HR Analytics

Executive summary

Overview

This analytic report focuses on addressing the high employee attrition rate at SimpleYard, which poses significant challenges to the organization's growth and operational efficiency. By leveraging data analytics, the report aims to identify patterns and critical factors that contribute to employee turnover. It will examine various elements, including departmental performance, salary levels, tenure, and involvement in projects, to pinpoint correlations with attrition rates. The findings will serve as a foundation for actionable recommendations to improve employee retention, enhance job satisfaction, and reduce the associated costs of turnover, ultimately supporting the organization's long-term success.

Acknowledgment

I would like to sincerely thank everyone who supported me throughout this project. I'm especially grateful to my mentors for their guidance and constructive feedback, which helped me refine my ideas and stay focused. I also extend my thanks to the HR team at SimpleYard for their valuable insights and cooperation, which made it possible to connect data analytics with real organizational challenges. This experience has been incredibly rewarding, and I appreciate everyone who contributed to its success in any way.

— Sriram Vennampalli

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OVERVIEW OF DATASET

The dataset powering this analysis includes **15,000 records**, each representing an employee at SimpleYard. It contains **10 columns** capturing a mix of quantitative metrics and categorical insights, all of which contribute to understanding employee behavior and attrition trends.

Here's a brief look at each attribute:

- **satisfactoryLevel** (*float64*): Employee's job satisfaction on a scale from 0 to 1.
- **lastEvaluation** (*float64*): Most recent performance evaluation score, ranging between 0 and 1.
- **numberOfProjects** (*int64*): Number of projects an employee has worked on—an indicator of workload.
- **avgMonthlyHours** (*int64*): The average number of hours the employee works per month.
- **timeSpent.company** (*int64*): Duration (in years) the employee has been with the company.
- **workAccident** (*int64*): Indicates whether the employee has experienced a work accident (0 = No, 1 = Yes).
- **Left** (*int64*): The target variable, where 1 means the employee has left the company and 0 means they stayed.
- **promotionInLast5years** (*int64*): Whether the employee received a promotion within the last 5 years.
- **Dept** (*object*): Department name, such as Sales, Technical, HR, IT, etc.
- **Salary** (*object*): Categorical salary level—either 'low', 'medium', or 'high'.

satisfactoryLevel	lastEvaluation	numberofProjects	avgMonthlyHours	timespent.company	workAccident	left	promotionInlast5Years	dept	salary
0.38	0.53	2	157	3	0	1	0	sales	low
0.80	0.86	5	262	6	0	1	0	IT	medium
0.11	0.88	7	272	4	0	1	0	HR	high
0.37	0.52	2	159	3	0	1	1	Technical	low

Measures of Central Tendency

Measures of Central Tendency are statistical tools that help find the center point, or the "typical" value, in a set of data. There are three main types:

i) Mean
ii) Median
iii) Mode

	satisfactory level	lastEvaluation	NumberofProjects	Promotioninlast5 Years	timespent.company	WorkAccidents	left
count	15000	15000	15000	15000	15000	15000	15000
mean	0.61	0.716	3.8	0.021	3.49	0.144	0.23
std	0.24	0.17	1.23	0.144	1.46	0.35	0.42
min	0.09	0.36	2	0	2.00	0	0
25%	0.44	0.56	3	0	3.00	0	0
50%	0.64	0.72	4	0	3.00	0	0
75%	0.82	0.87	5	0	4.00	0	0
max	1	1	7	1	10	1	1

From the above statistical data, we can observe that:

- **Satisfaction** is moderate (avg. 0.61), but many employees report low morale. **Evaluation scores** are steady (avg. 0.72), indicating consistent performance.
- **The project load** averages 3.8, suggesting a typical range of 2–7 projects per person.
- **Monthly hours** are high (~201 hrs), possibly leading to fatigue or disengagement.
- **Tenure** averages 3.5 years, with varied retention across the workforce.
- **Work accidents** affect 14.5%—this might need attention for safety protocols.
- **The attrition rate** is 23.8%, a sign of potential dissatisfaction or growth limits.
- **Promotions** are rare (only 2.1% in 5 years), which may impact motivation.

Correlation Matrix

A correlation matrix is like a quick map that shows how things are connected in your data. It helps you see, for example, if employees who work longer hours tend to be less satisfied, or if more experienced people perform better. Instead of checking each pair manually, the matrix gives you the full picture at a glance. It's super handy when you want to find patterns or build smarter strategies based on what's going on
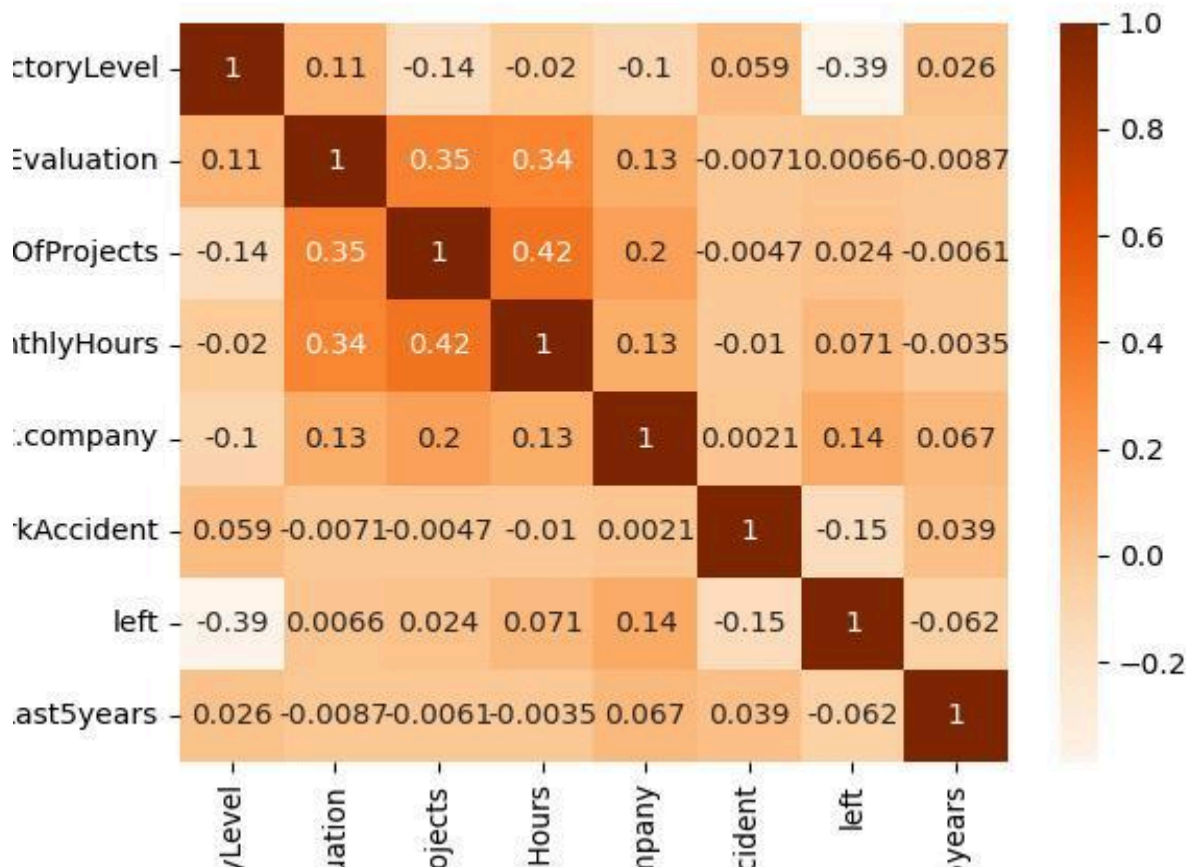
➔ Employees with low satisfaction levels **(–0.39)**, those who have not received promotion**s (–0.06)**, and individuals with no work accidents **(–0.15)** are more likely to leave their positions. This indicates disengagement, a lack of growth opportunities, and possibly a feeling of being underutilized. Interestingly, employees with longer tenure **(+0.14)** also show a higher likelihood of leaving, which may be attributed to burnout or stagnation.

