



Exploring Employee Attrition in a Large Corporation

An Analysis of Factors
Contributing to Employee Attrition
Rates

01.

Introduction

Understanding Employee Attrition: An
Analysis of the IBM HR Analytics
Dataset



Introduction

1. Welcome to the presentation on the Employee Attrition Analysis.
2. The purpose of this analysis is to gain insights into employee attrition and understand its impact on businesses.
3. Employee attrition is a significant concern for organizations as it can result in a loss of talent, productivity, and revenue.
4. In this presentation, we will analyze a dataset on employee attrition and explore various factors that contribute to it.
5. By the end of this presentation, you will have a better understanding of employee attrition and its implications for businesses.

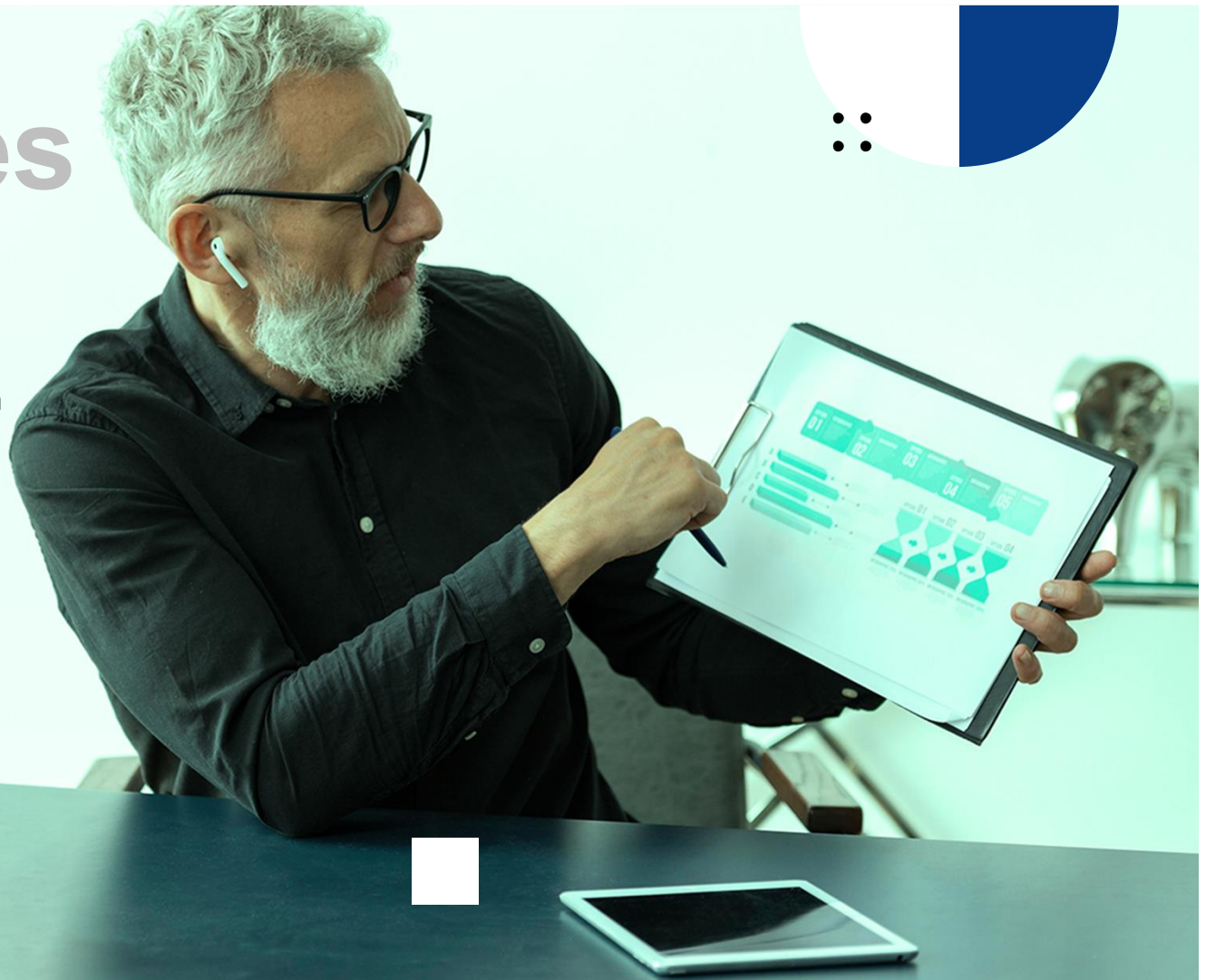


Key findings:

