

# Which factors lead to employee attrition ?

TOTAL EMPLOYEE  
1470

ACTIVE EMPLOYEE  
1233

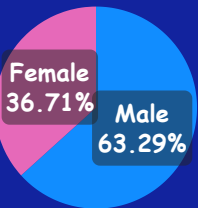
UNACTIVE EMPLOYEE  
237

ATTRITION  
RATE

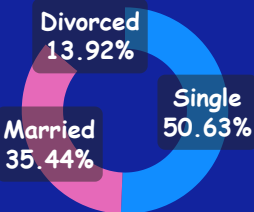
16%

- The (18 - 30) age group is the **most exposed** category to employee attrition, and this may be due to the search for opportunities and development.
- After **age 40**, employee attrition **decreases** possibly because older employees are less likely to move than younger employees, especially those who have families to settle down with.
- In general **single** employee are the most likely to leave their jobs.
- **Males** are most likely to leave their jobs

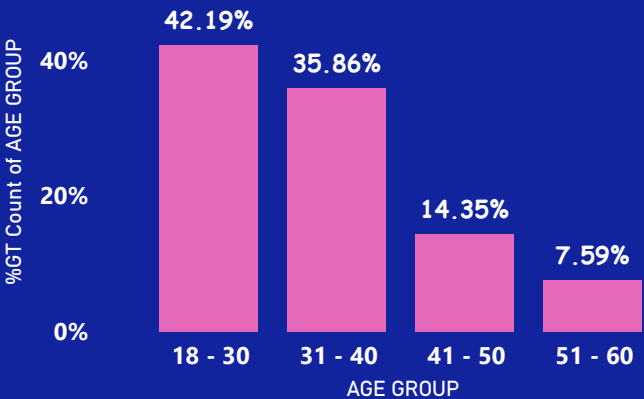
GENDER BY ATTRITION



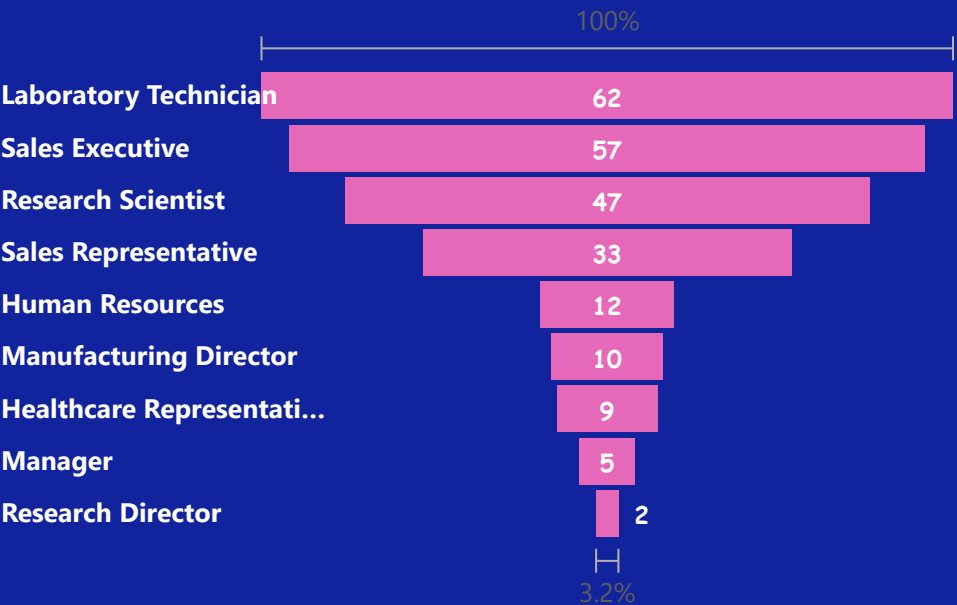
MARITAL STATUS BY ATTRITION



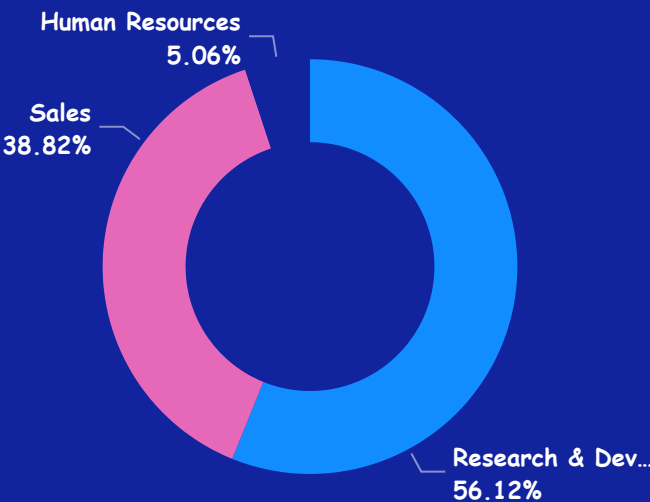
AGE BY ATTRITION



JOB ROLE BY ATTRITION



DEPARTMENT BY ATTRITION



- **Research & development** department has the highest employee turnover, and the job roles within this department with the highest employee turnover are **Laboratory Technician** and **Research & development**.
- Next is the **sales department**, where the sales **executive** role has the highest employee turnover.