➔ High performers—who manage more projects, work longer hours, and receive higher evaluations—show positive correlations among these factors. However, this combination of increased responsibilities may lead to higher stress levels and decreased satisfaction over time, contributing indirectly to employee turnover.

➔ In summary, the data points of **–0.39**, **–0.06**, **–0.15**, and **+0.14** illustrate a narrative of overwork, under-recognition, and eventual resignation.

Workforce Snapshot:

Understanding employee attrition is crucial because it helps uncover patterns in where and why people are leaving the organization. When tracked across departments, roles, or time, it can reveal hotspots of turnover, highlight areas lacking support or advancement, and guide targeted retention efforts. Ultimately, this insight enables more informed decisions that reduce hiring costs, boost employee engagement, and build a more stable, resilient workforce.
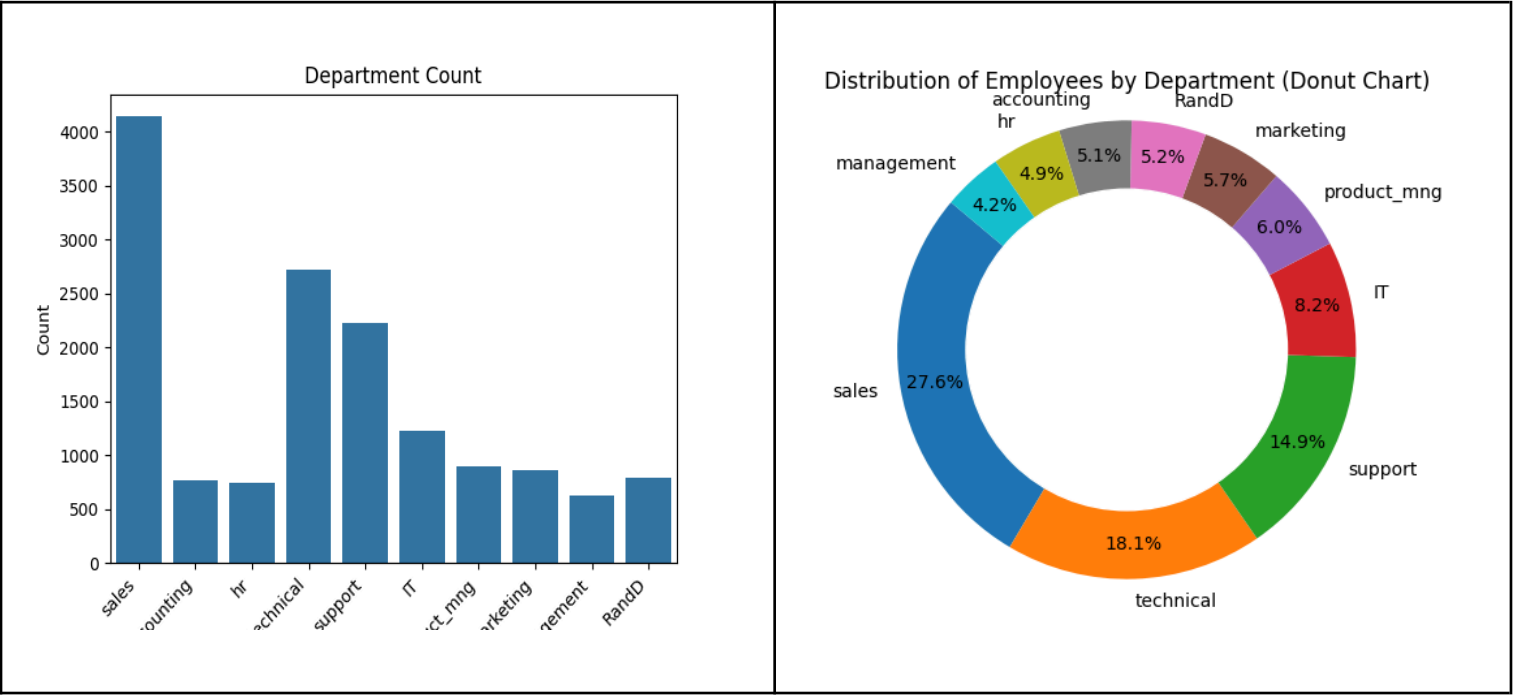

From the dataset, we know that the total Workforce is 15000, and it is distributed across the departments as follows:

department	sales	technical	support	IT	Product Management	Marketing	R&D	accounting	HR	Management
count	4140	2720	2229	1227	902	858	787	767	739	630

From the bar plot, which shows how employees are distributed across different departments, it's easy to identify the largest and smallest teams. The 'sales', 'technical', and 'support' departments have the highest headcounts; they make up the backbone of the organization. On the flip side, 'management', 'HR', and 'accounting' have the fewest people, suggesting these teams are leaner. Overall, the chart gives us a straightforward snapshot of how the workforce is distributed.

