



EMPLOYEE ATTRITION ANALYSIS PROJECT

***PRESENTATION BY
SANIYA SHAIKH***



INTRODUCTION



Attrition in Human Resource terminology, refers to the phenomenon of the employees leaving the company. Attrition in a company is usually measured with a metric called attrition rate, which simply measures the number of employees moving out of the company.

- The reduction in staff and employees in a company through normal means, such as retirement, resignation or death.
- This is considered natural in any business and industry.
- Attrition is also called Total Turnover or Wastage Rate.
- Attrition is a problem that impacts all businesses, irrespective of geography, industry and size of the company.



OBJECTIVE



- To understand the factors central to attrition
- To determine effect of attrition on the business
- To understand the extend of job satisfaction among the employees
- To suggest proper measures
- Helping them to reduce employee's attrition



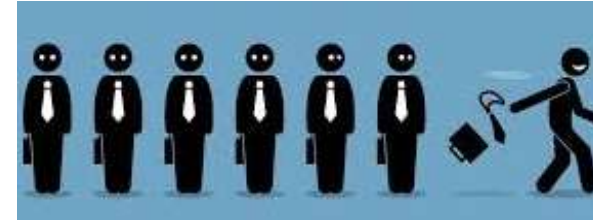
ATTRITION TYPES



Employee attrition categorizes it as either voluntary or involuntary. Involuntary attrition is thought of as the mistake of the employee and refers to the organization firing the employee for various reasons. Voluntary attrition is when the employee leaves the organization by his own will. Here we will focus on voluntary attrition. A meta-analytic review of voluntary attrition found that the strongest predictors of voluntary attrition included age, pay and job satisfaction. Other studies showed that several other features such as working conditions, job satisfaction and growth potential also contributed to voluntary attrition. Organizations try to prevent employee attrition by analyzing and using machine learning algorithms to predict risk of an employee leaving and then take proactive steps for preventing such an incident.



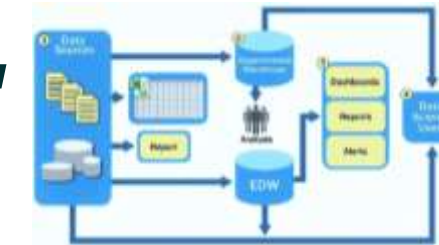
WHY DO EMPLOYEES LEAVE ?



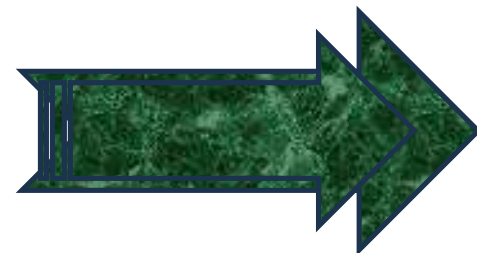
- Lookup for Better Pay Options
- Lack of Growth Opportunities
- Lack of Appreciation and Motivation
- No Hike in Salary
- Unfair Compensation and Benefits
- Uncooperative Team Members
- Increased Work Hours
- Health/Age Problems
- Inability To Manage Pressure & Cope with Demands of Jobs
- Bad Leadership and Incompetent Management
- Personal Issues
- Higher Studies, Immigration Abroad
- Varied Career Aspirations



