

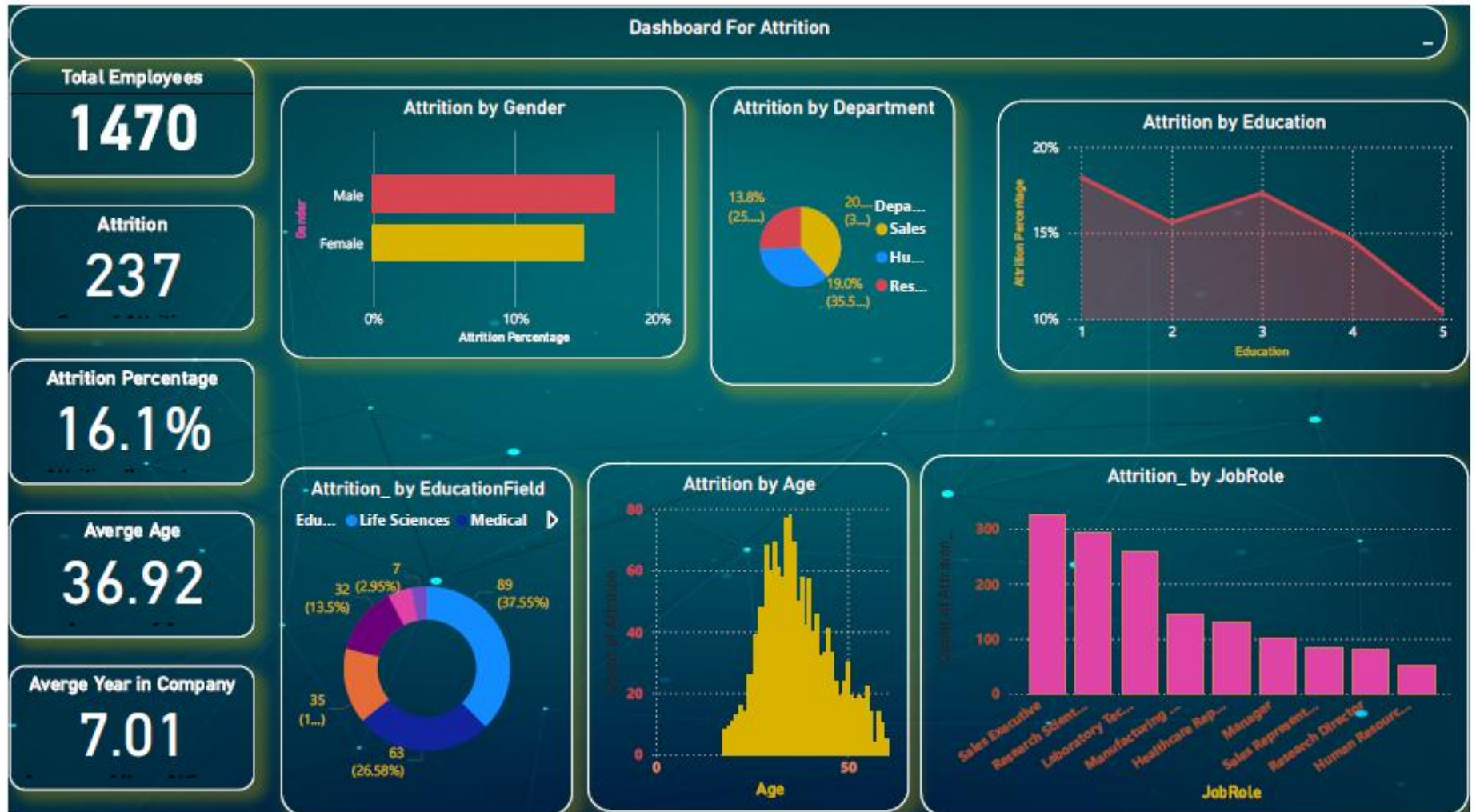


Employee Attrition Analysis Report

Prepared by : Sapna Devi

Date: 8th December 2024

Dashboard



Overview & Key Findings

❖ Overview

This project analyzes employee attrition data to identify key factors contributing to employee turnover. By understanding these factors, we can implement strategies to improve employee retention and reduce attrition rates

