

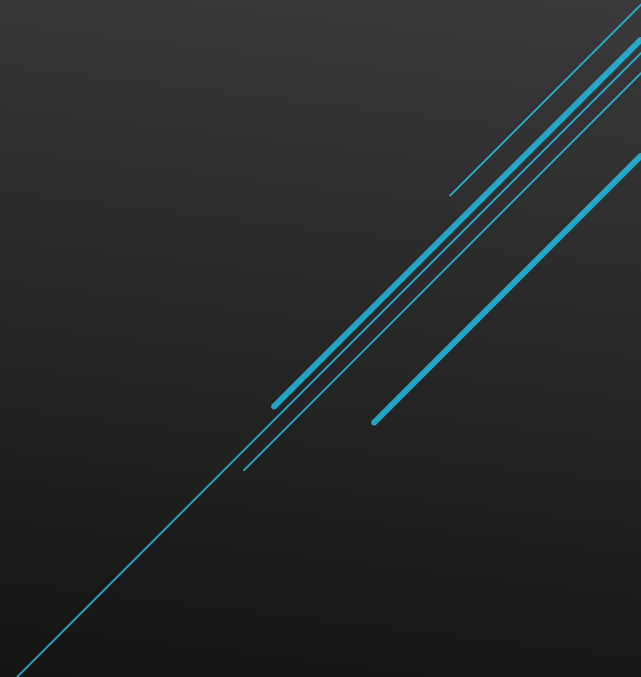
SOLUTION FOR ATTRITION OF EMPLOYEES

Presented by:

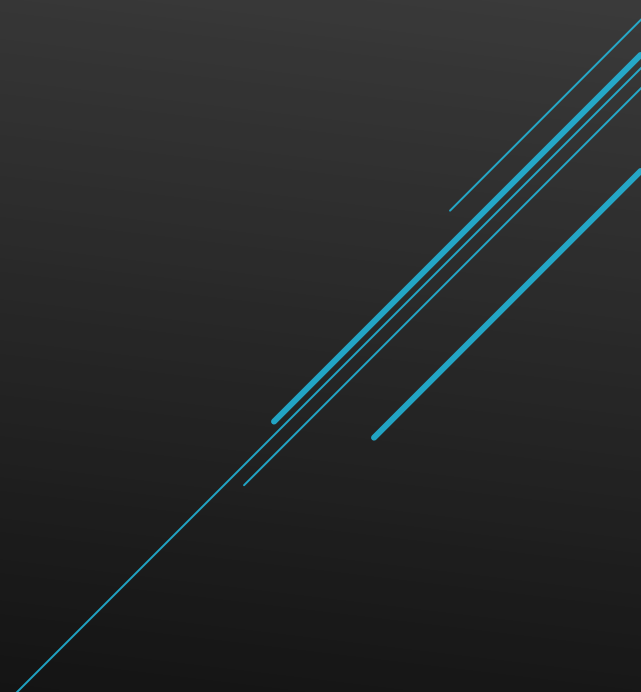
Muhammad Shaan KC

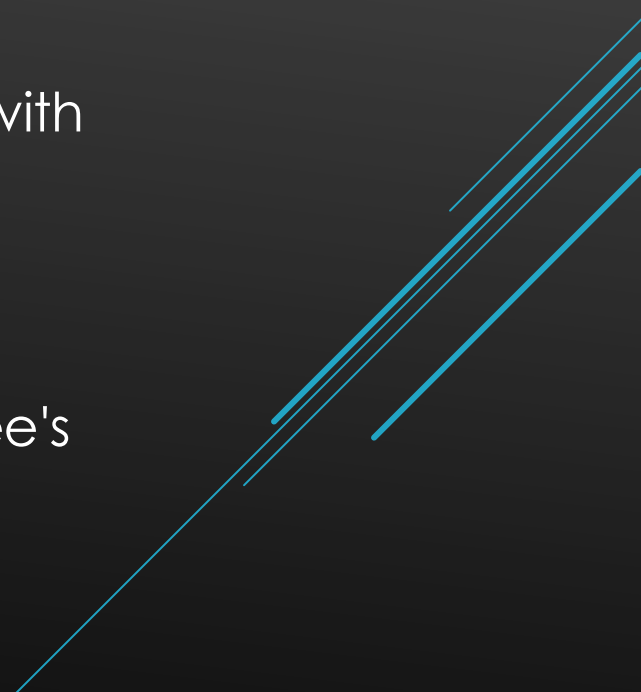


INTRODUCTION

- ▶ In this presentation we will explore data on "EMPLOYEE ATTRITION AND PERFORMANCE".
 - ▶ We will go through different factors that effect attrition of employees.
 - ▶ Our aim is to handle attrition of employees.
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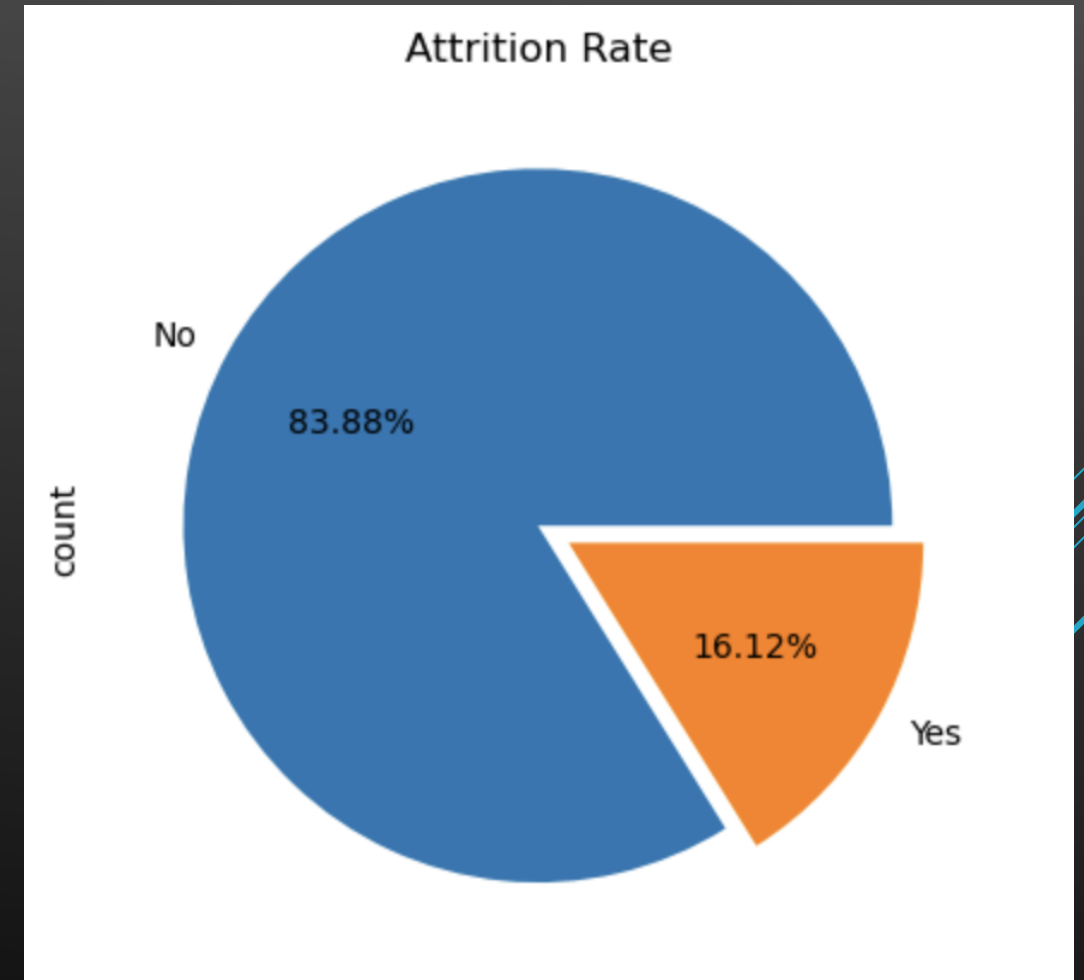
DESCRIPTION