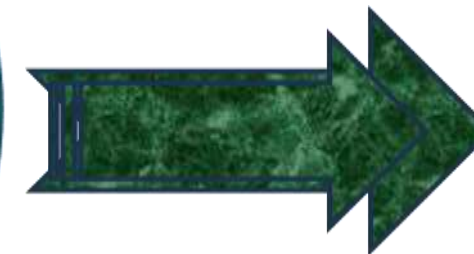
PROJECT ARCHITECTURE



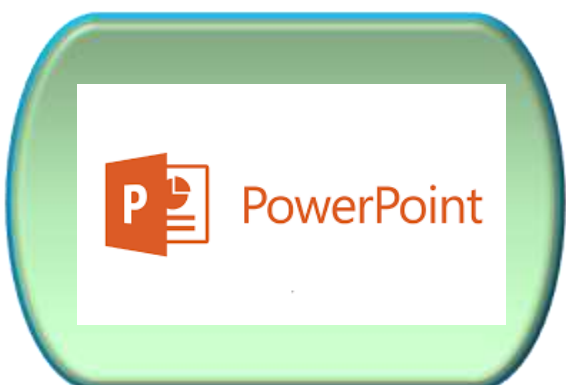
Data Source



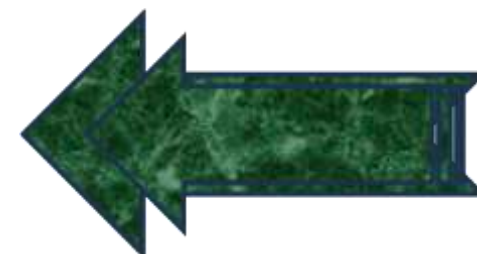
Power Bi



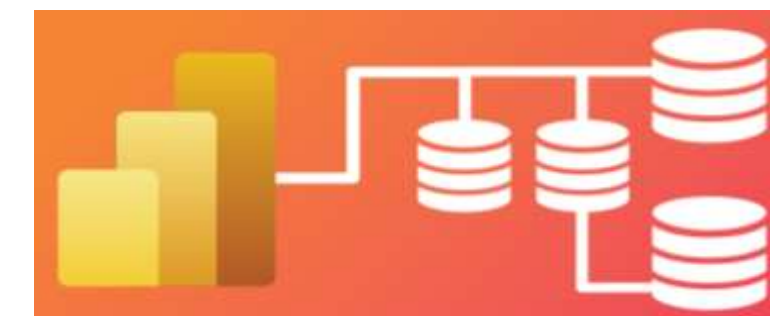
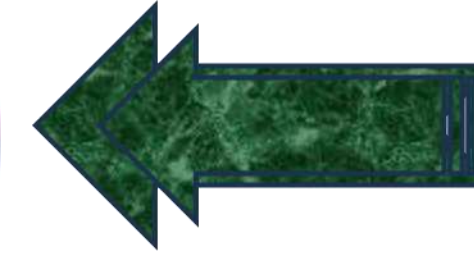
ETL Process