Workers Stayed vs Left:

Employee Left Status Count
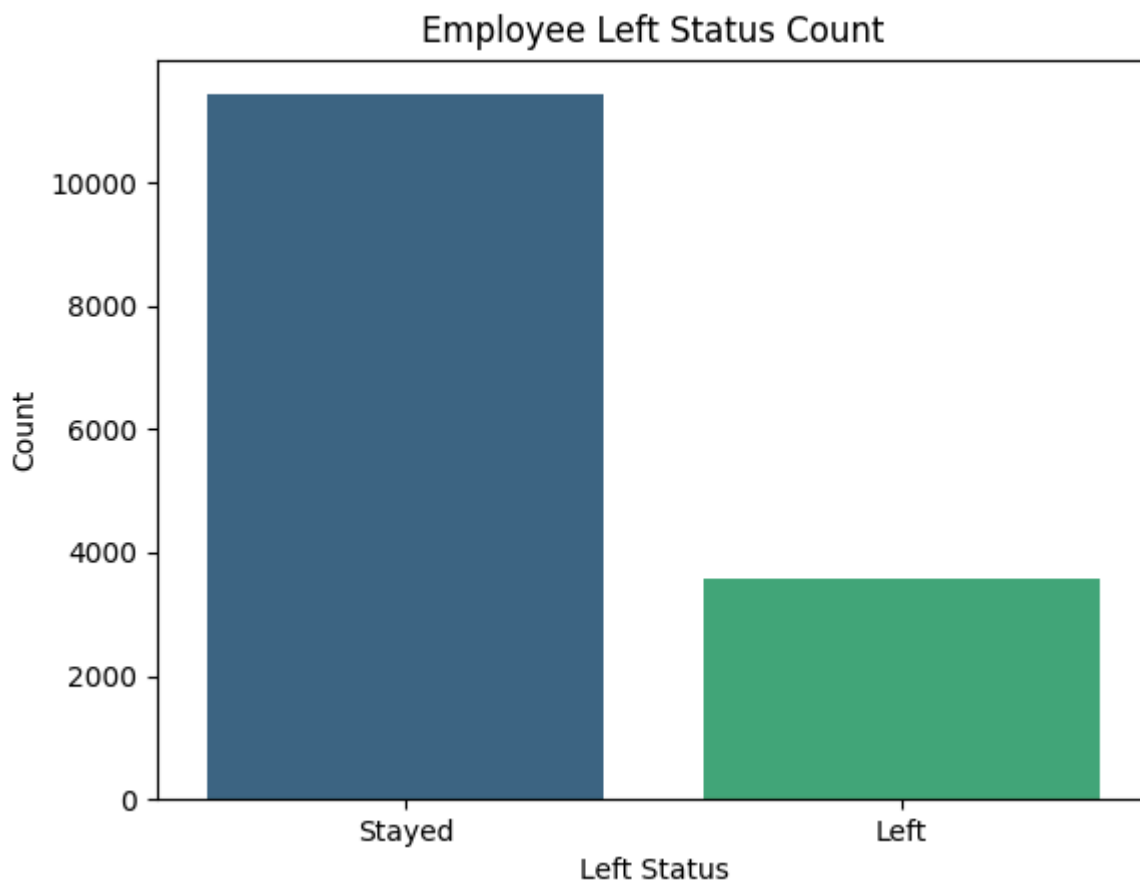
Stayed	Left
11428	3571

The key takeaway from this graph is the contrast between employees who have stayed and those who've left the company. While most employees continue to be part of the organization, a notable share has moved on. This suggests that employee turnover is a real issue, one that deserves closer attention to uncover the underlying causes and address any areas of concern.

Some of the Possible Reasons for Leaving a Job

- **No Growth**: No chances to learn or get promoted.
- **Low Pay**: The Salary isn't enough or fair.
- **Bad Environment**: Stressful or negative workplace.
- **Too Much Work**: No balance between job and personal life.
- **Better Job Offers**: More exciting or better-paying jobs elsewhere.
- **Job Insecurity**: Fear of losing the job.
- **Poor Management**: Bosses who don't support or communicate well.
- **Company Mismatch**: The company's values don't match the employee's

Workforce Layout & Employee Departure Trend

Department vs Employee Left
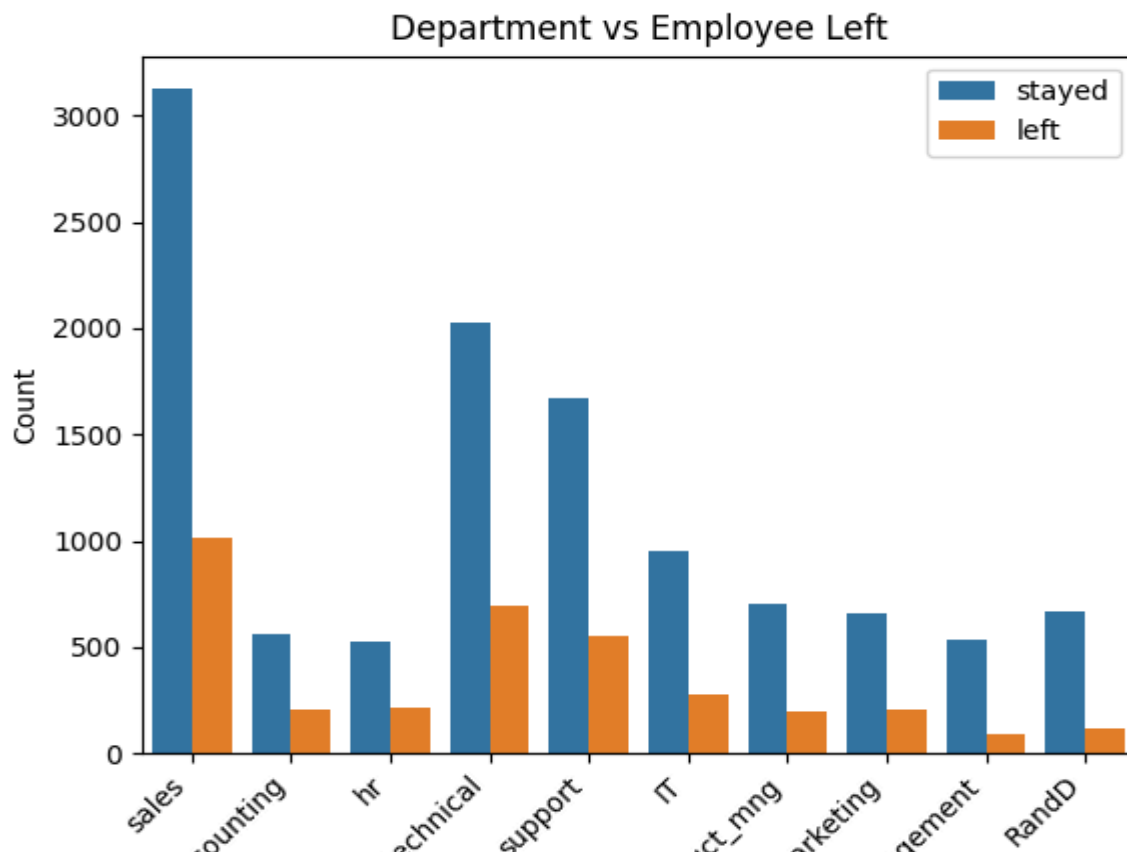
	Stayed	left
Sales	3126	1014
Accounting	563	204
HR	524	245
Technical	2023	697
Support	1674	555
IT	954	273
product_management	704	198
Marketing	655	203
Management	539	91

