

# Employee Attrition Analytics





# Agenda

- Business Problem
- Understanding the data
- Analysis
- Recommendation
- Conclusion



# Business Problem

- What is Employee Attrition?
- Why is this important?
- How to reduce Employee Attrition?
  - Who, When, and Why

# Understanding the dataset

Age	Attrition	Business Travel	Department	Gender	Job Level	Job Role	Marital Status	Monthly Income	Percent Salary Hike
41	Yes	Travel_Rarely	Sales	Female	2	Sales Executive	Single	5993	11
49	No	Travel_Frequently	Research & Development	Male	2	Research Scientist	Married	5130	23
37	Yes	Travel_Rarely	Research & Development	Male	1	Laboratory Technician	Single	2090	15
33	No	Travel_Frequently	Research & Development	Female	1	Research Scientist	Married	2909	11

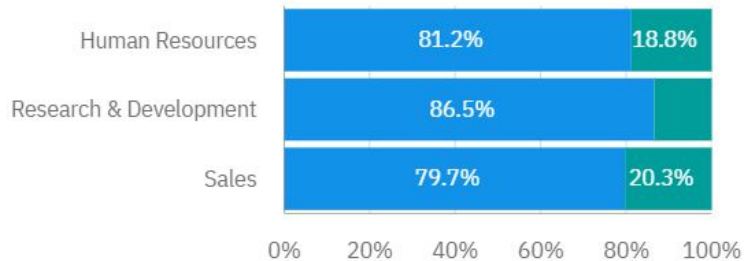
**Who are the employees  
leaving the company?**

## Overall Attrition



## Attrition by Department

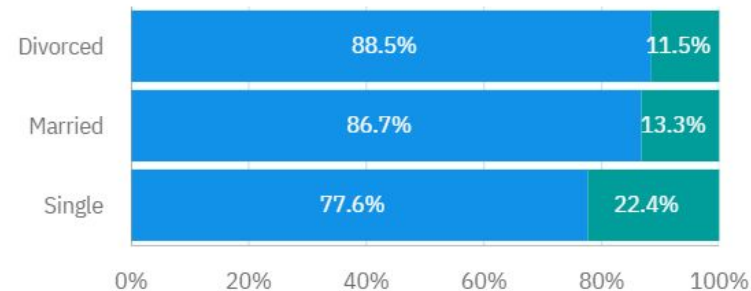
● Current employee ● Voluntary Resignation



## Attrition by Marital Status



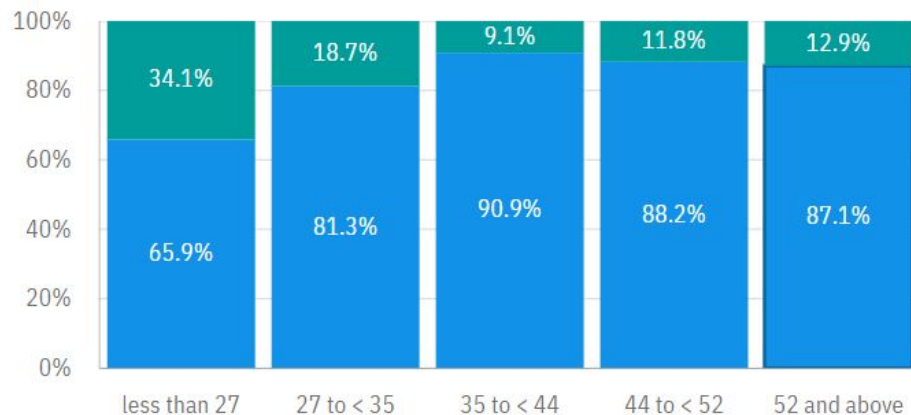
● Current employee ● Voluntary Resignation



# 18.7%

## Attrition by Age

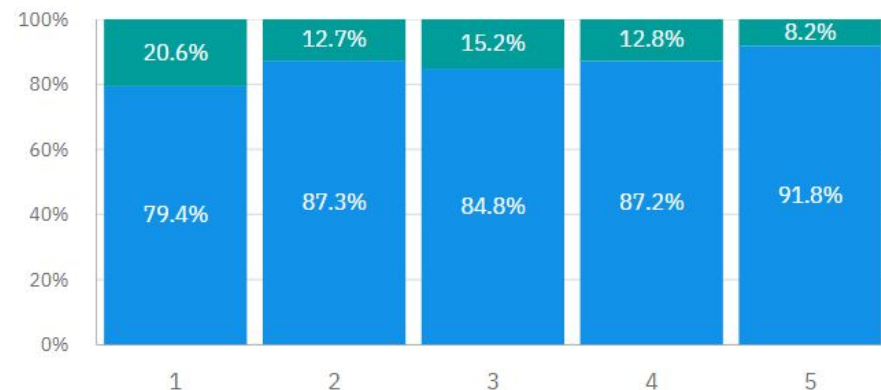
● Current employee ● Voluntary Resignation