- ▶ EmployeeID: Unique identifier for each employee.
 - ▶ FirstName: The first name of the employee.
 - ▶ LastName: The last name of the employee.
 - ▶ Gender: The gender of the employee.
 - ▶ Age: The age of the employee.
 - ▶ BusinessTravel: The frequency of business travel for the employee.
 - ▶ Department: The department in which the employee works.
 - ▶ DistanceFromHome (KM): The distance between the employee's home and workplace in kilometers.
 - ▶ State: The state in which the employee resides.
 - ▶ Ethnicity: The ethnicity of the employee.
 - ▶ MaritalStatus: The marital status of the employee.
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- Salary: The annual salary of the employee.
 - StockOptionLevel: The level of stock options granted to the employee.
 - OverTime: Whether the employee works overtime (Yes/No).
 - HireDate: The date the employee was hired.
 - Attrition: Whether the employee has left the company (Yes/No).
 - YearsAtCompany: The number of years the employee has been with the company.
 - YearsInMostRecentRole: The number of years the employee has been in their most recent role.
 - YearsSinceLastPromotion: The number of years since the employee's last promotion.
 - YearsWithCurrManager: The number of years the employee has worked with their current manager
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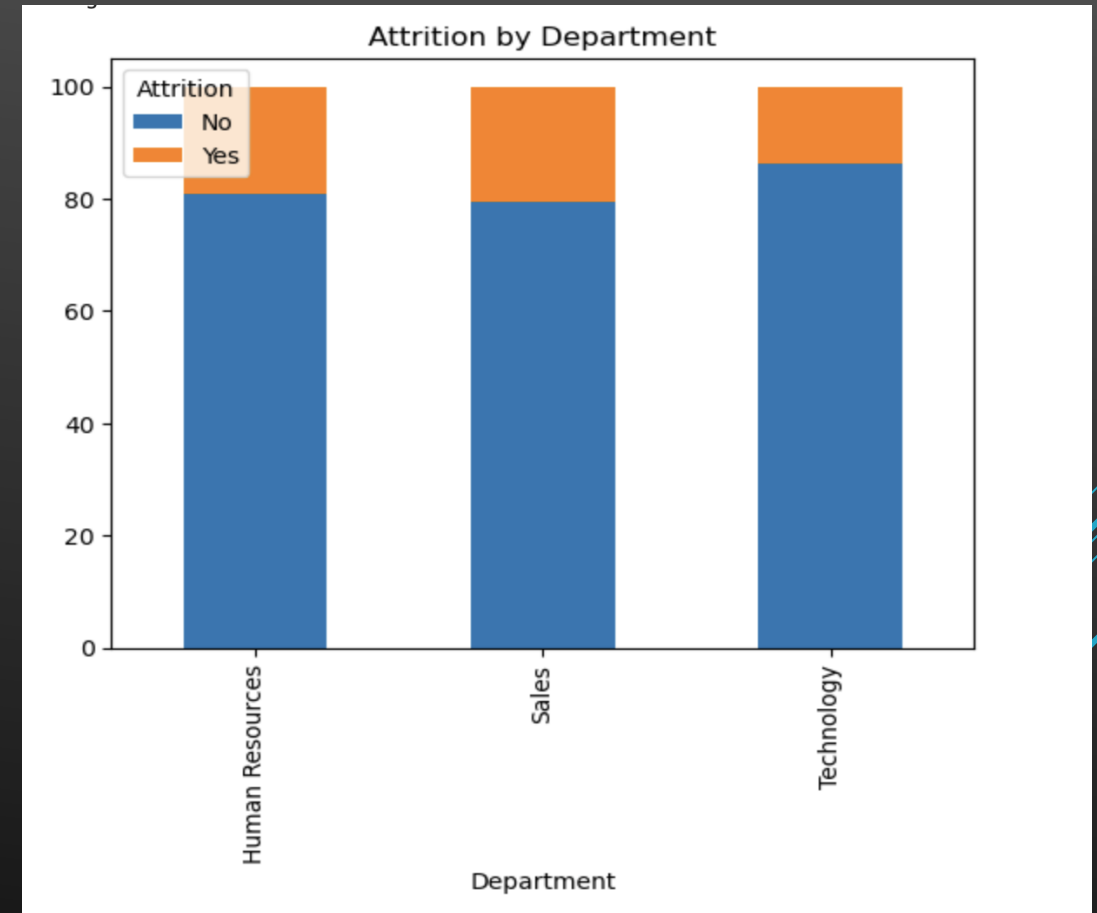
ATTRITION RATE

- The plot shows that there is a small amount of employees are ready for attrition.
- For analyzing this we need to go through more informations.



