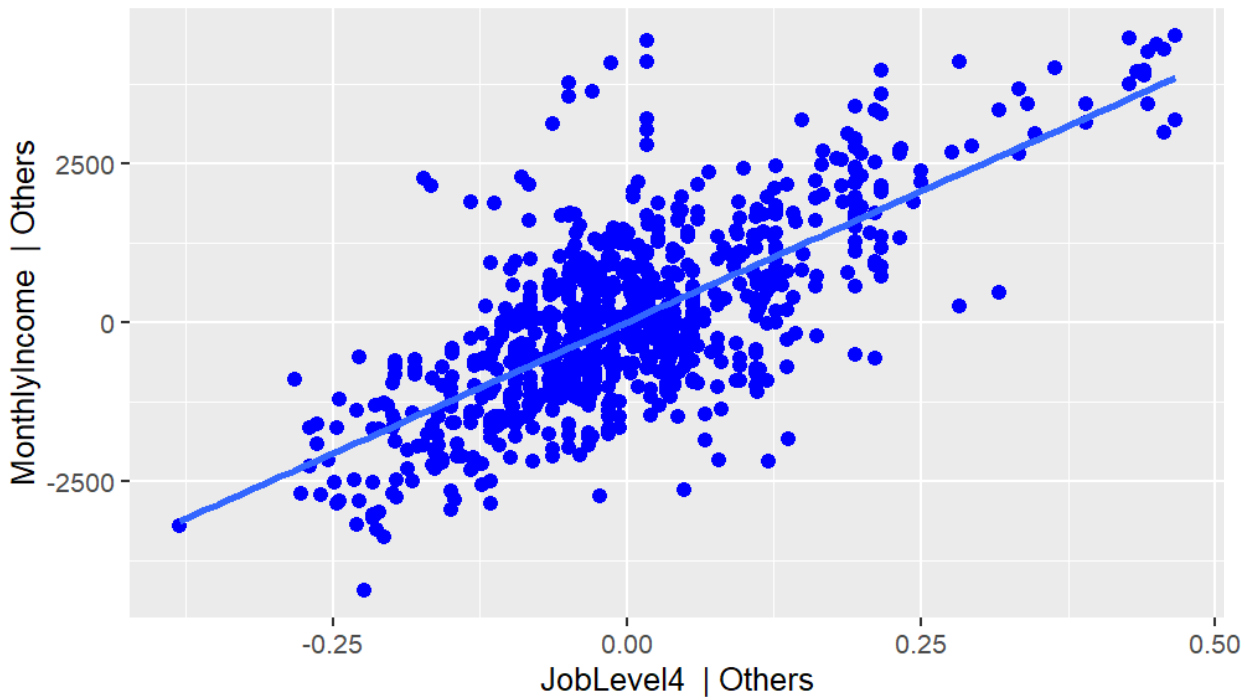
LINEAR REGRESSION

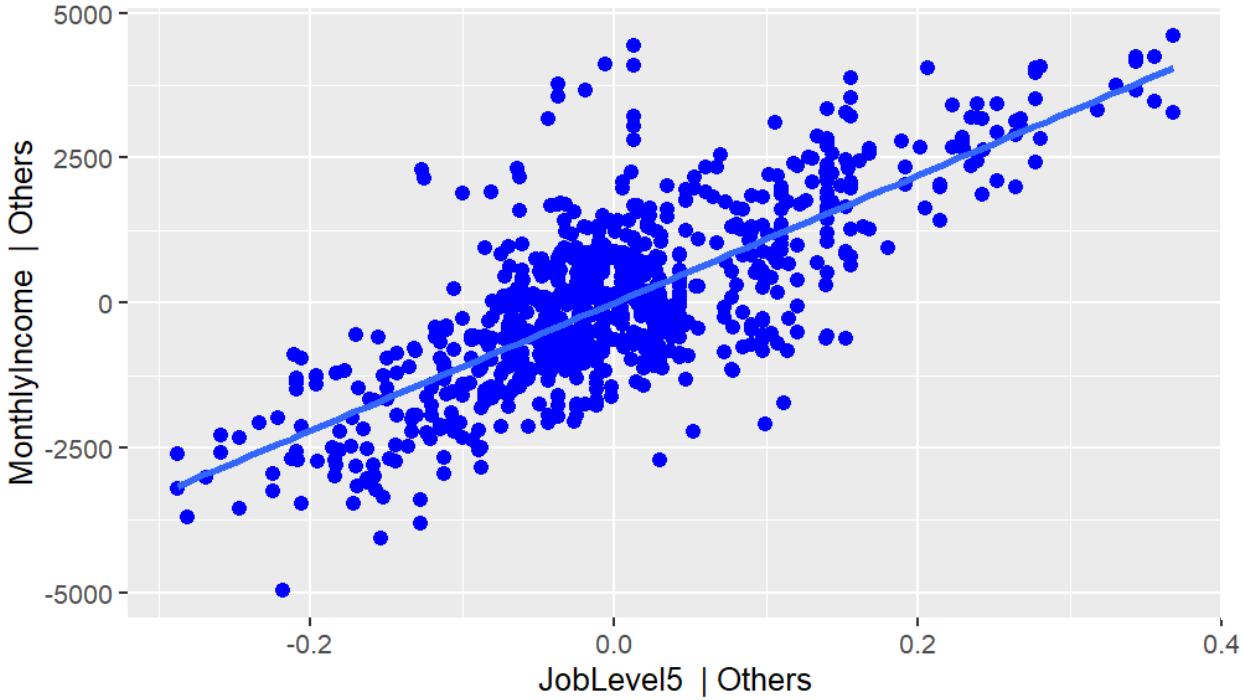
1. Total Working Years
2. Job Level (5)
3. Job Role (9)