Key Insights:

1. **The Sales Department Has the Highest Turnover**
   - The sales team has the largest number of both current and former employees.
   - But the orange bar (employees who left) is noticeably high, suggesting **a higher attrition rate here compared to other departments**.
   - This might indicate job stress, unmet expectations, or a lack of advancement opportunities in sales.
2. **Technical and Support Departments Are Next in Line**
   - These two departments also have relatively high total headcounts.
   - While more employees stayed than left, there's still a visible chunk of attrition.
   - This suggests **moderate turnover**, which could stem from workload, technical burnout, or career shifts.
3. **R&D (Research & Development) Seems the Most Stable**
   - The R&D department shows the smallest bar for employees who left.
   - This implies **strong retention**, possibly due to rewarding work, a supportive culture, or clear growth paths.
   - Even though the team is small, people appear to stick around.
4. **Other Departments Show Balanced Retention**
   - Departments like HR, IT, and product management have smaller teams overall.
   - The "left" bars are short, indicating **low attrition across the board** here too.
   - This might reflect effective management practices or roles that align closely with employee strengths.

Suggestions

- ❖ Focus retention efforts on **sales and technical departments**, where exits are high.
- ❖ Investigate why **R&D employees are staying**—their practices might be worth replicating.
- ❖ Conduct exit interviews, especially in sales, to better understand the root causes and improve employee engagement.
- ❖ Use dashboards to see if certain teams have more resignations then support those managers
- ❖ Give seasoned team members a "reboot" with new goals, new learning, and maybe even a new role.

# The Role of Salary in Employee Retention and Attrition:

Salary isn't just about money it's about value, recognition, and security. When people feel fairly compensated, they're more likely to stay. But when the paycheck doesn't reflect their effort, skill, or industry standards, the door to other opportunities swings open.
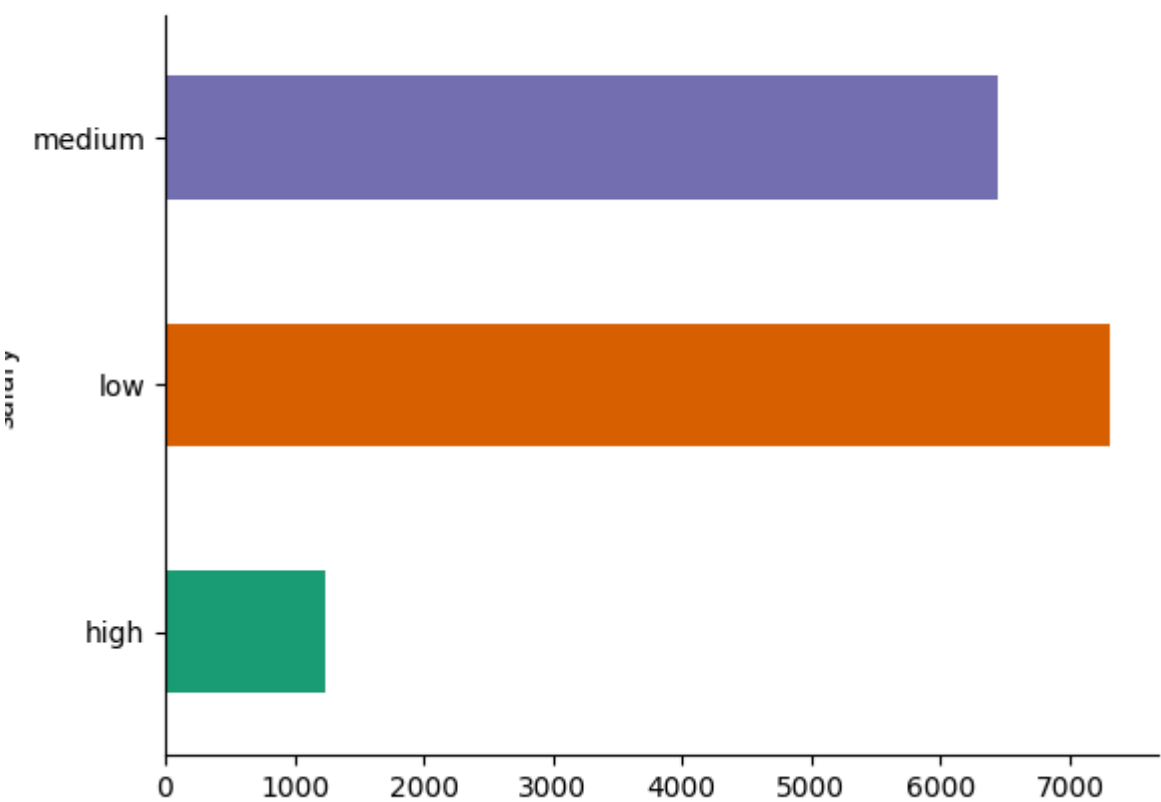
salary	count
Low	7316
Medium	6446
High	7318

The above bar graph shows how the company is divided into three categories based on salary, namely High, Medium, and Low from the graph Most of the employees receive a Low salary, followed by a Medium salary, and lastly a few with a High salary.

