



Internship Program

MILESTONE 4

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HR ATTRITION ANALYSIS: INSIGHTS AND STRATEGIES

*A Data-Driven
Approach to
Employee Retention*

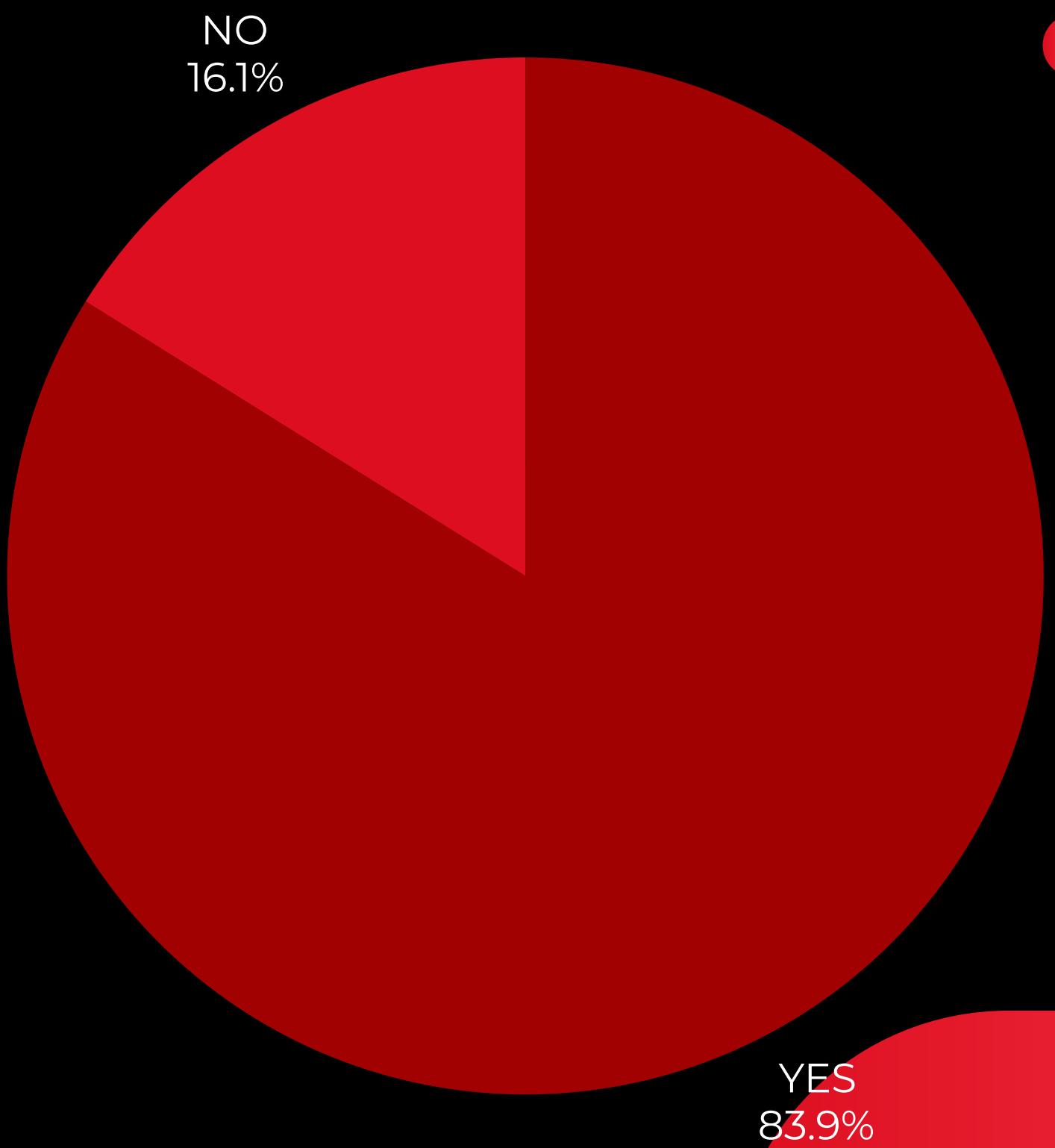
WHY ANALYZE ATTRITION?

