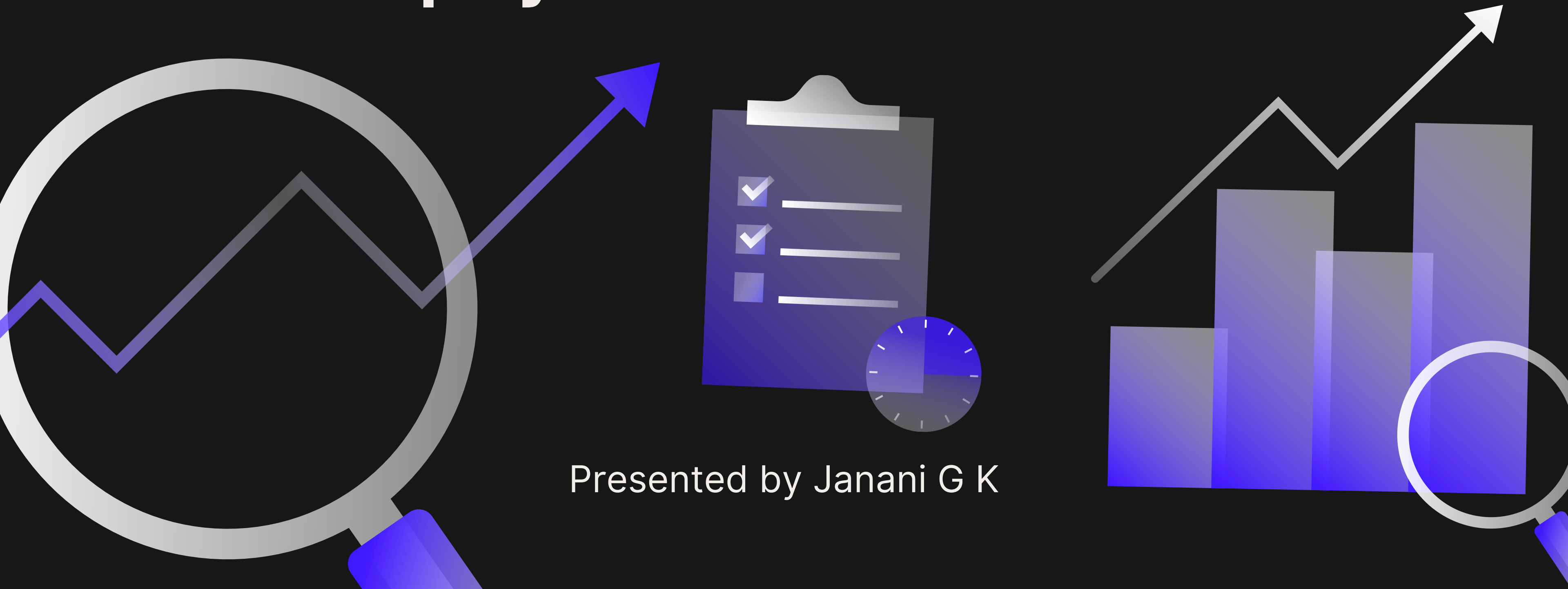


AttritionInsight: Analyzing Employee Attrition with Data



Presented by Janani G K

Introduction

Overview of AttritionInsight:

- AttritionInsight is a data-driven tool designed to help HR teams understand and address employee attrition.
- Objectives:
- Predict attrition likelihood to retain key talent.
- Provide actionable insights into workplace satisfaction and performance.
- Support HR strategies through visualizations and metrics.





HR Requirements

Challenges Faced by HR Teams:

- High turnover rates leading to increased recruitment costs.
- Lack of actionable insights for retaining top performers.
- Inefficient processes for tracking satisfaction and workload.

Need for Data-Driven Decision-Making:

- Data empowers HR to proactively address employee concerns.
- Insights reveal patterns that may not be obvious through traditional methods.

HR Goals Addressed:

- Minimize attrition rates.
- Enhance employee satisfaction and engagement.
- Optimize promotion and compensation policies.

Predicting Attrition:

- Identifies employees at high risk of leaving.
- Enhancing Satisfaction:
- Measures satisfaction metrics like environment and relationship satisfaction.

