# **Case 1 - Unlocking the Secrets of Employee Attrition**

Visualization 1: The following visualization shows weather the age of an employee is an active variable that impacts attrition rate. Bar graph is used in the visualization with the color shade of Blue from dark to light representing Attrition rate from highest to lowest. It can be seen quite clearly as the age rises the rate of attrition or employee turn over declines. ***Employees under 20 or having average age around 17 have the more then 50% attrition rate while employees in the middle age that is in 30’s have the lowest attrition rate of 6.9%.***

**Decision:** Based on the finding of this visualization HR team should focus on improving the job satisfaction level of younger employees from 17 to 20 most to reduce their attrition rate.

Visualization 2: **saSA\\**The graph represents weather different Job roles effect employee attrition rate. The graph depicts Job roles on the x-axis having different colors against turnover rate on the y-axis. It can be seen clearly that different job roles do effect employees attrition with ***people having the role of sales representative have the highest attrition rate of 35.89% then people working as laboratory technicians having the rate of 23.9% while research directors having the attrition rate lowest of only 2.5%.***

**Decision:** Based on the findings of this graph the HR team should focus on providing better packages and other benefits to people in sales department particularly the sales representatives and people working as technicians to reduce the attrition rate in these roles.

Visualization 3: The following graph is based on Monthly Income against the rate of attrition depicted through the line graph with income on the x-axis while attrition rate on the y-axis. The trend that can be understood is that as income seems to rise employee turnover rate reduces. ***Employees having monthly income around 1000 have the attrition rate up-to 57.14% while the rate falls to approximately 0% at income 13000 plus. Then again rises when monthly income rises above 18K***.

**Decision:** Based on the findings of this graph HR should focus on improving monthly package of low paid staff to reduce turnover while people earning higher the 18k in their case the HR should improve other benefits to reduce their attrition rate.

Visualization 4: The packed bubble graph illustrates Employee attrition to departments. ***There is a correlation between department a turnover rate as sales department has the highest attrition rate of 20% followed by HR department having 19.4% itself while R&D having the lowest of 13.8%***

**Decision**: Based on these findings HR should first bring in self-changing with in its own department to improve motivation levels then in the sales department to reduce attrition rate.