Presentation



Report Building

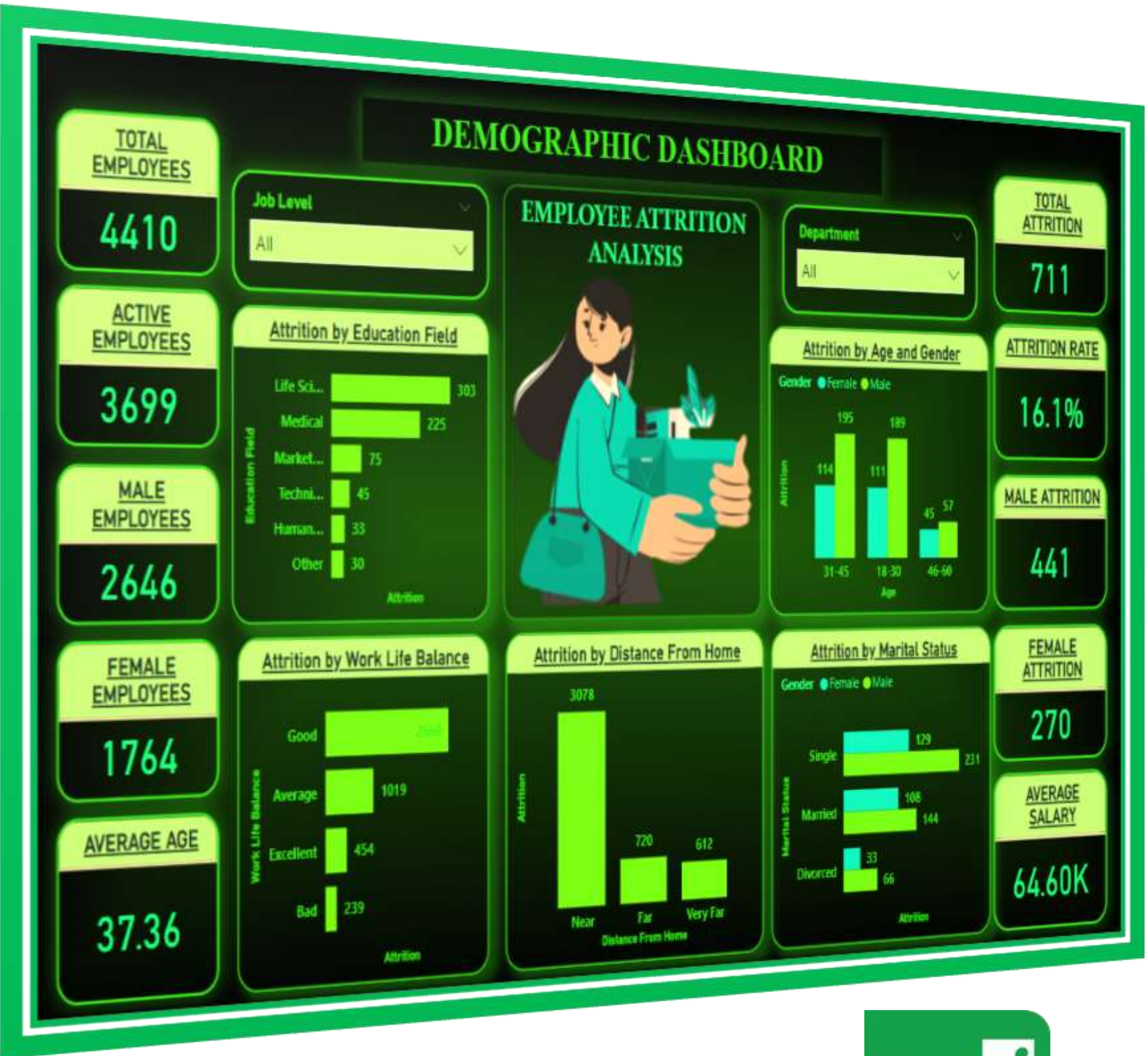


Data Modelling

Exit



DASHBOARD- 1



DEMOGRAPHIC

Demographic dashboard summarizes employees statistics, including gender, work life balance, distance from home, education field, age groups and marital status providing insights into workforce diversity.