Optimizing Workload:

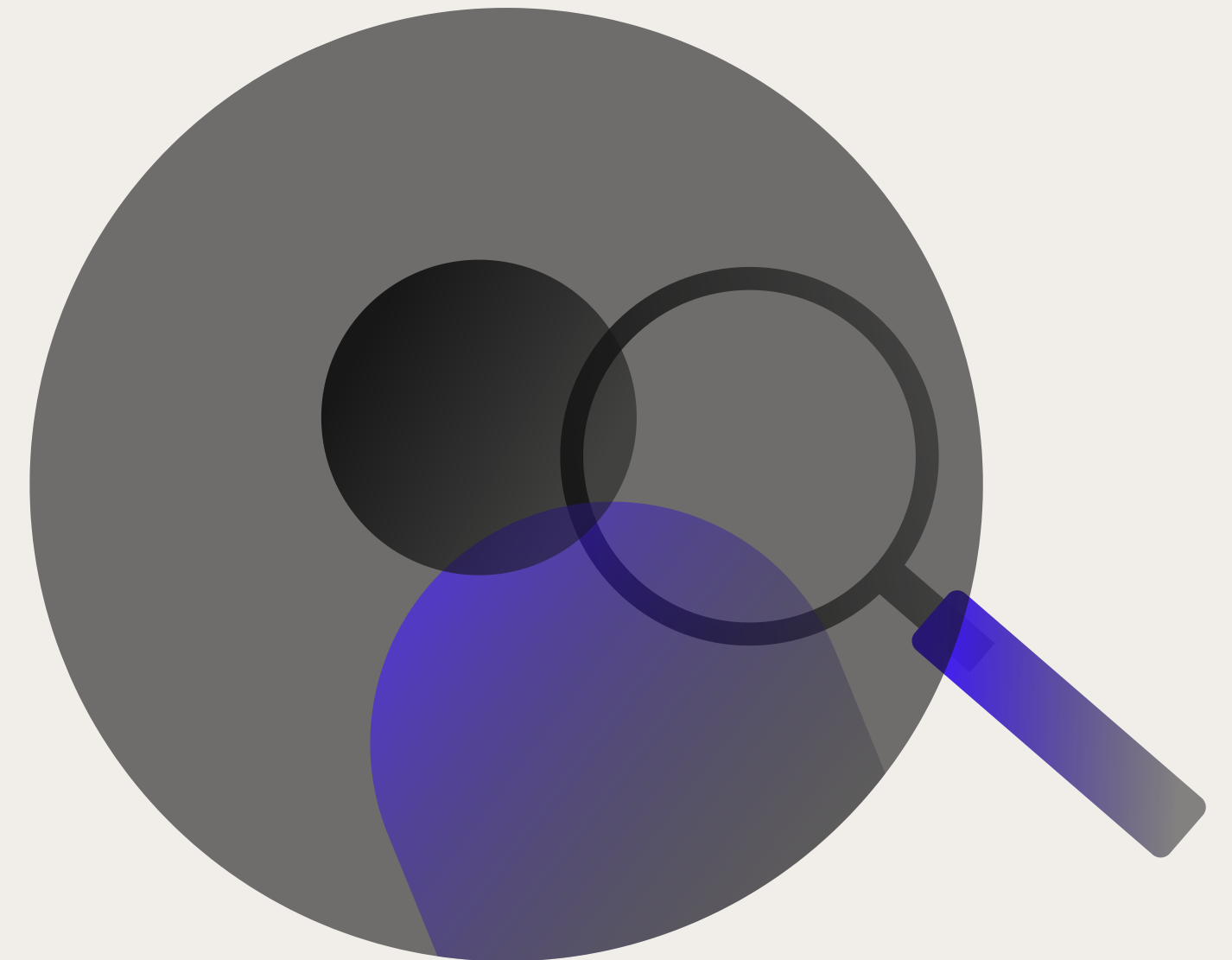
- Analyzes the impact of workload on attrition.
- Promotion Delays:
- Highlights the role of delayed promotions in employee dissatisfaction.