Compensation vs Satisfactory level:
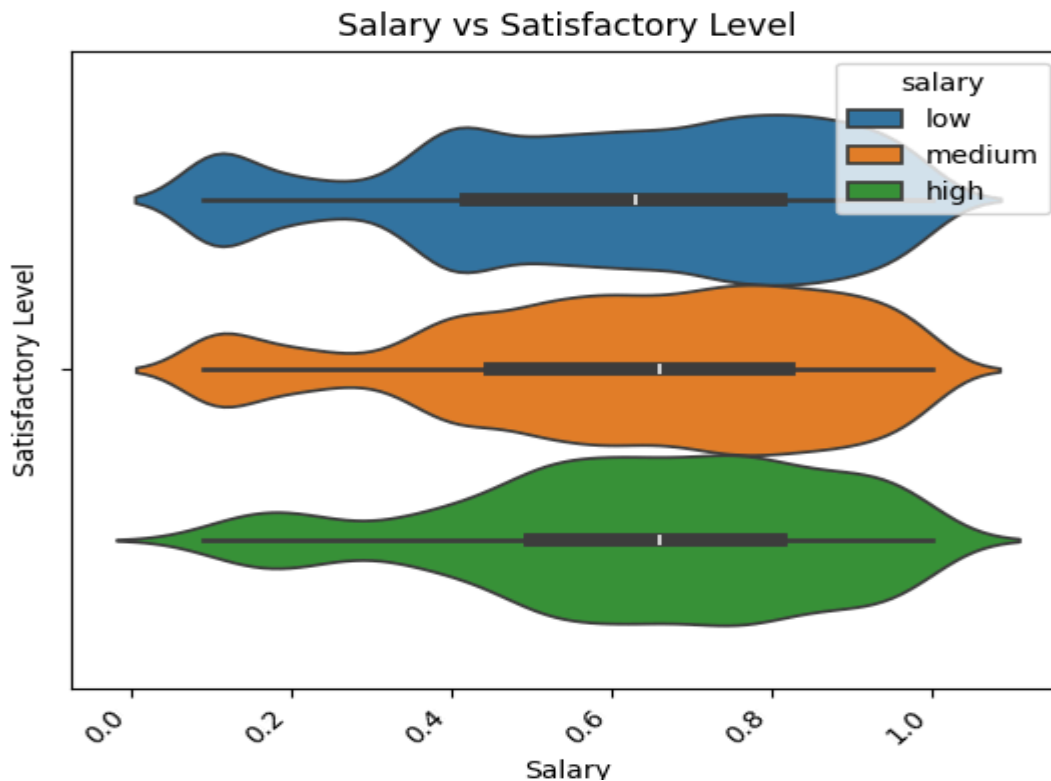
The graph is a **violin plot** illustrating the distribution of employee satisfaction levels across three salary categories: Low, Medium, and High.

- **X-Axis**: Salary categories — Low (blue), Medium (orange), High (green).
- **Y-Axis**: Employee satisfaction scores (from 0.0 to 1.0).
- The width of each shape shows how many people fall into a given satisfaction level the wider it is, the more employees are there.

From the graph, we can observe that.

- **Satisfaction clusters around the middle range (0.5–0.6) in all salary groups**
    - This suggests that most employees regardless of salary report a moderate level of satisfaction.
- **Low Salary Group (Blue)**:
    - Has the widest spread, meaning employees in this group show more variation in satisfaction.
    - Some are relatively happy, but others are very dissatisfied possibly due to other job-related stressors compounding the impact of a lower wage.
- **Medium Salary Group (Orange)**:
    - Distribution is slightly tighter than the low group.
    - Employees seem to be more consistently centered around the mid-satisfaction zone, with fewer extremes.
- **High Salary Group (Green)**:
    - Shows the narrowest spread, meaning satisfaction levels are more consistent.

- ○ Most employees are grouped around average satisfaction, though not necessarily ecstatic.
- ○ Suggests higher pay leads to more stable (but not always higher) satisfaction.

Satisfactory_level vs Attrition

Satisfactory Level vs Employee Left Status
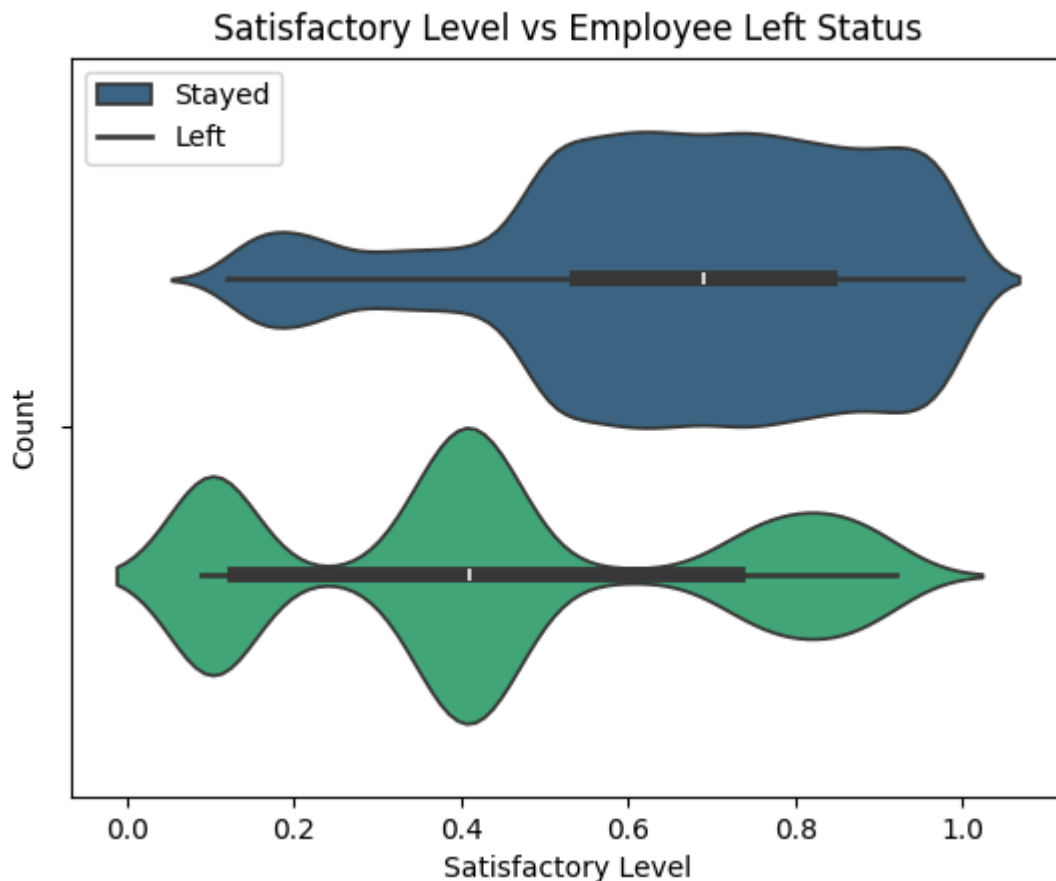
Employee satisfaction is a strong signal for retention. Dissatisfied employees are more likely to leave, while satisfied ones tend to stick around. This graph visually confirms that satisfaction plays a key role in employee attrition.