- ❑ The overall attrition rate in the dataset is 16%, which is slightly higher than the industry average of around 12-13%.
- ❑ The most common reasons cited for attrition include job dissatisfaction, lack of growth opportunities, and poor work-life balance.
- ❑ Employees who have to travel frequently for work have a higher attrition rate compared to those who do not travel often.
- ❑ There is a correlation between distance from home and attrition, with employees who have a longer commute being more likely to leave the company.
- ❑ Certain departments and job roles have a higher attrition rate than others. For example, the sales department and the HR job role have the highest attrition rates in the dataset.
- ❑ The data suggests that employees who are overworked and/or underpaid are more likely to leave the company.
- ❑ Gender does not seem to have a significant impact on attrition, as the attrition rates for men and women in the dataset are fairly similar

objectives

- Provide an overview of the employee attrition dataset.
- Analyze the factors that contribute to employee attrition
- Explore potential solutions to reduce attrition rates
- Share insights and recommendations for businesses to improve employee retention



I. Introduction

- A. Purpose of the analysis
- B. Importance of understanding employee attrition

II. Data Description

- A. Overview of the employee attrition dataset
- B. Description of the columns in the dataset

III. Exploratory Data Analysis

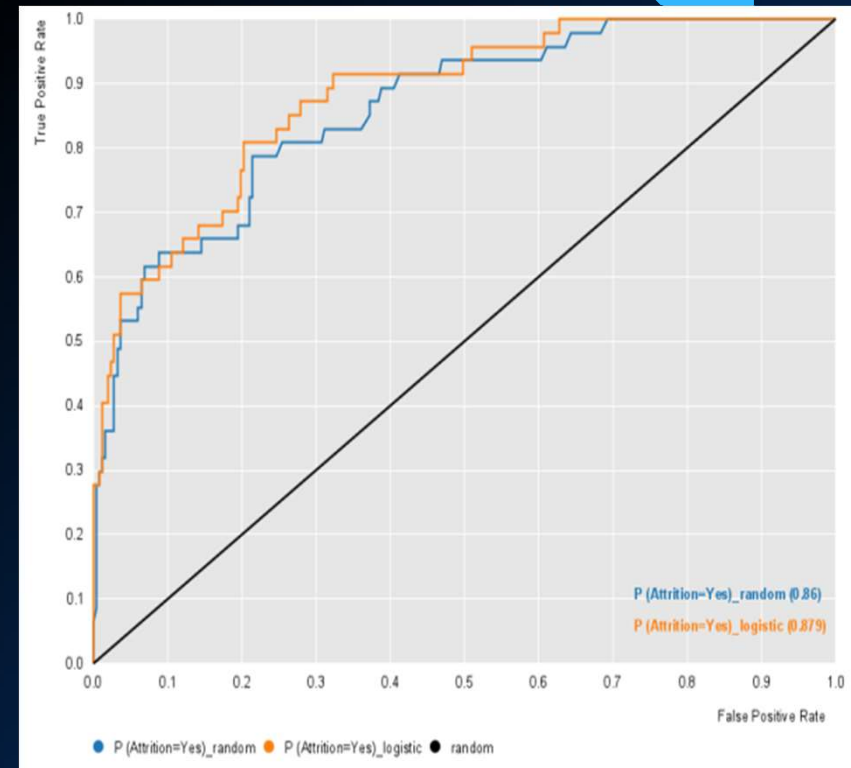
- A. Overview of the attrition rate
- B. Analysis of factors that contribute to attrition
- C. Identification of trends and patterns in the data

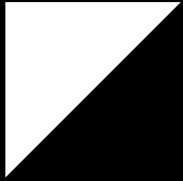
IV. Modeling

- A. Overview of the modeling process
- B. Description of the logistic regression model
- C. Evaluation of the model performance