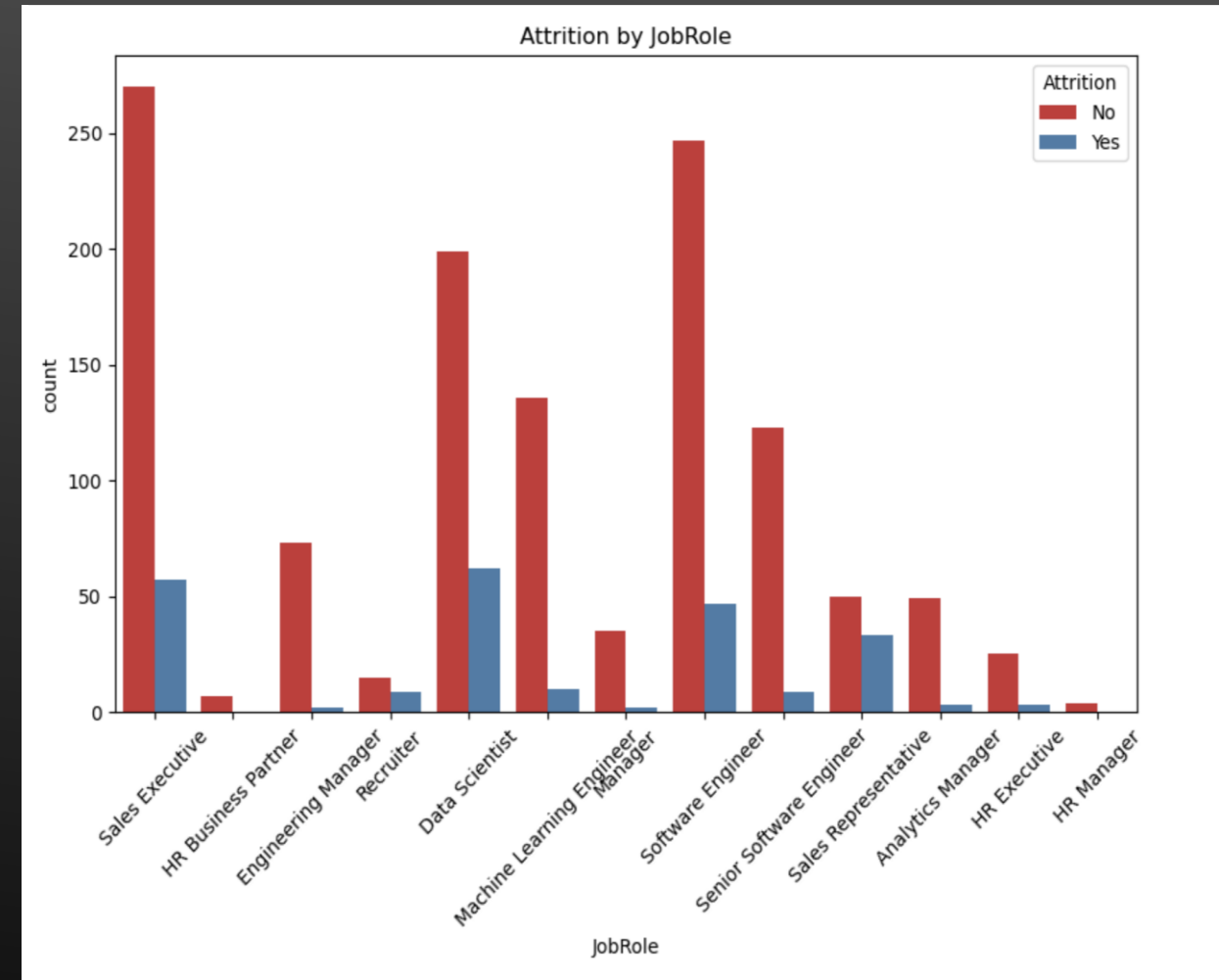
ATTRITION BY DEPARTMENTS

- Plot shows that the attrition rate of the employees who are working in different departments.
- Here employees working at sales department are more willing to leave the company.



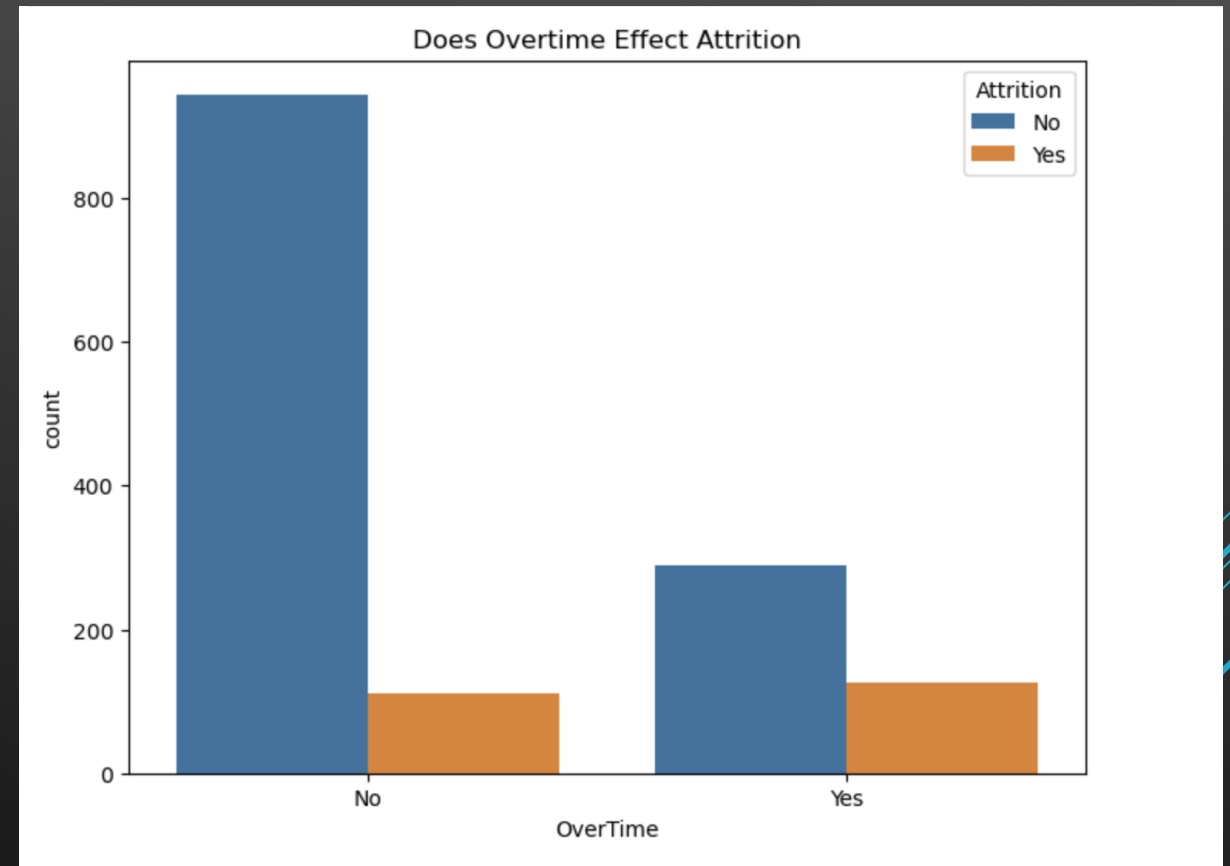
ATTRITION BY JOB ROLE

- The plot shows that employees who are working as Data Scientist have a high attrition rate.
- This means that the Data Scientists are facing issues that are leading for the attritions.
- Aslike data scientisist there is sales executives,software engineers also deciding to leave the company