## Attrition by Level



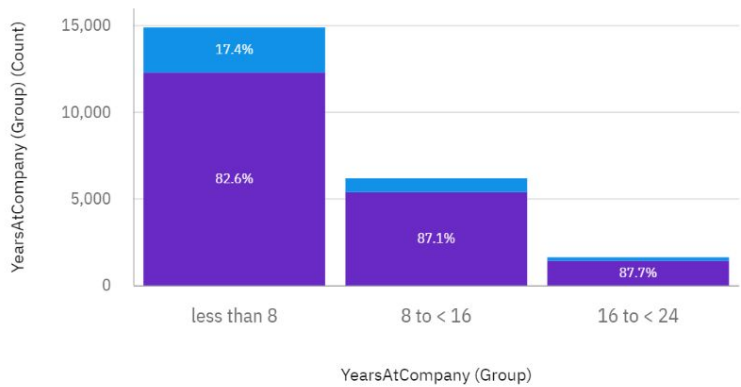
● Current employee ● Voluntary Resignation



**When do employees leave  
the company?**

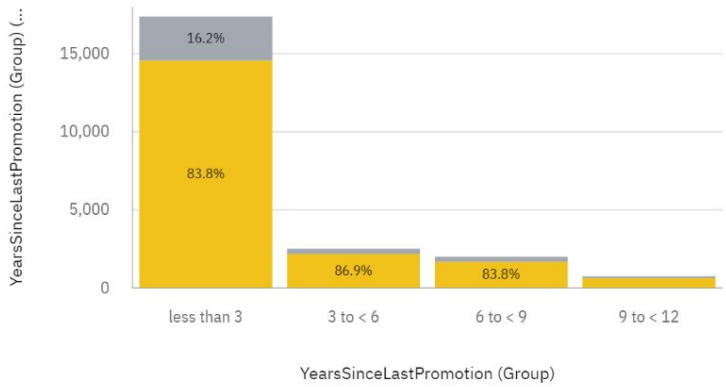
### Attrition by Years at Company

Attrition  
● Current employee ● Voluntary Resignation



### Attrition by Years since Last Promotion

Attrition  
● Current employee ● Voluntary Resignation

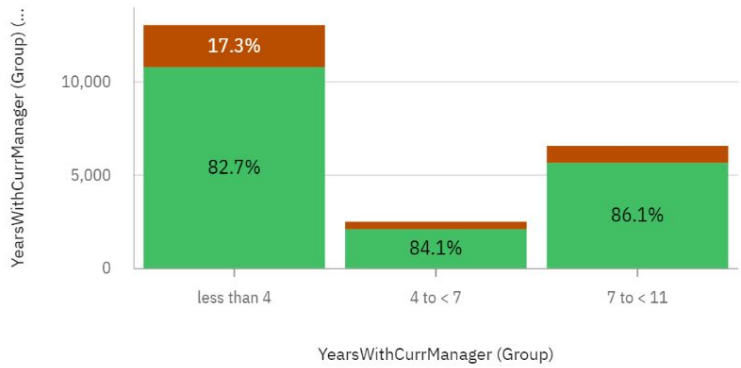


### Insights

- Being with the company less than 8 years (17.4%)
- Promotion within less time period (<3 years) (16.2%)
- Being managed by current manager for less time period (<4 years) (17.3%)
- Being in a same role (18.5%)

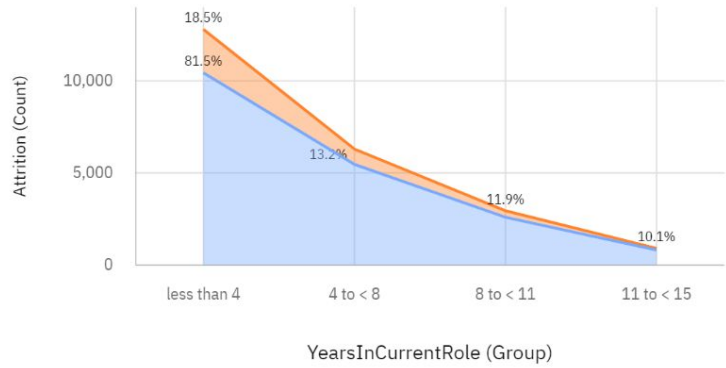
### Attrition by Years with Current Manager

