

Employee Attrition Analysis at XYZ Organization

XYZ, a company experiencing high turnover rates, is particularly concerned about new hires who leave within the first 6 months ("Quick Quits"). The management seeks insights into the factors contributing to these Quick Quits and strategies to improve retention.



OBJECTIVE:-

Analyze the employee turnover data to identify patterns and trends related to Quick Quits.
Provide actionable insights and recommendations for reducing turnover.

TASK:-

1. ***Data Cleaning and Preparation:*** Handle any missing or inconsistent data. Import the data into Power BI/Excel.
2. ***Exploratory Data Analysis (EDA):*** Calculate Quick Quit rates. Analyze turnover rates by position, gender, age, education level, and recruitment source, career graph, promotions etc.
3. ***Data Visualization/Trend & Pattern Analysis:*** Develop comprehensive visualizations/analysis to illustrate trends and patterns in turnover and Quick Quits, including comparisons across departments and positions, impact analysis using histograms and charts, and exploration of correlations among employee data variables related to Quick Quits.
4. ***Predictive Analytics:*** Using BI Tools/Excel prepare a predictive model to estimate the likelihood of an employee being a Quick Quit based on the provided features.
5. ***Provide actionable recommendations to reduce Quick Quits and improve employee retention,*** including suggestions for enhancing recruitment, onboarding, and support processes, and present your findings through a Power BI/Excel dashboard and a summary report with key insights.
6. ***Sample data is attached in the excel sheet.***
7. ***Prepare graph where it is required.***

DATA CLEANING AND PREPARATION

1). CALCULATING TENURE :-

tenure = DATEDIFF('Attrition Analysis'[Joining_Date].[Date], 'Attrition Analysis'[Releiving_Date], MONTH)

2). COMBINING RECRUITMENT SOURCE AND EDUCATION LEVEL:-

job_portal_bachelors = ('Attrition Analysis'[Education_Level]) & " " & ('Attrition Analysis'[Recruitment_Source])

3). CALCULATING TURNOVER OF EMPLOYEES:-

*EMP_turnover = IF('Attrition Analysis'[Quick_Quit]==0, 'Attrition Analysis'[Salary]*12, 'Attrition Analysis'[Salary]*'Attrition Analysis'[tenure])*

4). CALCULATING TURNOVER OF COMPANY:-

COMP_TURNOVER = 'ATTRITION ANALYSIS'[SALARY] 12*

5). CALCULATING REDUCED TURNOVER:-

REDUCE_TURNOVER = 'ATTRITION ANALYSIS'[COMP_TURNOVER]-'ATTRITION ANALYSIS'[EMP_TURNOVER]

Employee Attrition Analysis at XYZ Organization

Quick_Quit

All

Department

Finance

HR

IT

Marketing

Operations

Sales

Education_Level

All

Employee_ID	Sum of EMP_turnover	Sum of comp_turnover	Sum of reduce_turnover
1001	₹ 3,00,000	600000	₹ 3,00,000
1002	₹ 7,20,000	720000	₹ 0
1003	₹ 3,30,000	660000	₹ 3,30,000
1004	₹ 2,60,000	624000	₹ 3,64,000
1005	₹ 6,96,000	696000	₹ 0
1006	₹ 6,36,000	636000	₹ 0
1007	₹ 7,44,000	744000	₹ 0
1008	₹ 2,94,000	588000	₹ 2,94,000
1009	₹ 6,48,000	648000	₹ 0
1010	₹ 3,00,000	600000	₹ 3,00,000
1011	₹ 3,06,000	612000	₹ 3,06,000
Total	₹ 1,30,08,000	16704000	₹ 36,96,000