Key insights:

- **More pay reduces extremes**: Higher salaries don't automatically boost satisfaction, but they do reduce dissatisfaction outliers.
- **Money isn't everything**: Even in the high-salary group, satisfaction isn't especially high pointing to other influencing factors like work culture, growth, leadership, etc.
- **Medium salary may be a sweet spot** for balancing cost with employee consistency, but deeper analysis (like correlating salary with attrition) could sharpen that insight.

Salary vs Attrition

From the previous graphs, we saw the relationship how salary related to a satisfactory level, which directly relates to attrition, and how low-salaried employees are not satisfied and leave the company. In this graph, we directly observe how salary affects whether an employee will leave the company or not.
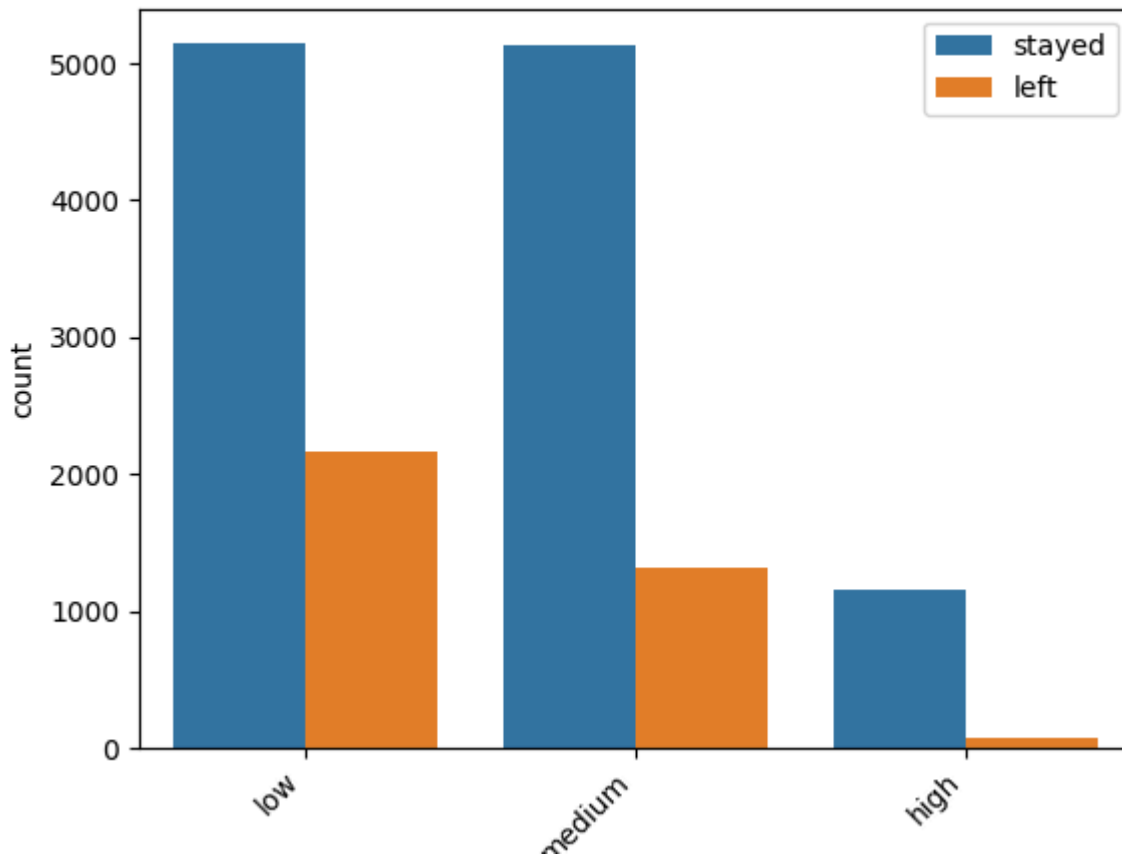
Salary	Stayed	Left
high	1155	82
low	5144	2172
Medium	5129	1317

When we look at the data regarding employee turnover and salaries, a clear pattern emerges. For those on low salaries, a significant number have chosen to leave the company compared to those who have stayed in that salary range. This strongly suggests that lower salaries are a key factor driving employees away.

In the medium salary group, although some employees have left, the majority have decided to stay. This indicates that while salary is a factor, it may not be as critical for those earning a medium wage.

On the other hand, when we examine the high salary bracket, we see that very few employees have left compared to those who remain. This indicates a sense of stability and satisfaction among higher earners.

Overall, the graph clearly shows that employees earning lower salaries are much more likely to leave the company than those in the medium or high salary ranges. This insight highlights the importance of competitive salaries in retaining talent and suggests that addressing salary concerns could significantly improve employee retention at SimpleYard.

Suggestions:

❖ 1. Conduct Competitive Salary Analysis: Regularly benchmark salaries against industry norms to attract and retain top talent. Offering competitive pay fosters loyalty.

❖ 2. Establish Transparent Salary Bands: Clearly define salary bands for each position, helping employees understand pathways to raises and promotions. This transparency builds trust.

❖ 3. Implement Regular Pay Reviews: Set annual or bi-annual salary reviews that reflect performance and market trends to keep compensation competitive and reduce turnover.

❖ 4. Introduce Performance-Based Bonuses: Create a dynamic bonus structure tied to individual and team achievements, motivating employees and rewarding excellence.