Salary Insights:

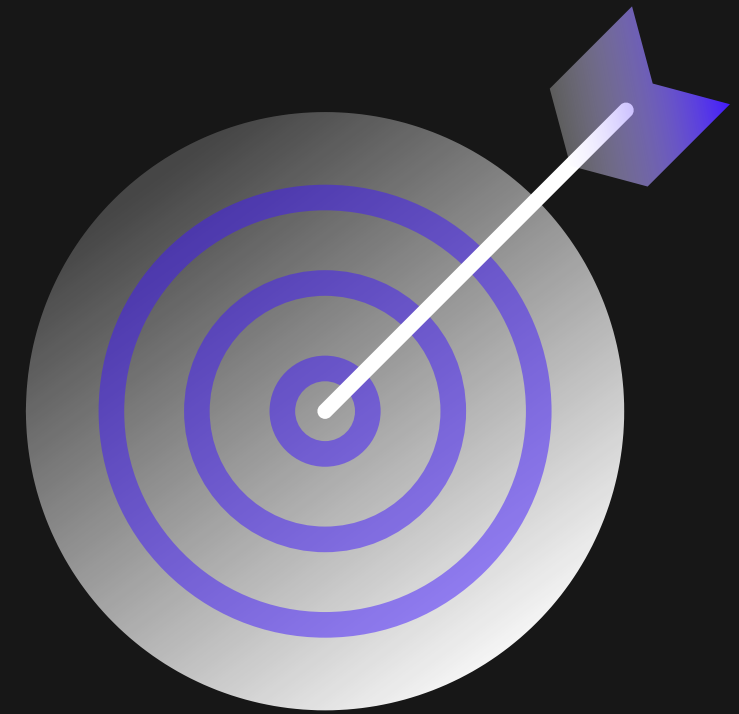
- Aligns performance and salary to ensure equity.



What Problems Are Solved Using This Dataset?