No. of Employee

26

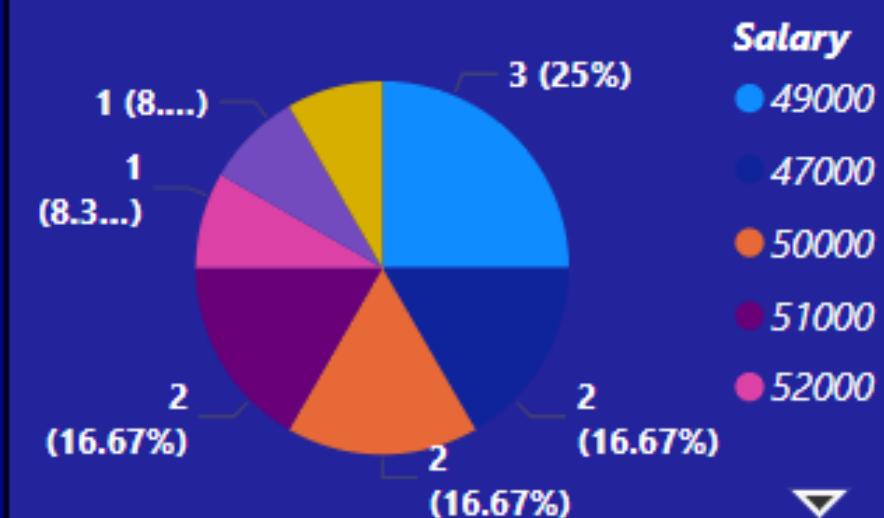
quick_Quit

12

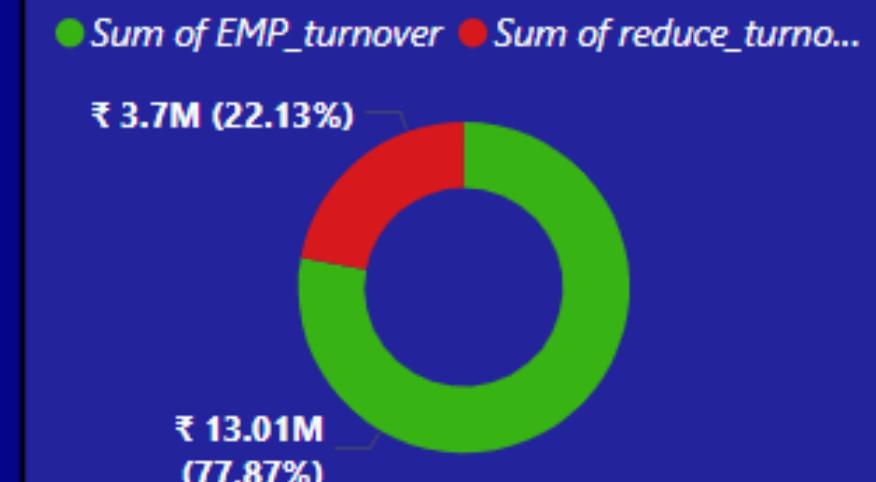
reduced_turnover

₹ 3.7M

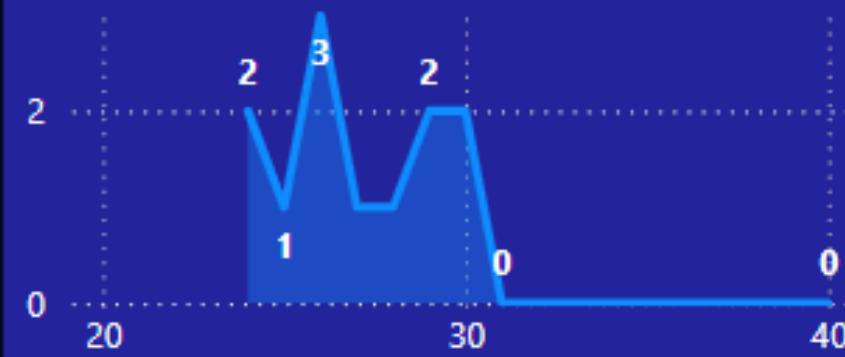
Quick_Quit by Salary



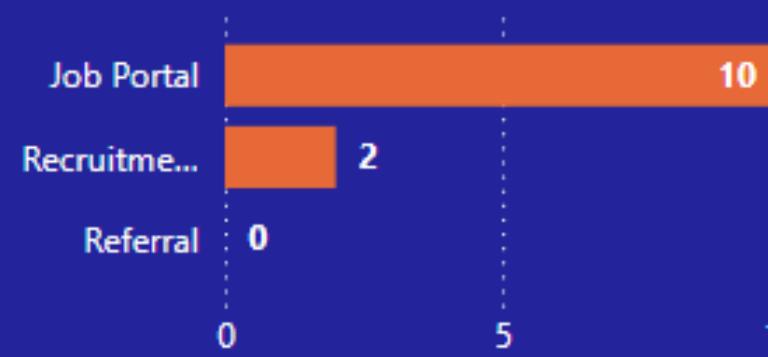
reduced_turnover



Quick_Quit by Age



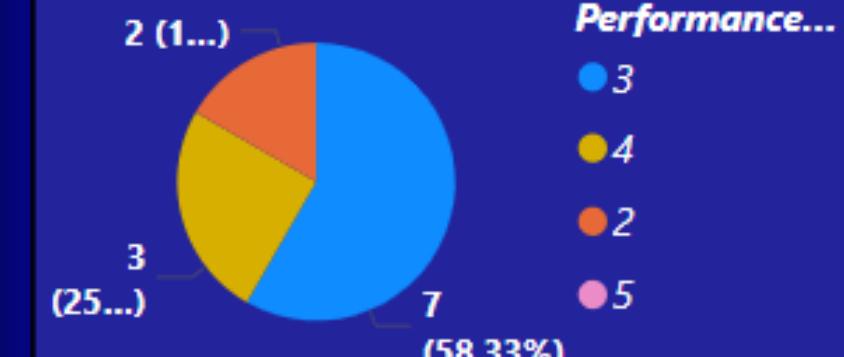
Quick_Quit by Recruitment_Source



Quick_Quit by Department



Quick_Quit by Performance_Rating



INSIGHTS AND RECOMMENDATION-

1) Department Focus:-

- SALES and OPERATION department have highest number of quick_quits (3)
- Consider implementing mentorship program and career development opportunity

2).Recruitment Source:-

- JOB PORTAL have highest quick quits rates
- Evaluate the recruitment process and consider enhancing the screening process from candidate from this source

3).Age Group:-

- Employees ages 18-25 have highest number of quick quit rates
- Focus on engagement and development program tailored to younger employees to reduce retention

4).Salary Range:-

- Employees in low salary range have highest number of quick quits rates
- consider reviewing compensation package to ensure they are competitive and aligned with industry standards

These insights can help in formulating strategies and reduce turnover and improve employee retention

CONCLUSION:-

**The major reason for quick quits and reduced turnover
are employees who have Recruitment source as JOB
PORTAL and are BACHELORS**

**9 out of 10 employees quit company within 6 months so
the percentage is 90% which should be concerning**

Thankyou:-



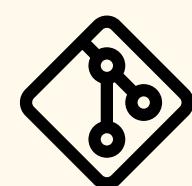
Sanket Shukla



7355347860



shuklasanket2004@gmail.com



github.com/SanketShukla15



<https://www.linkedin.com/in/sanket-shukla-769b24291/>

