



HRIS Employee Attrition Analysis



Sarmistha Dutta
12-09-2023





Problem Statement

A retail company is facing high employee turnover rates, which are affecting operational efficiency and customer service. The HR department wants to understand the root causes of turnover and develop strategies to reduce it.



Define the Clear Scope

- Scope of the project is reducing employee attrition.
- Identify the target groups or departments within the organization where attrition is most prominent.
- Set a timeframe for achieving attrition reduction goals, considering both short-term and long-term targets.

Data Collection and Analysis

- Gather comprehensive data related to employee attrition(including historical attrition rates, employee demographics, performance records, compensation details, and exit interview data).
- Analyze the data to identify patterns and trends associated with attrition. (Look for factors such as tenure, job role, department, compensation, and satisfaction scores that correlate with attrition).
- Conduct qualitative analysis by reviewing exit interview feedback and survey responses to gain insights into the reasons employees are leaving.

Prepare Dashboard with Key KPIs and Metrics

Develop a centralized attrition analytics dashboard that provides a real-time overview of key performance indicators (KPIs) and metrics.

Key KPIs and metrics may include:

- Attrition rate by department or team
- Cost of attrition per employee
- Employee satisfaction and engagement scores
- Time-to-fill vacant positions
- Knowledge transfer and retention metrics

Analytics Dashboard

Avg. Age	Attrition Count	Median Monthly Income	Avg. Total Working Years	Avg. Years At Company
37	237	4,919	11	7

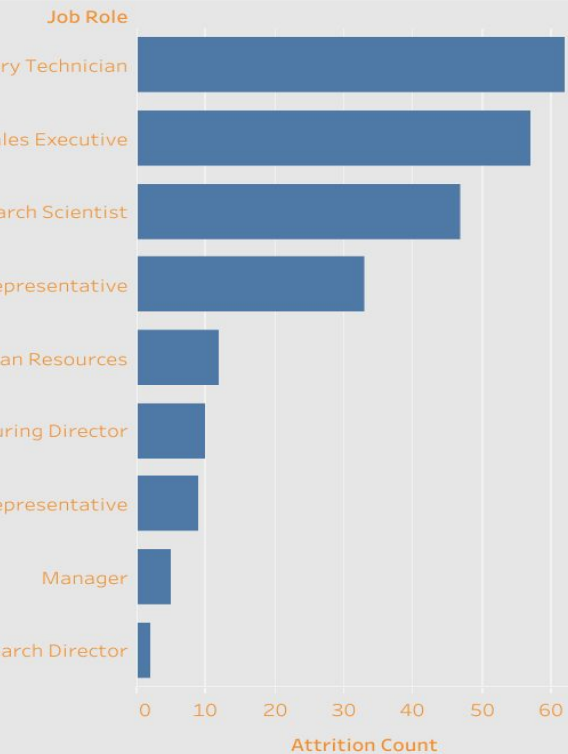
Attrition



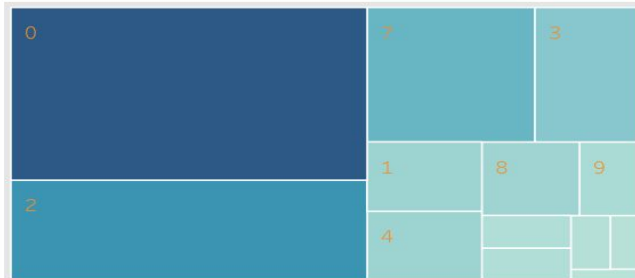
Job Role



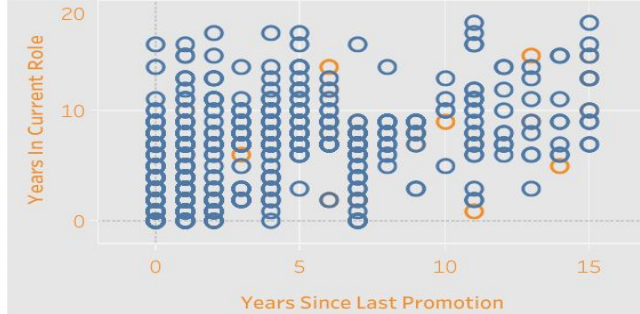
Attrition By Job Role



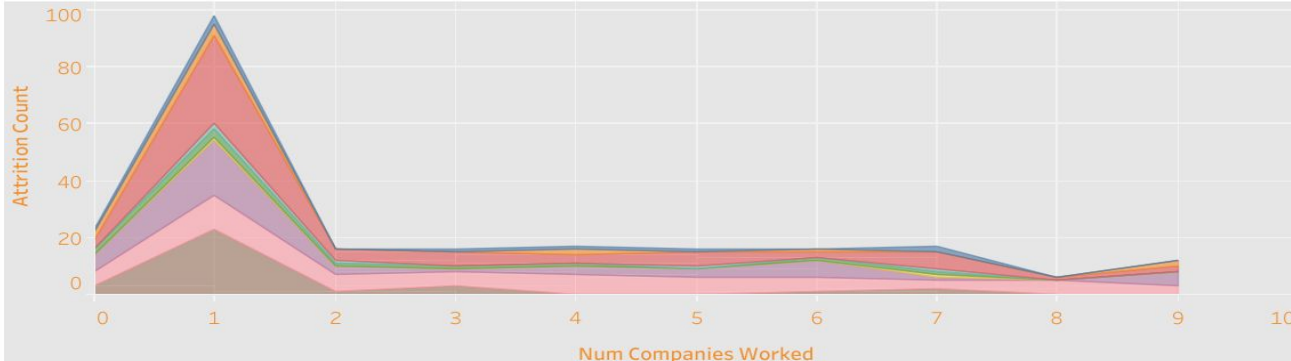
Attrition wrt Promotion Time and Current Role Tenure



Attrition vs. Current Manager Tenure



Attrition vs. Job Role and Work History



Potential Insights

Identify potential insights from data analysis:

Are there specific departments or teams with significantly higher attrition rates?

Are there trends related to employee tenure, compensation, or career growth that influence attrition?

What are the common themes or issues mentioned in exit interviews and surveys?

Actions

Formulate actionable strategies and interventions:

- Implement targeted retention programs for high-risk departments or roles.
- Adjust compensation and benefits packages to align with industry standards.
- Enhance onboarding and training programs to facilitate knowledge transfer.
- Strategy to tackle the issues highlighted in exit interviews
- Continuously monitor attrition rates and related KPIs on the dashboard

Thank you