Exit



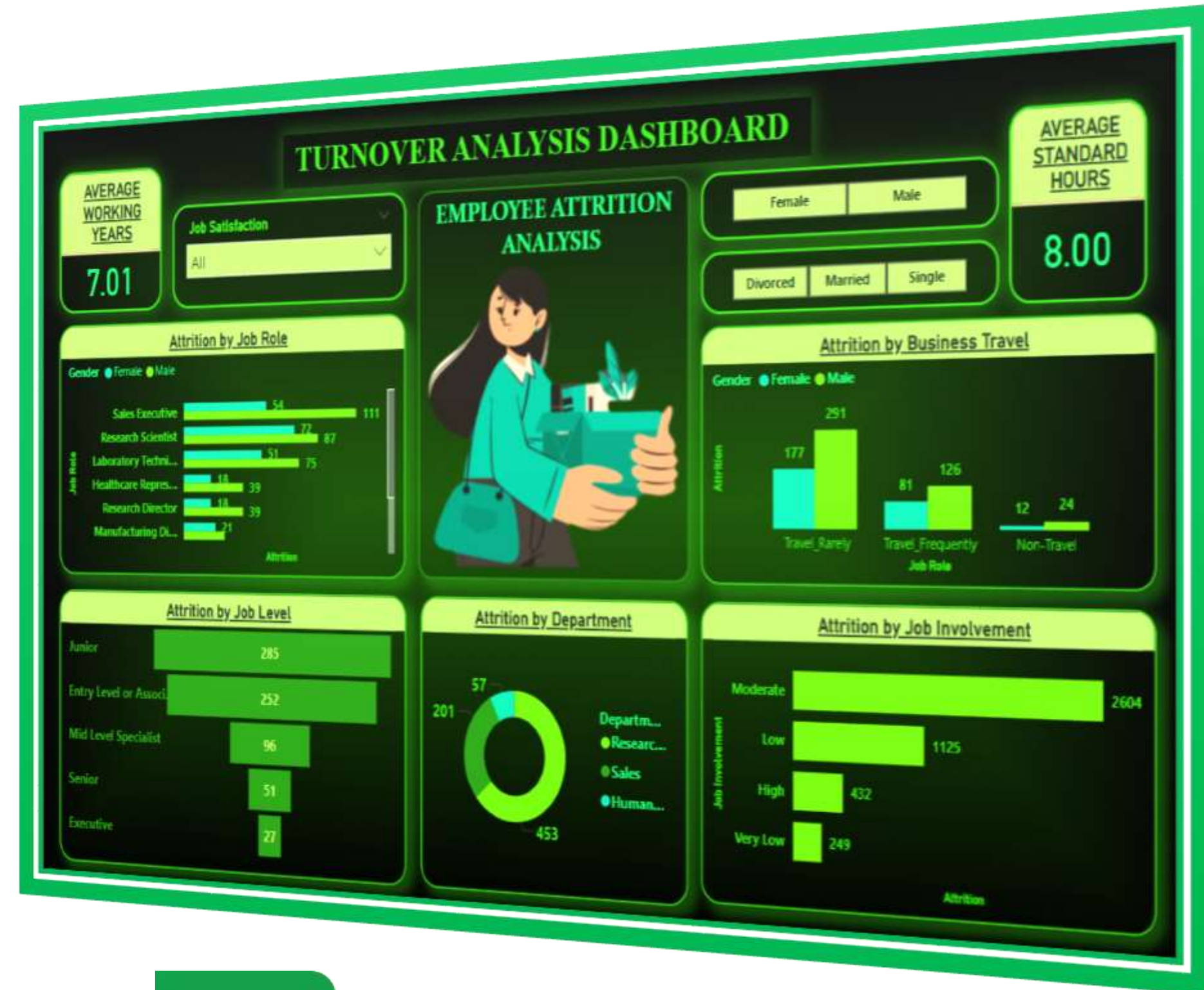
DASHBOARD-2



Employee Turnover

TURNOVER ANALYSIS

Turnover analysis dashboard provides insights into employee attrition including departures by department, job roles affected impact due to business travel and job involvement aiding in workforce management.



Exit



DASHBOARD-3



EMPLOYEE HISTORY

Employee History dashboard consolidates employee data featuring attrition by performance rating, number of companies worked, and also focuses on attrition rate by years at company, total working years and years with current manager offering critical insights for HR strategies.