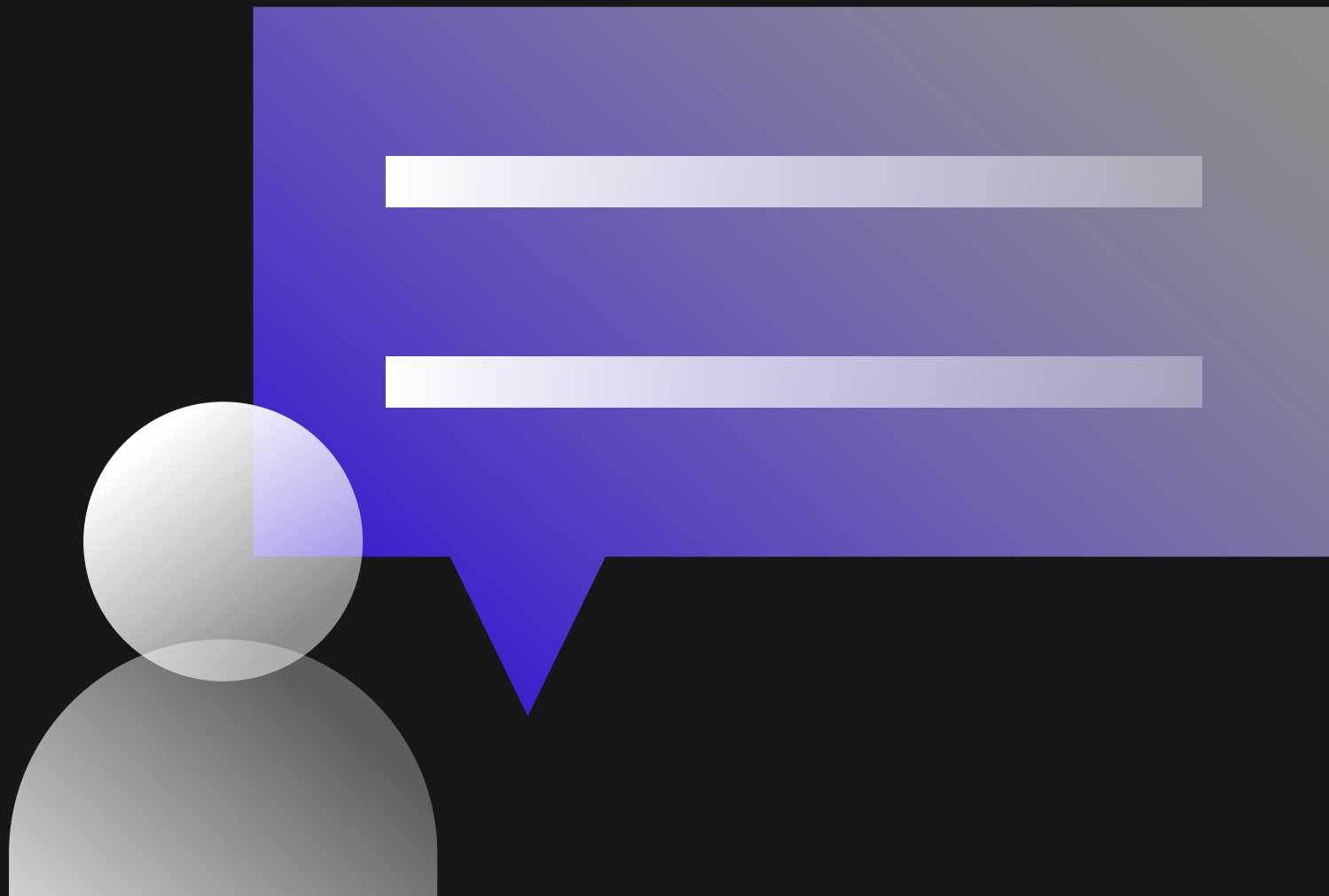


Dataset Overview



Features Included:

- Employee demographics: Age, Gender, Department.
- Performance metrics: PerformanceRating, JobSatisfaction.
- Job details: JobRole, JobLevel, YearsAtCompany.
- Custom Columns and Metrics:
- AttritionLikelihoodScore
- PromotionDelayRisk
- VariableRate: $\text{MonthlyRate} - \text{MonthlyIncome}$.
- Data Sources:
- HR databases, employee surveys, and performance reviews.



High-Risk Groups for Attrition:

- Certain roles and departments have higher attrition rates.
- Workload and Attrition Relationship:
- Overworked employees are more likely to leave.

Promotion Delays:

- Employees without timely promotions show higher dissatisfaction.

Salary Disparities:

- Misalignment between performance and compensation is a key factor.



Key Insights from Analysis



Visualization Dashboard

Attrition Heatmap:

Visualizes department and role-wise attrition.

Attrition Risk Score:

Distribution of high, medium, and low-risk employees.

Workload vs. Attrition:

Correlation between project counts and attrition likelihood.

Performance-to-Salary Trends:

Highlights salary adjustments needed for top performers.

Actionable Recommendations

Retention Strategies:

- Focus on high-risk employees with tailored programs.

Workload Redistribution:

- Balance tasks to reduce overburdening.

Compensation Adjustments:

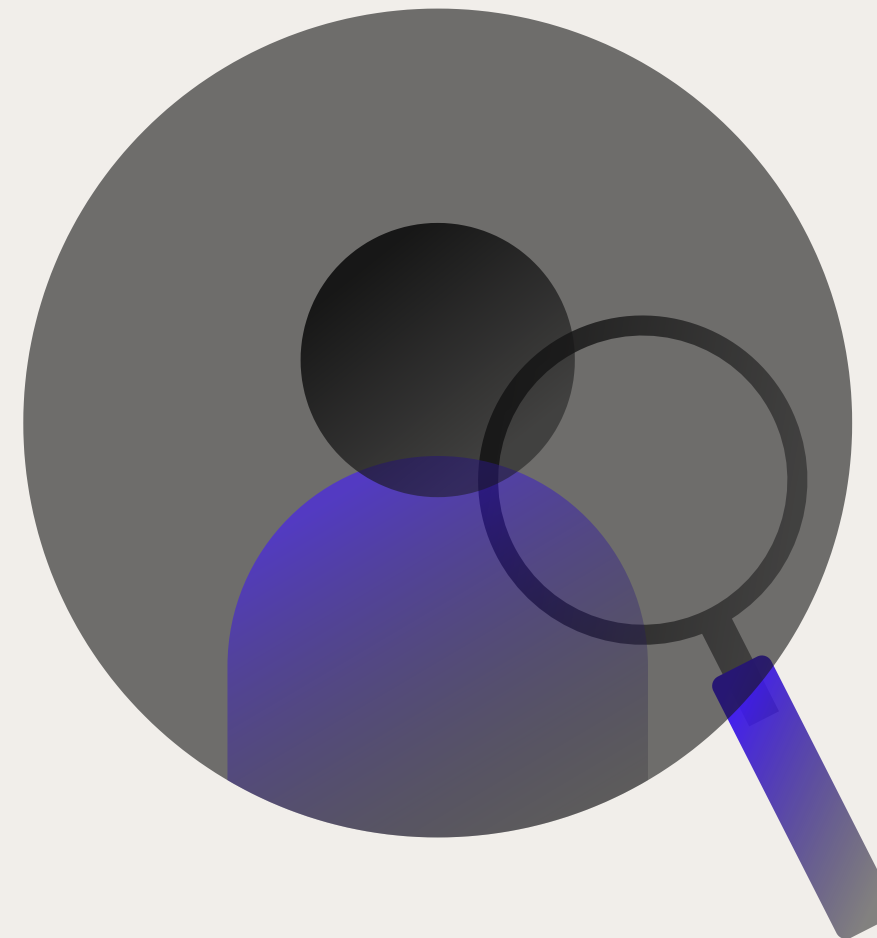
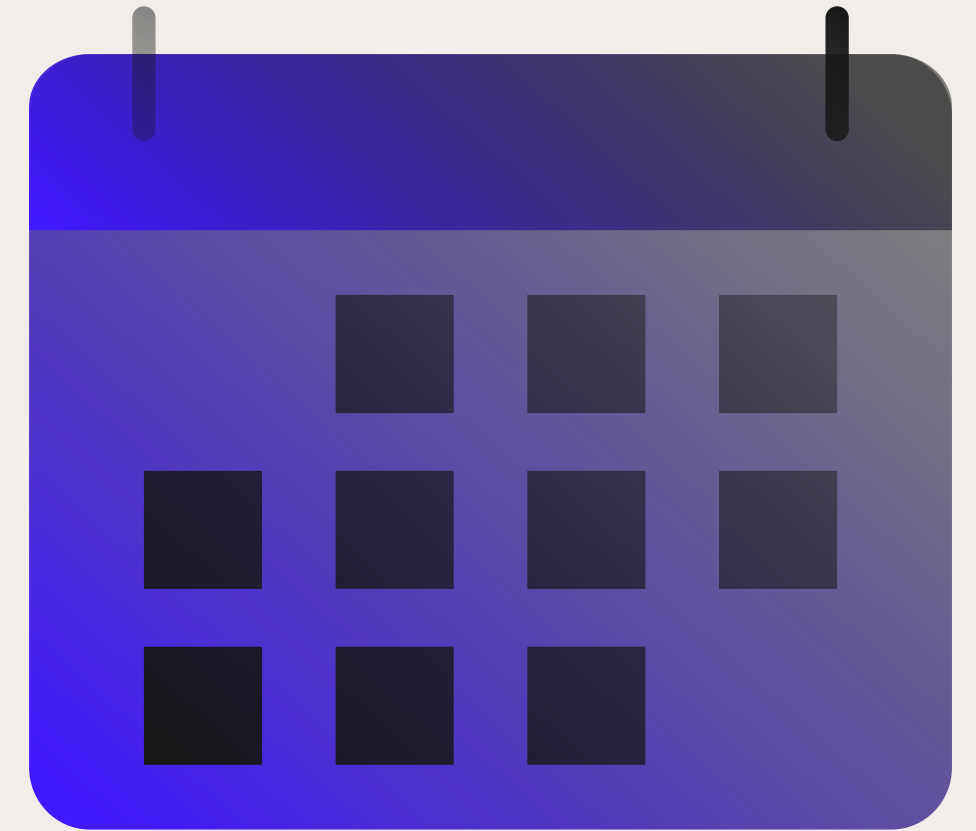
- Align salaries with performance and market standards.