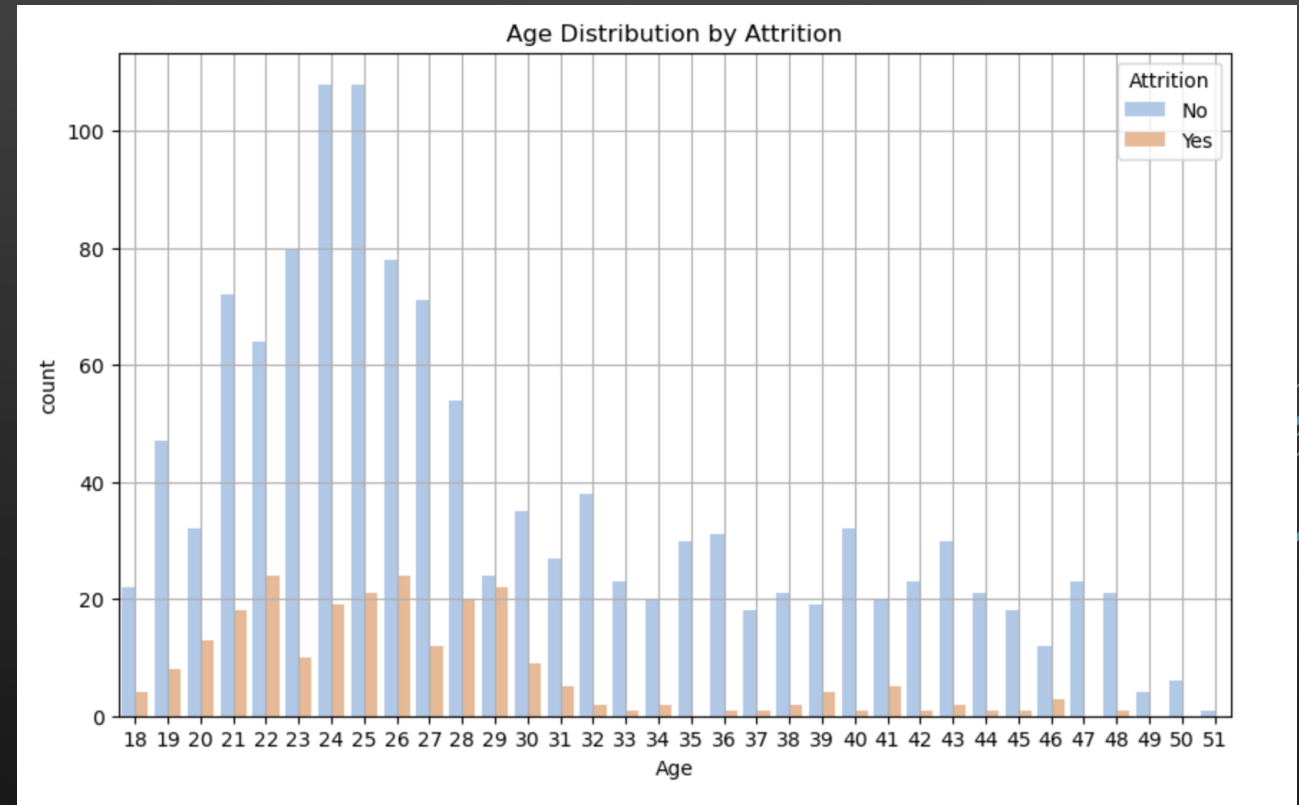
OVERTIME VS ATTRITION

- Overtime effects attrition.because there is about 50% chance for employees who takes overtime to leave the company.
- So we need to control the overall office time to reduce attrition



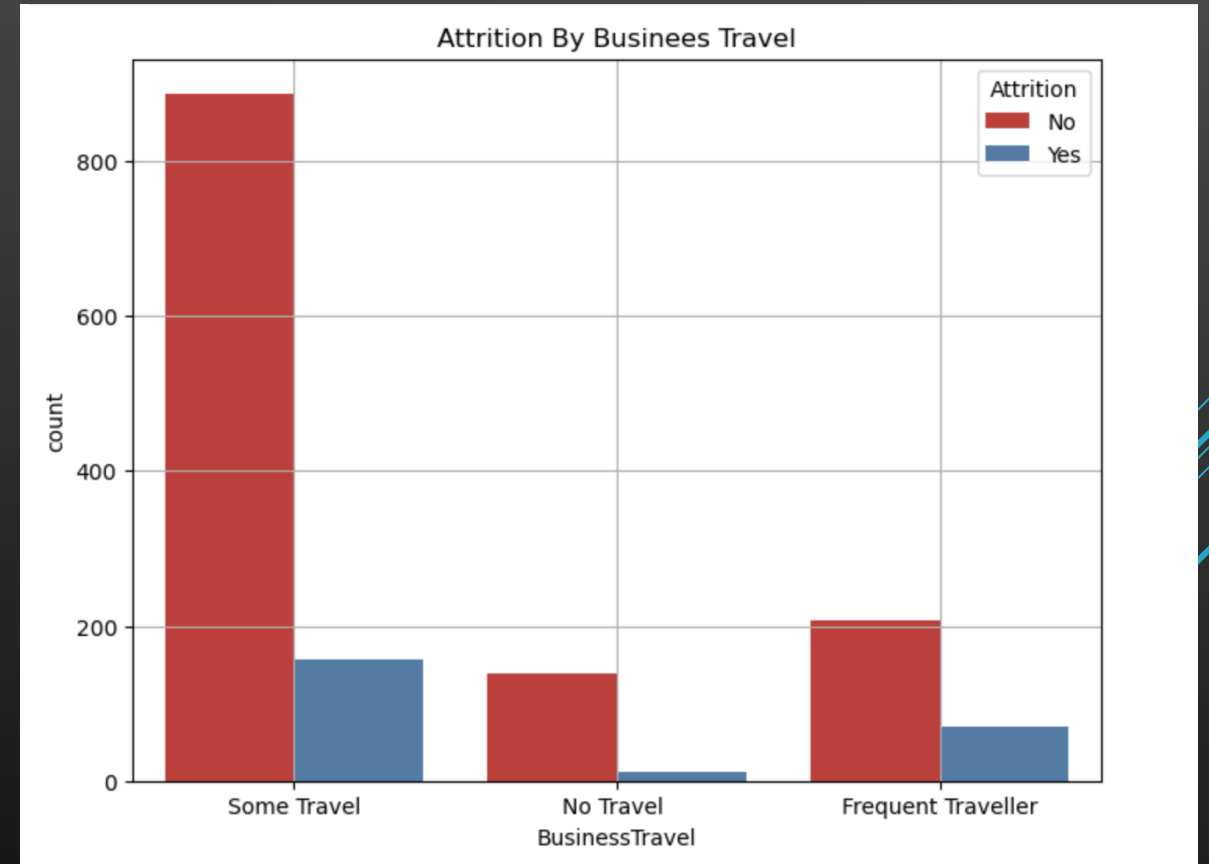
AGE VS ATTRITION

- The plot shows that the age between 20-30 have a high attrition rate.
- Age above 30 has a low attrition rate compare to others.
- At the age 20-30 they need to be stable, so by gradually increasing there salary or other facilities we can reduce there attrition.