Attrition  
● Current employee ● Voluntary Resignation



### Attrition by Years in Current Role

Attrition  
● Current employee ● Voluntary Resignation





**Why do employees leave  
the company?**



### Work-Life Balance

Bad/Regular

**17% Attrition**



### Over Time

28% overtime employees

**24% Attrition**

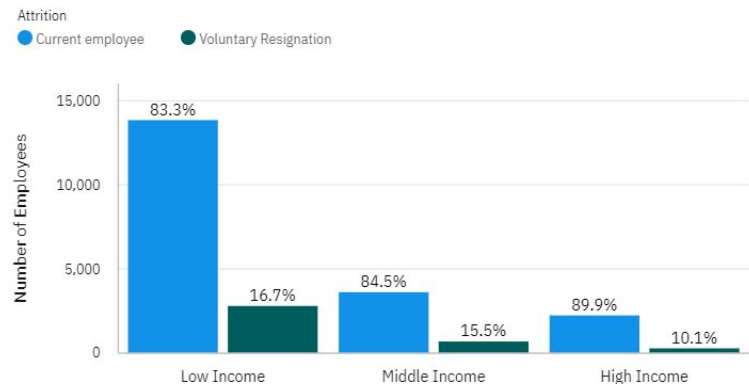


### Environment Satisfaction

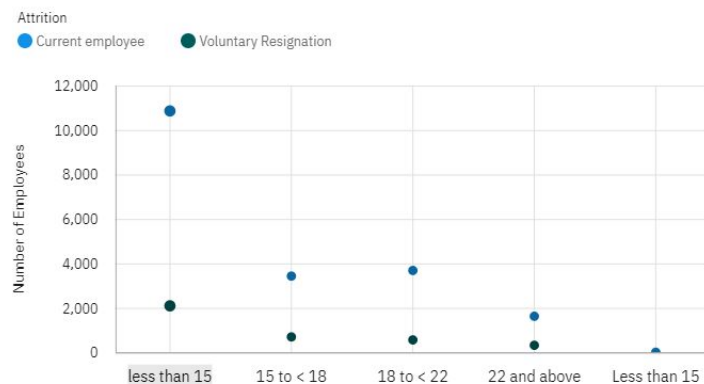
20% Low Level

**19% Attrition**

#### Attrition by Monthly Income



#### Attrition by Percent Salary Increment



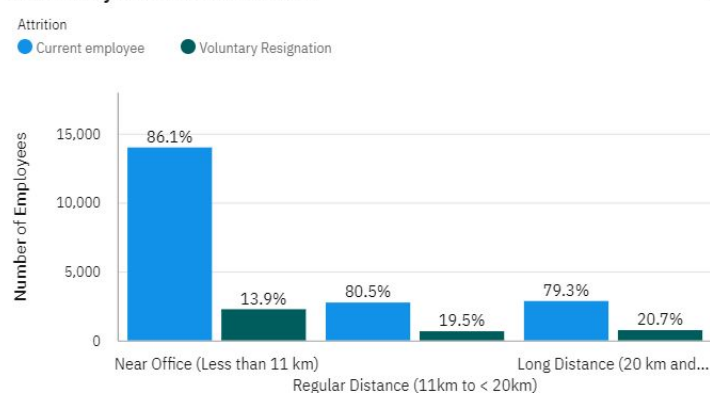
#### Insights

- High level of attrition (16.7%) among employees with a **low income or monthly salary**.
- The **lowest the percent salary increment**, the highest attrition rate (17%).
- Employees who **travel the most** leave the most (24.6%).
- Employees living further than **11 km from the office** tend to have higher attrition (over 19%).

#### Attrition by Frequency of Business Travel



#### Attrition by Home-Office Distance





# Conclusion

- The employees leaving the company are **single individuals** (22.4%), **less than 27 years old** (34.1%) and within the **first level of the company** (20.6%).
- The **sales department** has the greatest attrition with 20.3%. The issue revolves mainly around **sales representatives** (28.1%) rather than executives (16.1%).
- The employees are leaving the company when they are getting **promoted within less than 3 years** (16.2%), they are in the **same role for less than 4 years** (18.5%) and being in the **company for less than 8 years** (17.4%)
- The main drivers behind why employees leave the company are:
  - Low salary
  - Poor workplace culture
  - Over time work
  - Distance from home
  - Frequent business traveling.



## Recommendations

1. Understand further the needs to **young employees** to developed a tailored packages of perks.
2. Introduce a system of rewards and motivation **sales representatives** and **frequent travelers**.
3. Implementation a system to cover transportation costs (remote work) for employees **far away from work**.