❖ 5. Enhance Benefits Packages: Strengthen benefits offerings—like health care and retirement plans—if salary increases are limited. A robust package elevates job satisfaction.

❖ 6. Invest in Professional Development: Offer training and growth opportunities to help employees advance their skills and careers, leading to promotions and salary growth.

❖ 7. Conduct Stay Interviews: Engage employees to discuss their experiences and concerns about salary. This proactive approach helps retain valuable talent.

❖ 8. Establish a Recognition Program: Celebrate employees' contributions through awards and acknowledgments, fostering loyalty and commitment.

❖ 9. Offer Flexible Working Conditions: Provide options for flexible hours and remote work. Improved work-life balance can enhance job satisfaction beyond salary concerns.

❖ 10. Create a Feedback Mechanism: Invite employees to share their thoughts on compensation. Actively addressing their input shows that the organization values their voices.

By adopting these strategies, SimpleYard can cultivate a vibrant work environment that attracts and retains talent while minimizing salary-related turnover.

Attrition Trends by Project Involvement

The number of projects handled by an employee may not directly cause attrition, but it can indirectly cause it. For example, the employee with more projects tends to spend less time with his family, or if he is not being paid enough for his work. On the other if we assign fewer projects to skilled workers, it can also backfire; the employee may feel he didn't have much scope to grow in this company.

Count of Employees by Number of Projects
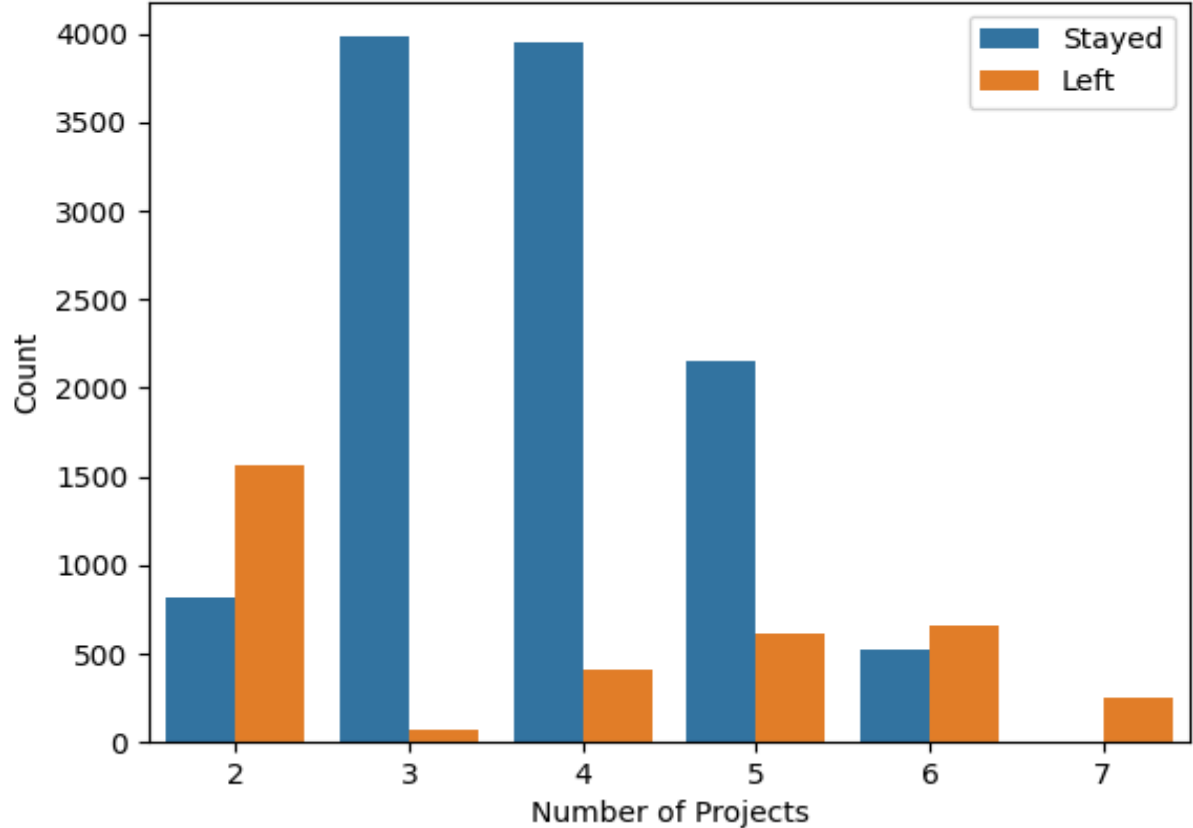
Number of projects	stayed	Left
2	821	1567
3	3983	72
4	3956	409
5	2149	612
6	519	655
7	0	256

When we look at the data regarding employees and the number of projects they're handling, some interesting trends emerge.

For employees who are only managing 2 projects, there's a noticeable trend: a significant number have chosen to leave the company. This raises a red flag that having too few projects might lead to feelings of boredom or underutilization, prompting employees to seek opportunities elsewhere.

On the other hand, employees working on 3, 4, or 5 projects tend to have a much higher retention rate. This suggests that a moderate workload appears to be beneficial, keeping employees engaged and satisfied in their roles. It seems like finding that balance is key to maintaining staff morale and commitment.

However, the trend shifts again for those handling 6 or 7 projects. Much like their 2-project counterparts, a notable number of these employees have also left. This hints that being overwhelmed with too many responsibilities can lead to burnout and stress, pushing employees to consider their options.

In summary, it seems there's a "sweet spot" when it comes to project load; 3 to 5 projects appear to result in greater employee retention. In contrast, having too few (2 projects) or too many (6-7 projects) may create conditions that lead to higher turnover. Finding that balance could be crucial for keeping employees happy and engaged in the long run.