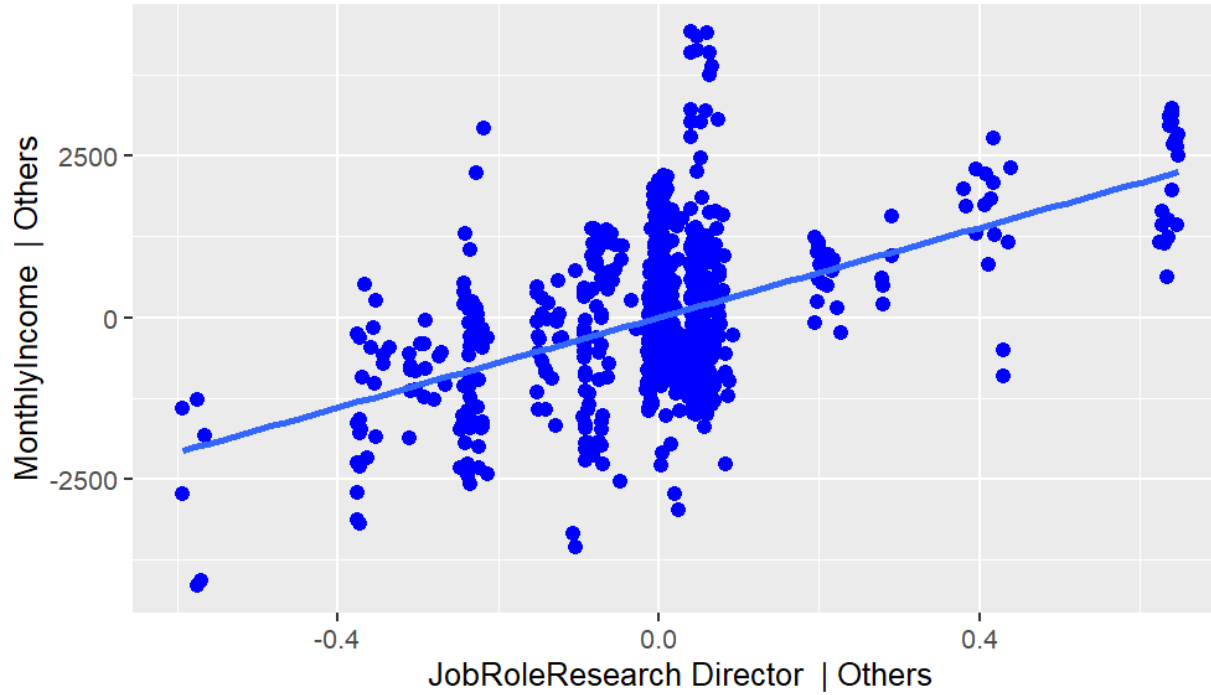

MonthlyIncome | Others
4000
2000
0
-2000
-0.5
0.0
0.5
JobLevel2 | Others

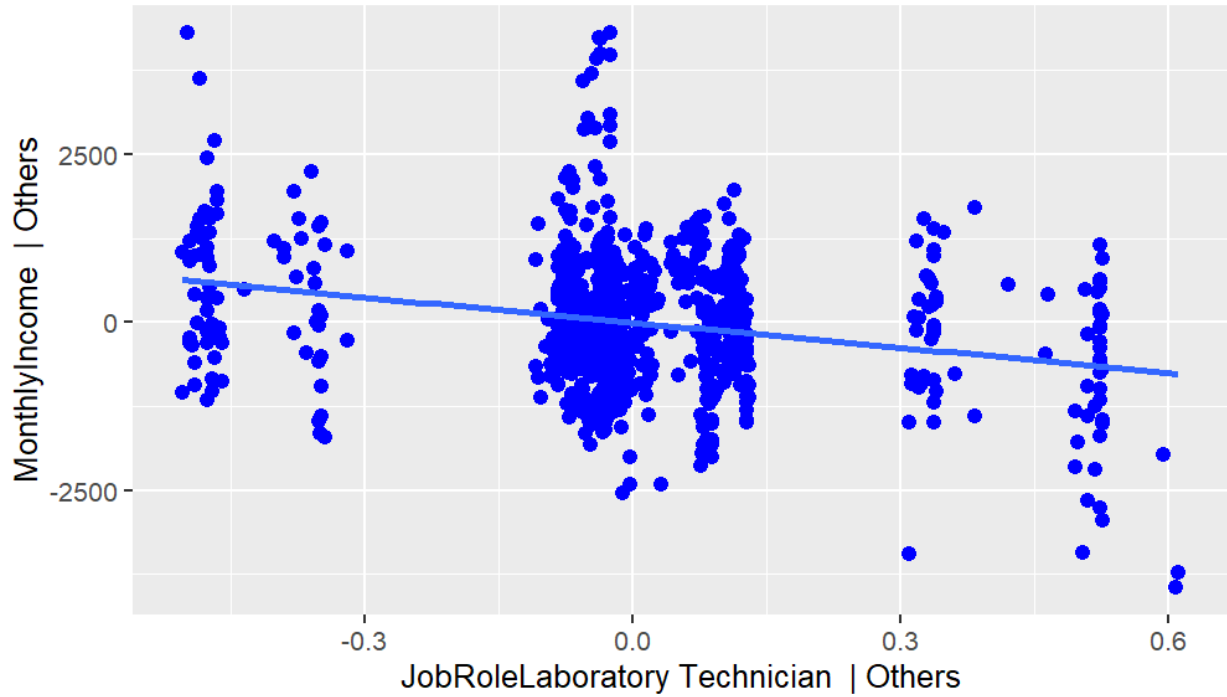

MonthlyIncome | Others
4000
2000
0
-2000
0.0
0.5
JobLevel3 | Others


MonthlyIncome | Others
2500
0
-2500
-0.25
0.00
0.25
0.50
JobLevel4 | Others


MonthlyIncome | Others
5000
2500
0
-2500
-5000
-0.2
0.0
0.2
0.4
JobLevel5 | Others

MonthlyIncome | Others
2500
0
-2500
-0.4
0.0
0.4
0.8
JobRoleManager | Others


MonthlyIncome | Others
2500
0
-2500
-0.4
0.0
0.4
JobRoleResearch Director | Others


MonthlyIncome | Others
2500
0
-2500
-0.3
0.0
0.3
0.6
JobRoleLaboratory Technician | Others

CULTURE & ATTRITION

Questions?

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