- **Understanding the Basics**

Employee attrition impacts organizational performance and costs significantly.

Understanding the reasons behind attrition helps:

- **Improve retention strategies.**
- **Enhance employee satisfaction and productivity.**
- **Reduce recruitment and training costs.**



Count of attrition



Age Group	Income Level	Satisfaction Level	Attrition Risk	Performance Level	Promotions
Under 30	Medium Income		2.73	Medium Risk	Average Performer
30-50	High Income		2.73	Low Risk	Average Performer
30-50	Medium Income		2.73	High Risk	Average Performer
30-50	Medium Income		2.73	Low Risk	Average Performer
30-50	High Income		2.73	High Risk	Average Performer
Under 30	Low Income		2.73	Low Risk	Average Performer
30-50	Low Income		2.73	Low Risk	Average Performer
Under 30	Low Income		2.73	Low Risk	Average Performer
30-50	Medium Income		2.73	Low Risk	Average Performer
Under 30	Low Income		2.73	High Risk	Average Performer
Under 30	Low Income		2.73	Low Risk	Average Performer
Above 50	Medium Income		2.73	Low Risk	Average Performer
30-50	Medium Income		2.73	Low Risk	Average Performer
30-50	Medium Income		2.73	High Risk	Average Performer
30-50	High Income		2.73	High Risk	Average Performer
Above 50	Low Income		2.73	Low Risk	Average Performer
30-50	Medium Income		2.73	Low Risk	Average Performer
Above 50	Low Income		2.73	Low Risk	Average Performer
Under 30	Medium Income		2.73	Low Risk	Average Performer
Under 30	Medium Income		2.73	Low Risk	Average Performer
Under 30	Low Income		2.73	Low Risk	Average Performer
Under 30	Low Income		2.73	Low Risk	Average Performer
30-50	Medium Income		2.73	High Risk	Average Performer
30-50	High Income		2.73	Low Risk	Average Performer
30-50	High Income		2.73	Low Risk	Average Performer
30-50	Low Income		2.73	High Risk	Average Performer
Under 30	Low Income		2.73	Low Risk	Average Performer