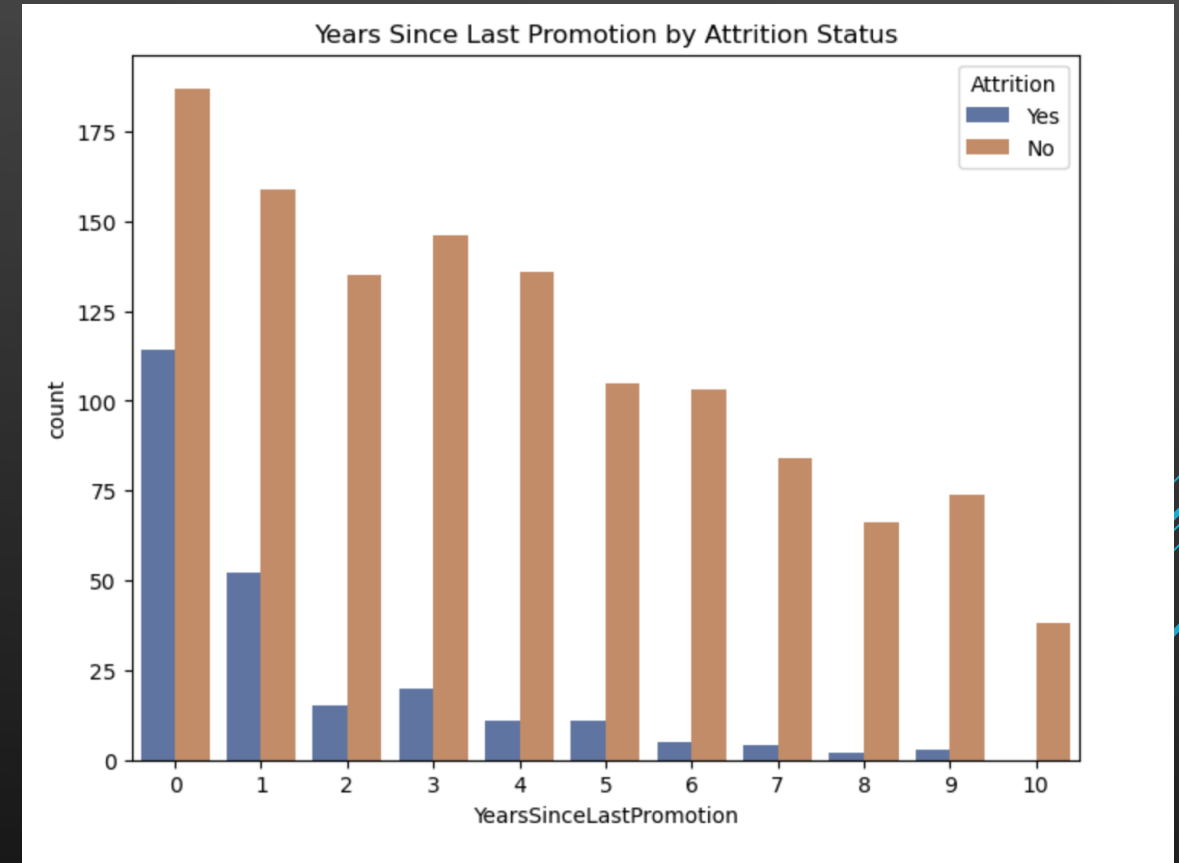
ATTRITION VS BUSINESS TRAVEL

- The plot shows that people with small amount of travel have a high chance to leave the company. ie about 200 people.
- So to avoid this provide business travels frequently