V. Conclusion

- A. Summary of key findings
- B. Implications for businesses
- C. Recommendations for reducing attrition rates





OUR STRENGTHS



Loyalty



Efficiency



Reliability

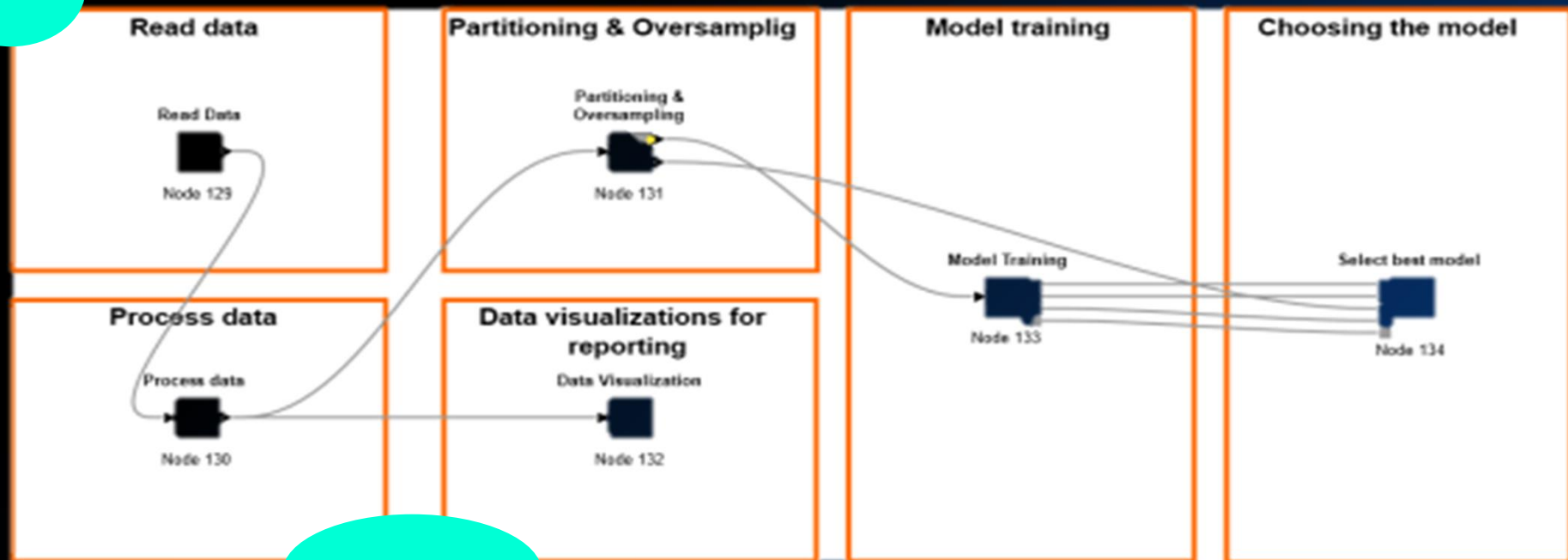


Commitment

Data Visualization Dashboard



Data Science Process: From Data Exploration to Model Building






Literature Review

The impact of job satisfaction and organizational commitment on employee turnover rates

The relationship between work-life balance and employee retention

The role of leadership and management practices in reducing employee turnover

The effectiveness of various employee retention strategies, such as training and development programs, employee engagement initiatives, and compensation and benefits packages



	Accuracy	Precision
ML MODEL (Random Forest)	80.00%	80%
DNN Model	79.89	84.76%

□ FUTURE PROJECTS

Offer personalized products and services tailored to the customers' needs to increase their satisfaction.

Provide exceptional customer service to enhance customer experience.

Implement loyalty programs to encourage customers to stay with the bank.

Conduct regular customer satisfaction surveys to identify and address issues.

Provide financial education and resources to help customers achieve their financial goals.

Ensure competitive interest rates and fees to remain attractive to customers.

Stay up to date with industry trends and technology to offer innovative solutions and services.

Develop effective communication strategies to keep customers informed about updates and changes within the bank.



THANKS 😊