- It is important to highlight the above-mentioned roles, identify the **underlying cause** of this high employee turnover, and **make changes** to keep employee longer.

## JOB SATISFACTION

★★★★★2.47/5

This is a relatively **low** score, indicating that the attrition employee are **not satisfied** with their jobs.

## ENVIRONMENT SATISFACTION

★★★★★2.46/5

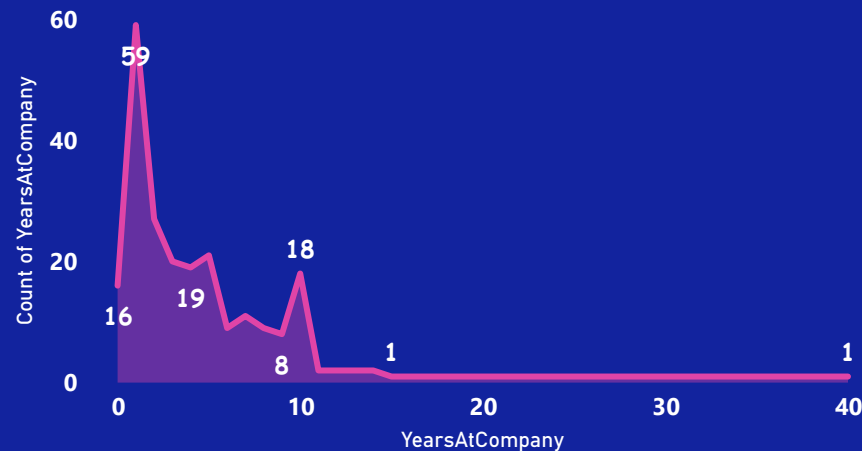
The attrition employees are generally **not satisfied** with their work environment.

## RELATIONSHIP SATISFACTION

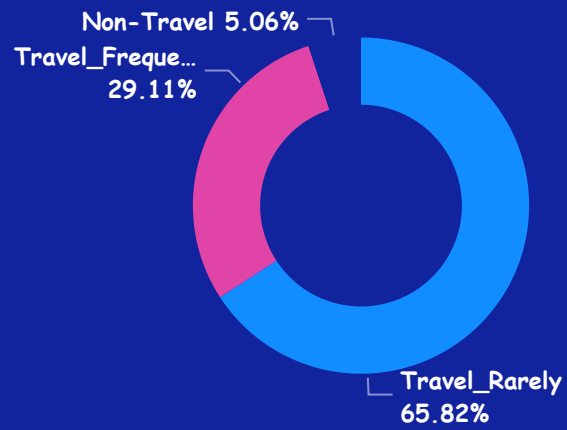
★★★★★2.60/5

The attrition employee may **not be very satisfied** with their relation.

### ATTRITION BY YEARS AT COMPANY



### ATTRITION BY BUSINESS TRAVEL



- Employees with **non-travel** jobs have the lowest rate of quitting, while **rarely and frequency** travel employee have the highest employee rate of quitting.

To reduce this, companies can provide support for these employees, such as better work-life balance and generous travel benefits.

- The **longer** an employee stays with a company, the **less likely** they are to leave.
- **Low percentage salary** hike can lead to employee turnover due to dissatisfaction.

### ATTRITION BY PERCENTAGE SALARY HIKE