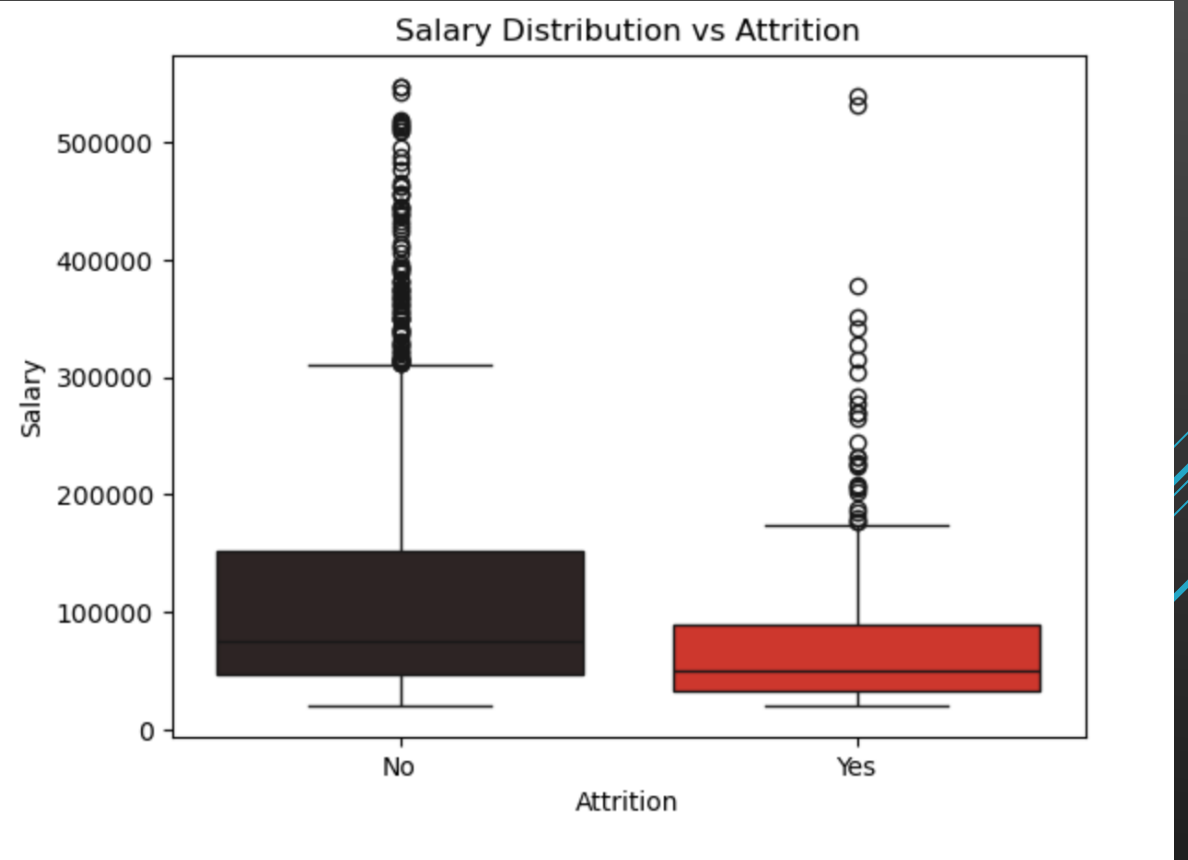
YEARS SINCE LAST PROMOTION VS ATTRITION

- This plot shows that Recently promoted employees are more likely to leave the company.
- Above 100 employees are currently in this.



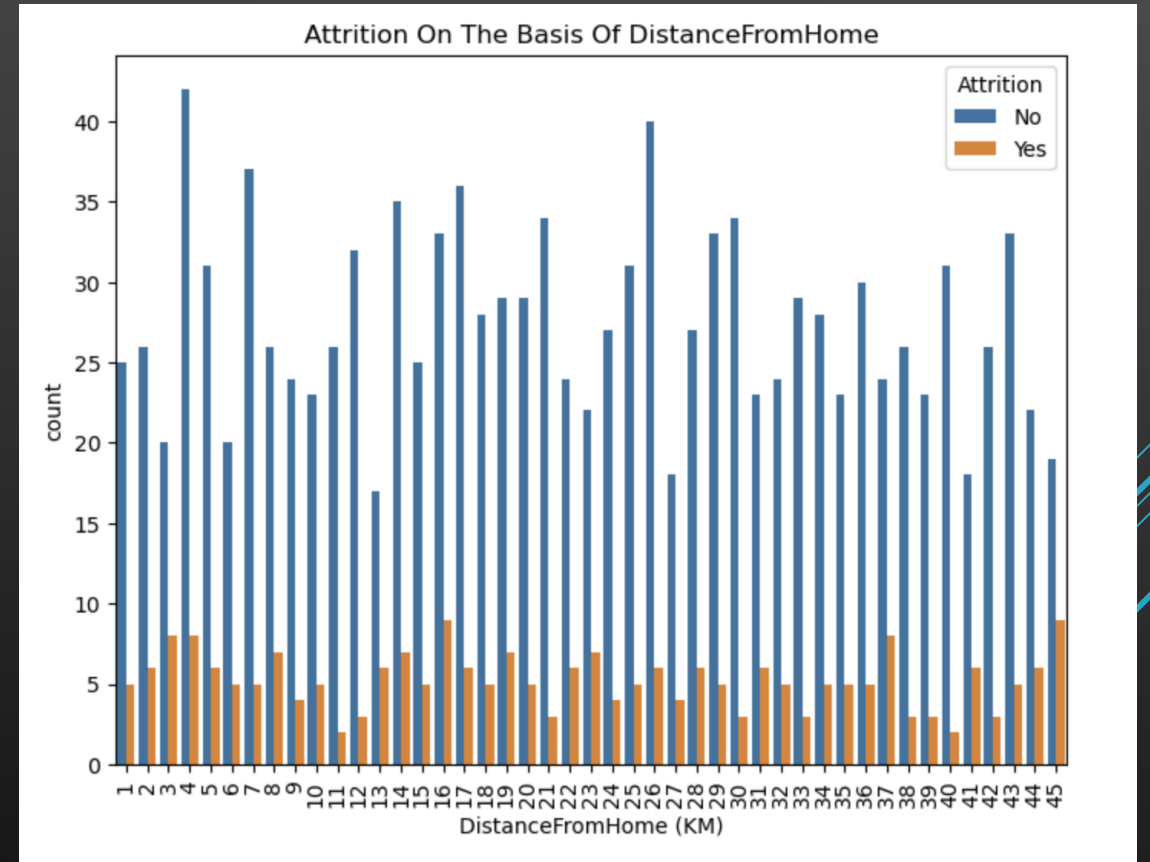
SALARY VS ATTRITION

- The plot shows that salary less than 1 lakh per month are more ready to leave the company.
- By increasing their salary we can hold them back.