Transparent Promotion Policies:

- Address delays and foster a culture of growth.

Enhanced Engagement Surveys:

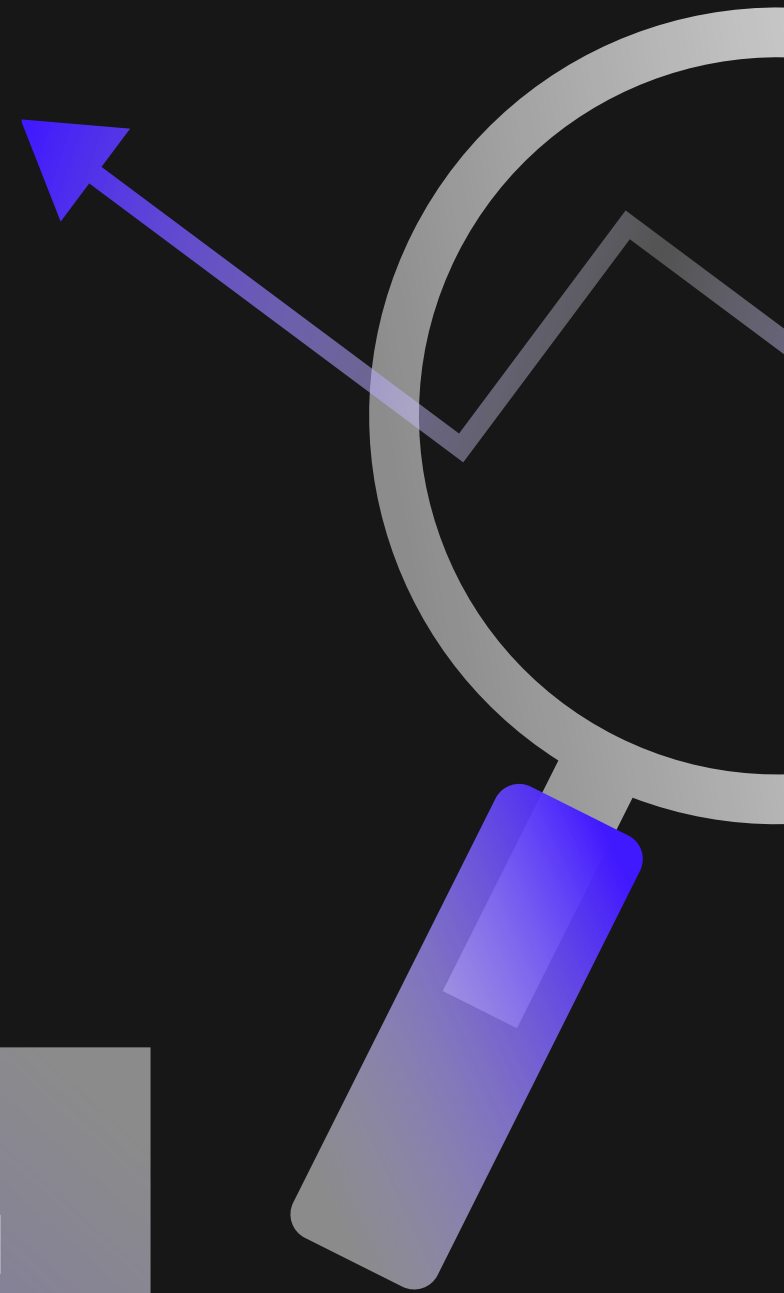
- Regularly monitor employee satisfaction to stay ahead of concerns.



Conclusion

Summary of Insights:

- AttritionInsight delivers data-driven insights to mitigate employee turnover.
- Benefits for HR Teams:
- Improved retention rates and workforce satisfaction.
- Future Enhancements:
- Integration with real-time analytics for proactive management.
- Expanded dataset features for deeper insights.





Thank You