UNDERSTANDING THE DATA

Dataset Overview

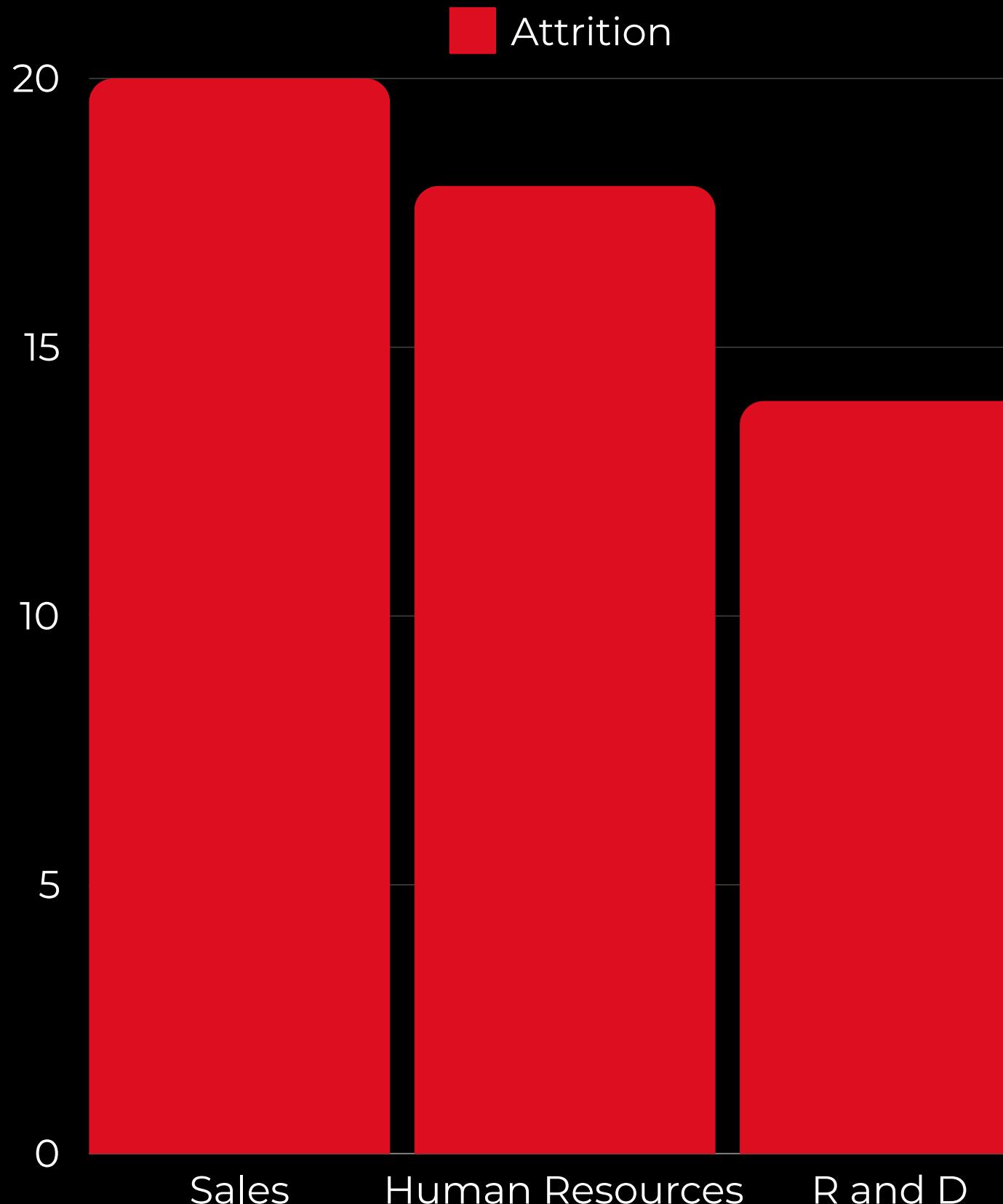
The dataset contains records of 1470 employees.

Key attributes include:

Demographics: Age, Gender, Education.

Job-related: Department, Role, Salary.

Satisfaction levels and performance ratings.



KEY INSIGHTS FROM THE DATA

- Attrition is highest in:
 - Age group: Under 30
 - Departments: Sales department
 - Job roles: Sales Rep
- Significant factors:
Work-life balance, job satisfaction, and salary,
- Visuals:
A bar chart showing attrition by department.
A heatmap of feature correlations and etc

WHAT DID WE DISCOVER?

- Poor work-life balance increases attrition risk by 16%
- People waiting for promotion are 426 members.
- Lack of promotion opportunities is a major driver.
- Employees earning less than \$3,000/month are 12% more likely to leave.
- The Sales department shows a noticeable count of attrition, indicating potential challenges in this area.
- Younger employees (under 30) have the highest attrition rate compared to other age groups.

STRATEGIES FOR RETENTION

- **Retention Strategies for Young Employees:**

Introduce mentorship programs and career progression opportunities for employees under 30.

- **Address Promotion Delays:**

Reduce promotion waiting time to motivate employees and show clear growth pathways.

- **Enhance Work-Life Balance:**

Work-life balance dissatisfaction appears to influence attrition. Focus on flexible working hours and employee wellness programs.

- **Focus on Training:**

Increase training hours and offer skill development programs to reduce stagnation.

CONCLUSION



● The Path Forward

- **Summary of findings:**
- **High attrition costs can be mitigated through data-driven strategies.**
- **Proactive measures ensure better employee retention.**
- **Call to action: Implement strategies and monitor progress regularly.**

See You Next

THANK YOU

Data Analysis Presentation