❖ Key Findings

- **Employee Count:** The total number of employees is 1,470.
- **Attrition Count:** The organization has seen an attrition of 237 employees.
- **Attrition Rate:** The attrition rate stands at 16.1%.
- **Average Age:** The average age of the employees is 37 years.
- **Average Year In company:** The Average tenure of an employee in the company is 7 years

Attrition By Gender & Department wise

❖ Attrition by Gender

- **Female:** 87 females (14.8 %) have left the organization.
- **Male:** 150 males (17%) have left the organization

The higher number of male employees leaving indicates a potential area for further analysis to understand the underlying reasons

❖ Department-wise Attrition

The attrition is spread across various departments, with the following distribution:

- **Sales:** 92 employees (20.6%) have left. making it the highest contributor to attrition.
- **Human Resources:** 12 employees (19 %) have left.
- **Research & Development:** 133 employees (13.8%) have left this department

The **Sales** department has the highest attrition, which could indicate specific challenges or issues within that department.

Attrition By Age Group & Education Field

❖ No. of Employees by Age Group

The distribution of employees by age group is shown with the highest numbers in the following age brackets:

- Age column is very well normalized ,most of employees are age between 25 to 40

The majority of the workforce falls within the 25-40 age range, which is also where the highest attrition may be occurring.

❖ Education Field-wise Attrition

Attrition based on the field of education reveals:

- **Human Resources:** 7 employees (26%) have left.
- **Technical Degree:** 32 employees (24.2 %) have left.
- **Marketing:** 35 employees (22%) have left.
- **Life Sciences:** 89 employees (14.7%) have left.
- **Medical:** 63 employees (13.6%) have left.

Human Resource, Technical Degree and Marketing fields are the most affected by attrition, which might require further investigation.

Attrition By Job Role

❖ Attrition by Job Role

Attrition based on the job role:

- **Sales Representative** : 33 employees (39.8 %) have left
- **Laboratory Technician** : 62 employees (23.9%) have left.
- **Human Resources**: 12 employees (23.1 %) have left.
- **Sales Executive** : 57 employees (17.5 %) have left
- **Research Scientist**: 47 employees (16.1 %) have left

Sales Representative, Laboratory Technician & Human Resources job roles are the most affected by attrition, which might require further investigation.

Conclusion

The analysis reveals several key factors contributing to employee attrition:

- **High Attrition in Sales and Marketing:** Employees in sales and marketing roles, particularly sales representatives and executives, are more likely to leave due to high-pressure work environments, limited work-life balance, and perceived lack of career growth opportunities.
- **Higher Attrition Among Male Employees:** Male employees exhibit a higher attrition rate, potentially influenced by workplace culture and work-life balance challenges.
- **Attrition Among Bachelor's Degree Holders and 25-40 Age Group:** Employees with Bachelor's degrees and those in the prime age group of 25-40 are more prone to attrition, suggesting issues related to job role mismatch, limited training, and inadequate compensation and benefits.

Key Strategies to Reduce Attrition:

- **Enhance Employee Experience:** Boost morale, job satisfaction, and work-life balance.
- **Invest in Development:** Provide clear career paths, mentorship, and skill development opportunities.
- **Competitive Compensation and Benefits:** Ensure attractive compensation and benefits.
- **Effective Performance Management:** Implement fair and transparent performance management.
- **Gather and Act on Feedback:** Conduct regular surveys and address concerns.
- **Foster Diversity and Inclusion:** Create an inclusive work environment.
- **Targeted Development:** Address specific needs of different employee groups.
- **Strong Leadership:** Develop inspiring leaders.

By implementing these strategies, the company can significantly improve employee retention.



Thank You