



Employees Attrition Analysis

- ❖ Through Attrition Analysis of the Dataset provided, various insights were founds as listed below with some recommendations:

1. Gender

- Gender was found to be a factor that influence attrition from the business, It was found that 60% of attrition is related to men.
- This could be explained by the more responsibilities' men has so I recommend to take more care of men and increase their salaries to compensate for their trouble.

2. Age

- It was found that employees who leave the company has younger average age (34) than employees who stay (38).
- Which lead us to the fact that younger employees finds a better opportunities out there which make them leave the company.
- I recommend to find out what this age group of employees looking for and try to satisfy their needs.

3. Department

- Department was one of the key factors for attrition, as it was shown that department of research and development has more than 50% of the total attrition rate even though it has the highest salary among all departments.
- I suggest to provide a better and healthier working environment for their employees and try to compensate them, as it was shown that salary is not the only reason for them to leave.

4. Absence Percentage:

- Left the company: 9.25%
- Stayed at the company: 9.67%
- Even though it is not a large margin but employees who left the company were absent for more days and had worked more than the employees who stayed.
- I recommend to give more compensation or off days to hard working employees to help them reclaim their energy.



5. Over time and Average working hours

- Average working hours for employees who left: 8.3 Hours.
- Average working hours for employees who stayed: 7.57 Hours.
- Number of employees who left and spent over time: 119.
- Number of employees who left and didn't spend over time: 40.
- As shown employees who leave the company spend more working hours and more overtime which may lead to more load and more stress.
- This may also lead to worse work life balance. So my recommendation is the same as last point.

6. Job Involvement and Attrition:

- Number of employees who left with high involvement: 399.
- Number of employees who left with low involvement: 54.
- This show that highly involved employees tend to leave the company, may be this because lack of compensation or appreciation of their work.
- I recommend to appreciate them and provide them with good career growth opportunities.

7. Marital status and attrition:

- Single :50.6%
- Married: 35.4%
- Divorced: 13.9%
- It shows that most of attrition is related to single employees, so I suggest to find out what they are looking for and what are their needs.

8. Managers' performance rating and attrition:

- Percentage of employees who left with excellent rating: 82.7%
- Percentage of employees who left with outstanding rating: 17.3%
- It is shown that employees with good rating but not the best tend to leave, so I suggest to provide them with more learning sessions to improve themselves.