Exit



DASHBOARD-4



EMPLOYEE WELLNESS

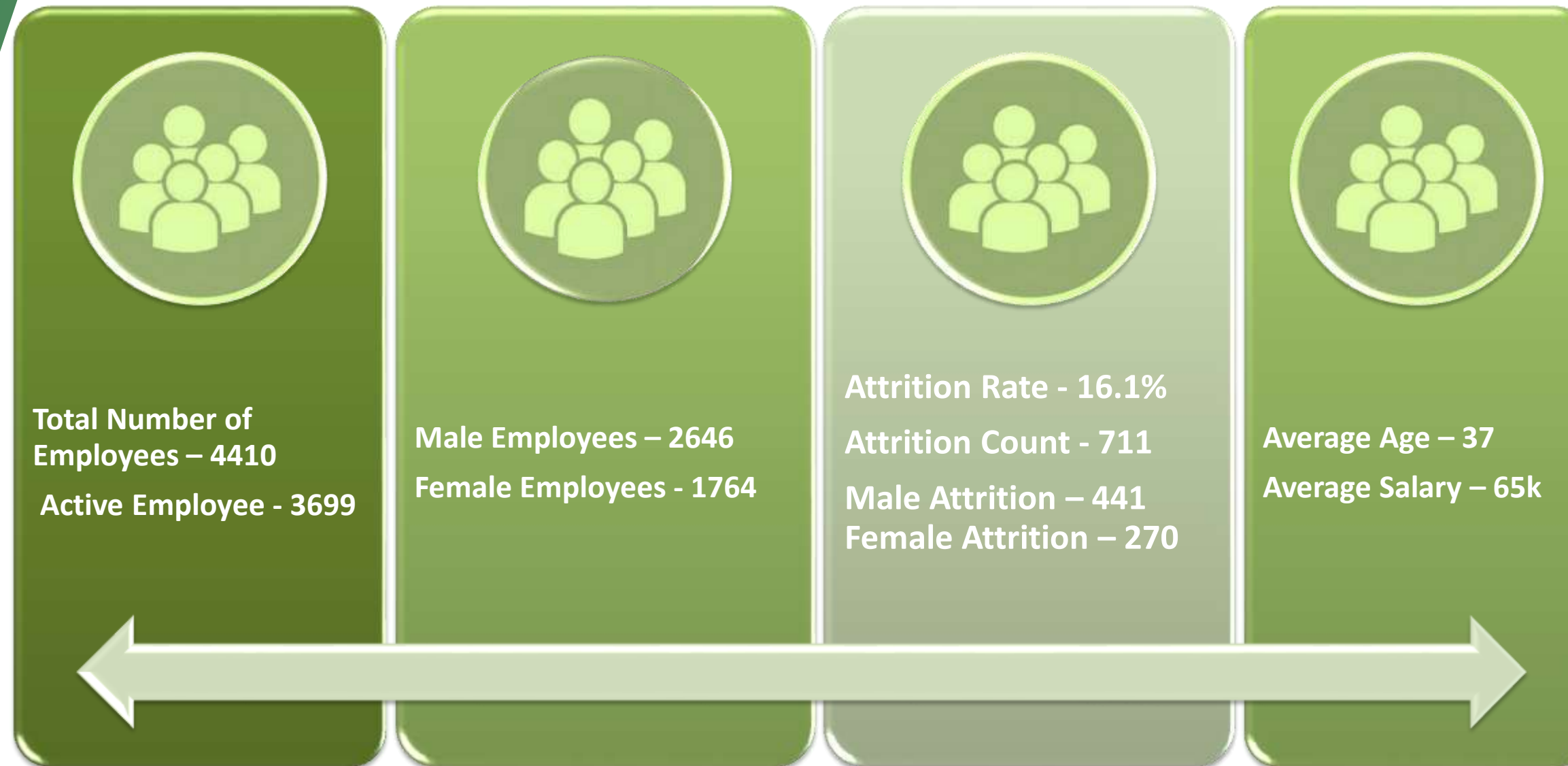
Employee wellness dashboard provides insights into employee data featuring attrition by environment and job satisfaction monthly income by job role and percent salary hike as per gender offering necessary insight for effective decision making.



Exit



KEY PERFORMANCE INDICATORS



INSIGHTS



- Attrition by Gender : Males have highest Attrition Rate
- Attrition by Department : Research and Development show the highest Attrition Rate.
- Top 3 Job Roles with Highest Attrition Rate are Sales Executive, Research Scientist, Laboratory Technician
- Employees give high priority to environment and job satisfaction, factors affecting attrition rate
- Mostly Singles choose to depart from their jobs
- Age Distribution : Majority of employees fall within 31-40 age range, & 18-30 and 46-60 age groups have least number of employees.
- Job Level : Junior and entry level or associate have more attrition then other job levels.



Exit



EFFECTS OF ATTRITION



- Diminished Productivity
- Loss of Knowledge & Experience
- Loss of Clients and business associated with the departing employee

- Negative Impact on team members
- Excessive burden of workload to those left behind
- Loss of revenue and increased cost of hiring new staff

- Benefit to the competitor
- Fall behind scheduled projects
- Never ending cycle of hiring



QUOTES

“

Employee retention
is NOT preventing people
from **LEAVING**.
Employee retention
is giving them reasons
to **STAY**.

Anca Larsen

People are not your
most important asset.
The right people are.

– Jim Collins

“Clients do not come first.
Employees come first.
If you take care of your employees,
they will take care of the clients.”

Richard Branson

“In order to create and
maintain a successful
business, it is imperative
you take all the
necessary steps to
hold onto your top

**ESSENTIAL
EMPLOYEES**

If I were running a company today,
I would have one priority above all others:
to acquire as many of the best people as I could
[because] the single biggest constraint on the
success of my organization is the ability to get
and to hang on to enough of the right people.

Jim Collins



Exit



**Thank
you**