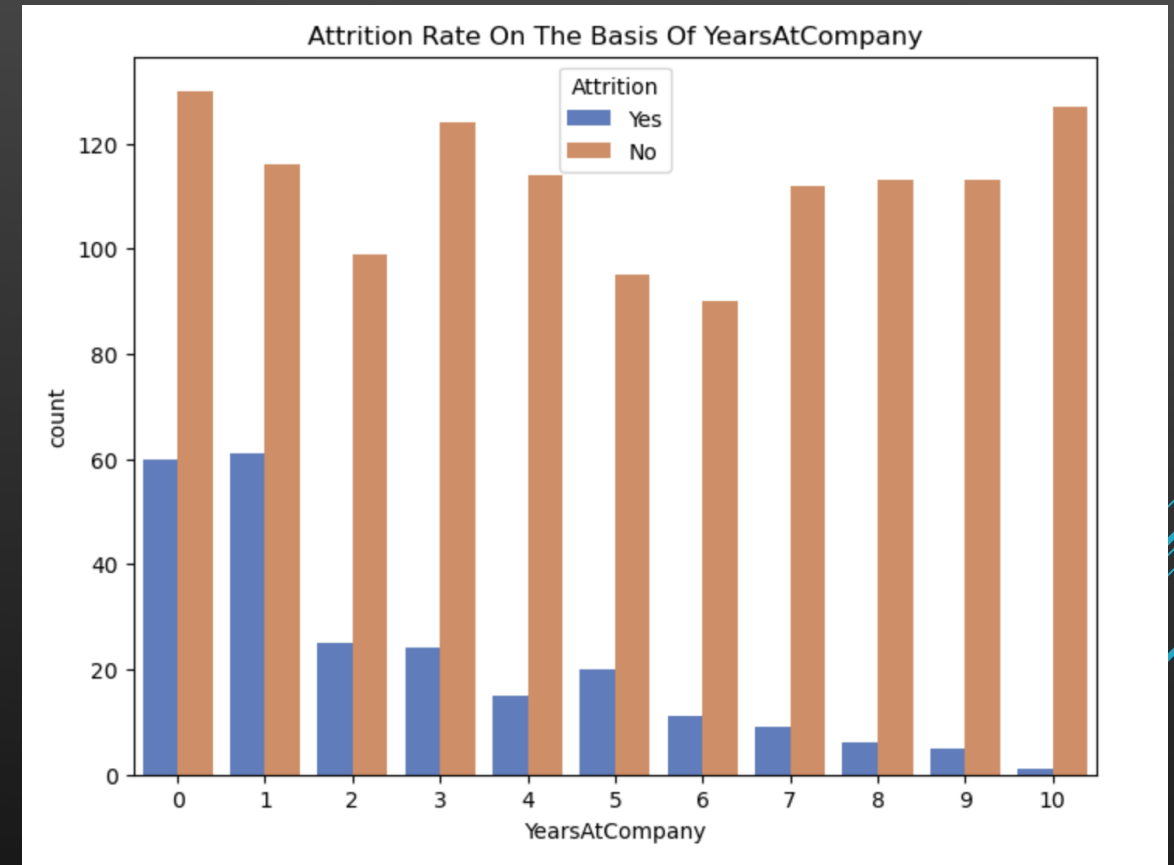
DISTANCE VS ATTRITION

- This plot shows that employees who are far away from office have a high chance to leave the company.
- It might be because of there travel expense.
- So by arranging there travel by company we can reduce there attrition



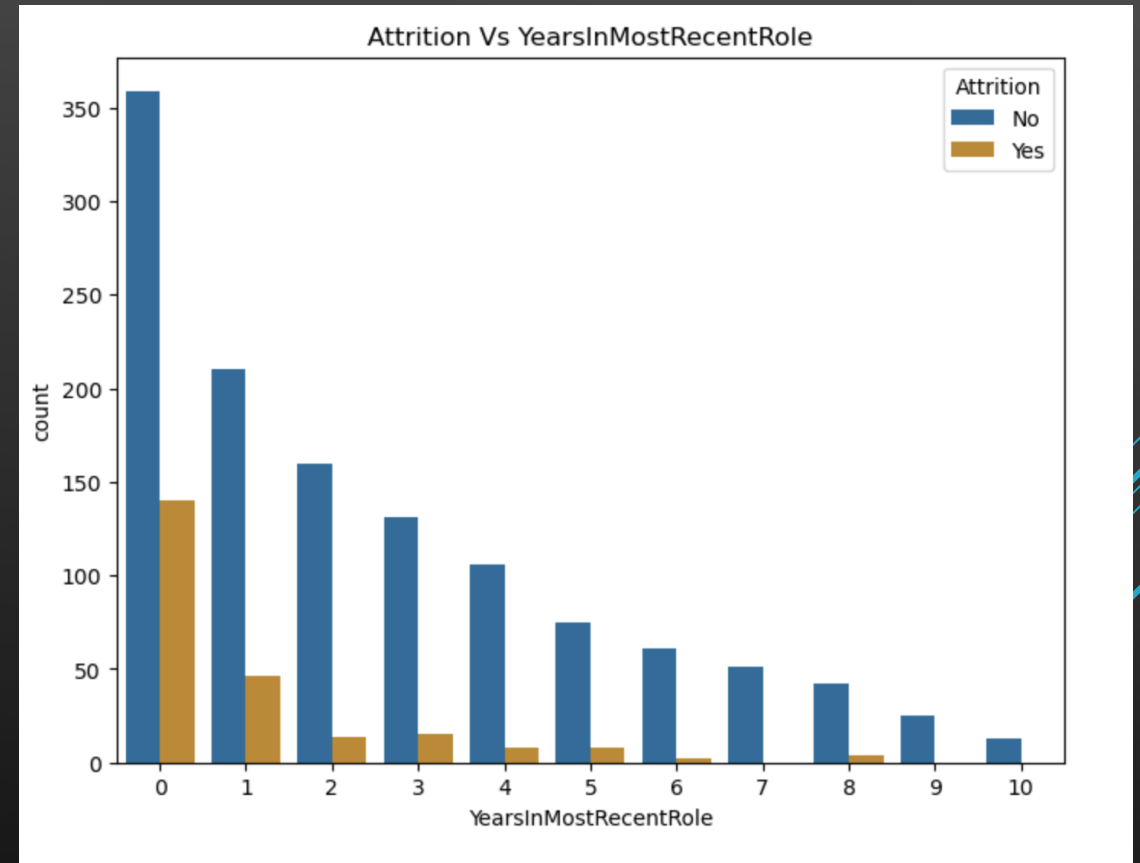
YEARS AT COMPANY VS ATTRITION

- The plot shows that freshers and employees with 1 year of experience are more willing to leave the company.
- It must be because of there less adaptability.so by creating a good atmosphere for them will lead to reduction in attrition.



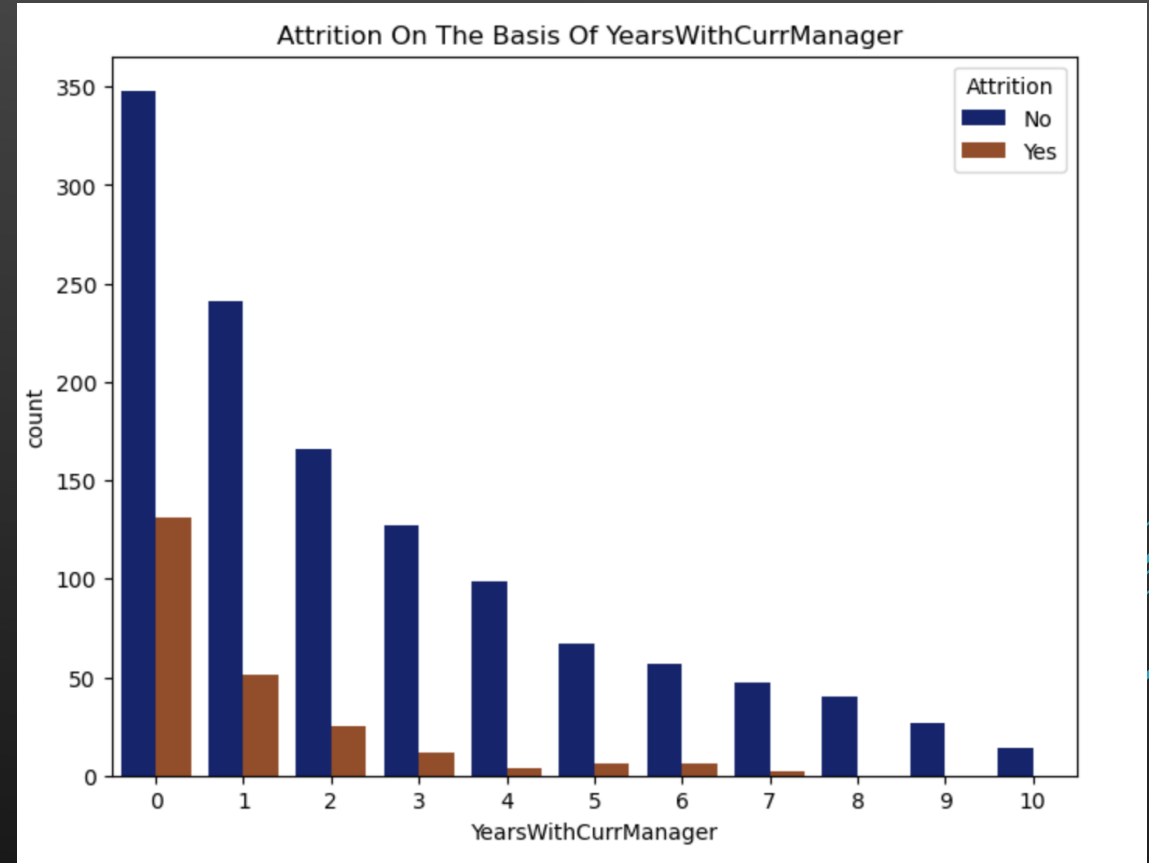
YEARS IN MOST RECENT ROLE VS ATTRITION

- The plot shows the attrition rate of the employees who recently joined their new roles.
- Minimum experienced employees have high chance of attrition.
- It is because there is less interest in that specific role, so by increasing that we can hold them.



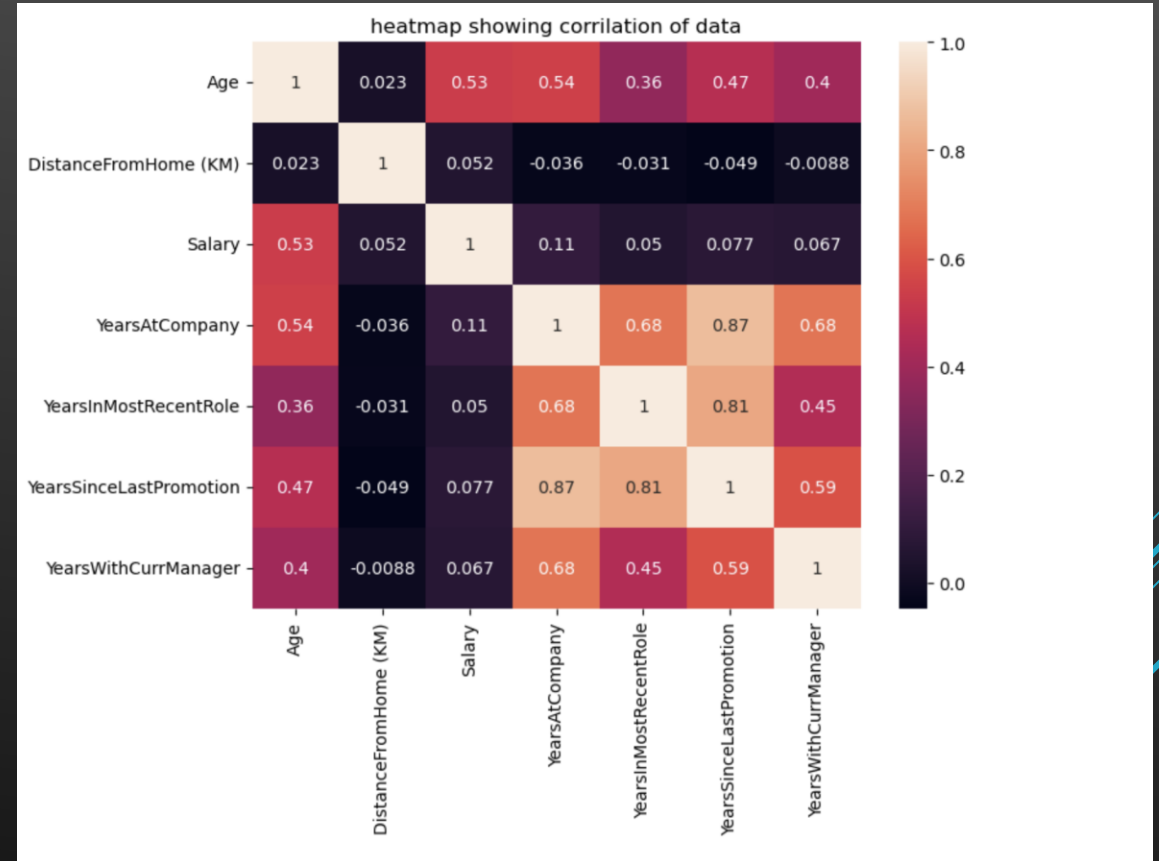
YEARS WITH CURRENT MANAGER VS ATTRITION

- The plot shows that employees with high chance of attrition are with least work experience with their current manager.

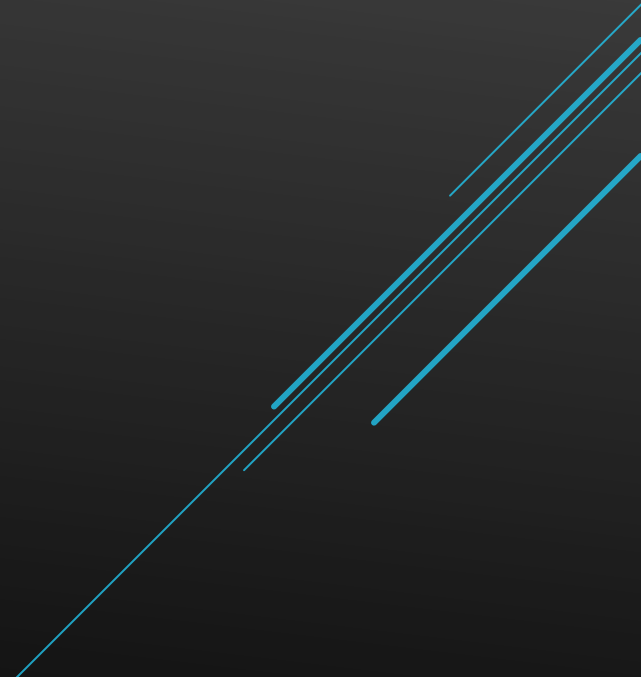


CORRILATION OF DATA

- Here YearsAtCompany and YearsSinceLastPromotion are positively correlated.
- DistanceFromHome and YearsWithCurrManager are negatively correlated.



SUGGESTIONS FOR REDUCING ATTRITION

- By increasing salary attrition can be handled.
 - By Controlling overtime work of employees.
 - Provide business travels for employees.
 - Promotions for those who deserves.
 - By providing travel expenses.
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THANK YOU