Are employees working on fewer than 3 projects more likely to leave the company?
Yes

Multivariate Analysis:

Impact of Salary and Project Load on Attrition Rates
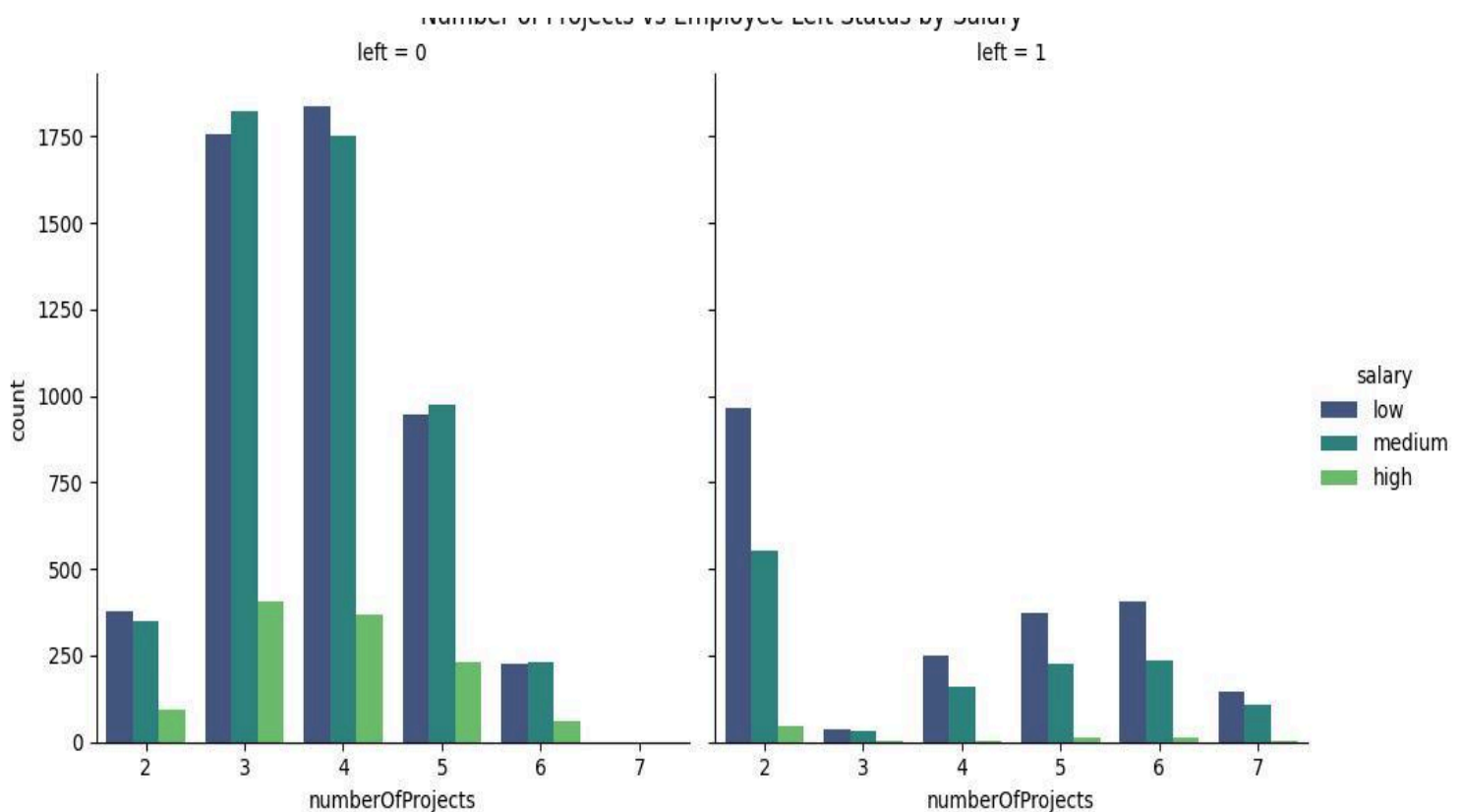
dynamics between the number of projects employees manage and their corresponding salary levels, illuminating their combined effect on turnover. Here are some compelling insights:

Low Salary and Project Count: Among the lower-salaried employees who opted to leave, a striking number handled just 2 projects, an indication of potential overload. Additionally, there's a notable cluster with 5, 6, and 7 projects. This pattern starkly highlights that employees in this pay bracket experience heightened attrition rates when faced with either too few projects or an overwhelming workload, marking it as a critical concern for retention.

Medium Salary and Project Count: In the medium salary range, the trend mirrors that of the lower salary group. Higher turnover rates are observed in the 2, 5, 6, and 7 project categories, although the numbers are relatively lower compared to their lower-salaried counterparts. This suggests a slightly improved retention environment, yet it remains a worrying trend that warrants attention.

High Salary and Project Count: The scenario shifts dramatically for employees earning high salaries. Their likelihood of leaving diminishes significantly across all project counts. Even within those high-turnover project categories—like 2, 6, and 7—the number of high-salary employees who departed is notably small. This trend signals that competitive salaries act as a powerful safeguard against turnover, enabling these individuals to weather project pressures more effectively.

The "Sweet Spot" for Retention: Captivatingly, employees at all salary levels who are tasked with managing 3 to 4 projects showcase a marked preference for staying with the company. This range seems to embody the ideal balance that fosters job satisfaction and loyalty.

In summary, this analysis powerfully illustrates the intricate interplay between salary and workload. While the number of projects undeniably influences turnover, the role of salary in shaping employee responses to these demands is pivotal. Specifically, those on lower salaries facing unmanageable project loads are at an elevated risk of departure, emphasizing a crucial opportunity for management to leap into action to enhance retention and cultivate a thriving workforce. on Attrition Rate

Suggestions:

❖ Addressing Salary and Project Imbalance

To combat employee turnover effectively, focus on those with low salaries, particularly those managing either too few (2) or too many (6-7) projects. For employees in lower salary brackets carrying heavy workloads, consider salary adjustments to reward their hard work. This acknowledgment can significantly boost morale and loyalty.For those with minimal project assignments, provide opportunities for more engaging tasks or targeted training to prepare them for complex projects, enhancing their job satisfaction and contributions.

❖ Optimizing Project Allocation

Aim for a balanced workload by keeping project counts within the sweet spot of 3-5, which correlates with higher retention rates. Regularly review project assignments to ensure employees aren't overwhelmed or underutilized, fostering a more engaged workforce.

❖ Implementing Targeted Retention Programs

Since low-salary employees are particularly at risk of leaving, develop tailored retention programs for them. Offer mentorship, skill development workshops, and meaningful recognition to help them feel valued and invested in their roles.

❖ Supporting Employees with High Project Counts

For those handling 6 or 7 projects, provide extra support to prevent burnout. Consider hiring additional staff or offering tools and resources to help them manage their responsibilities effectively.

Employee Work Time vs. Project Load and Turnover:

Earlier, we discussed how project load can increase the work time of the employees, which leads to an increase in stress levels and less personal time, which can lead to employee Turnover.
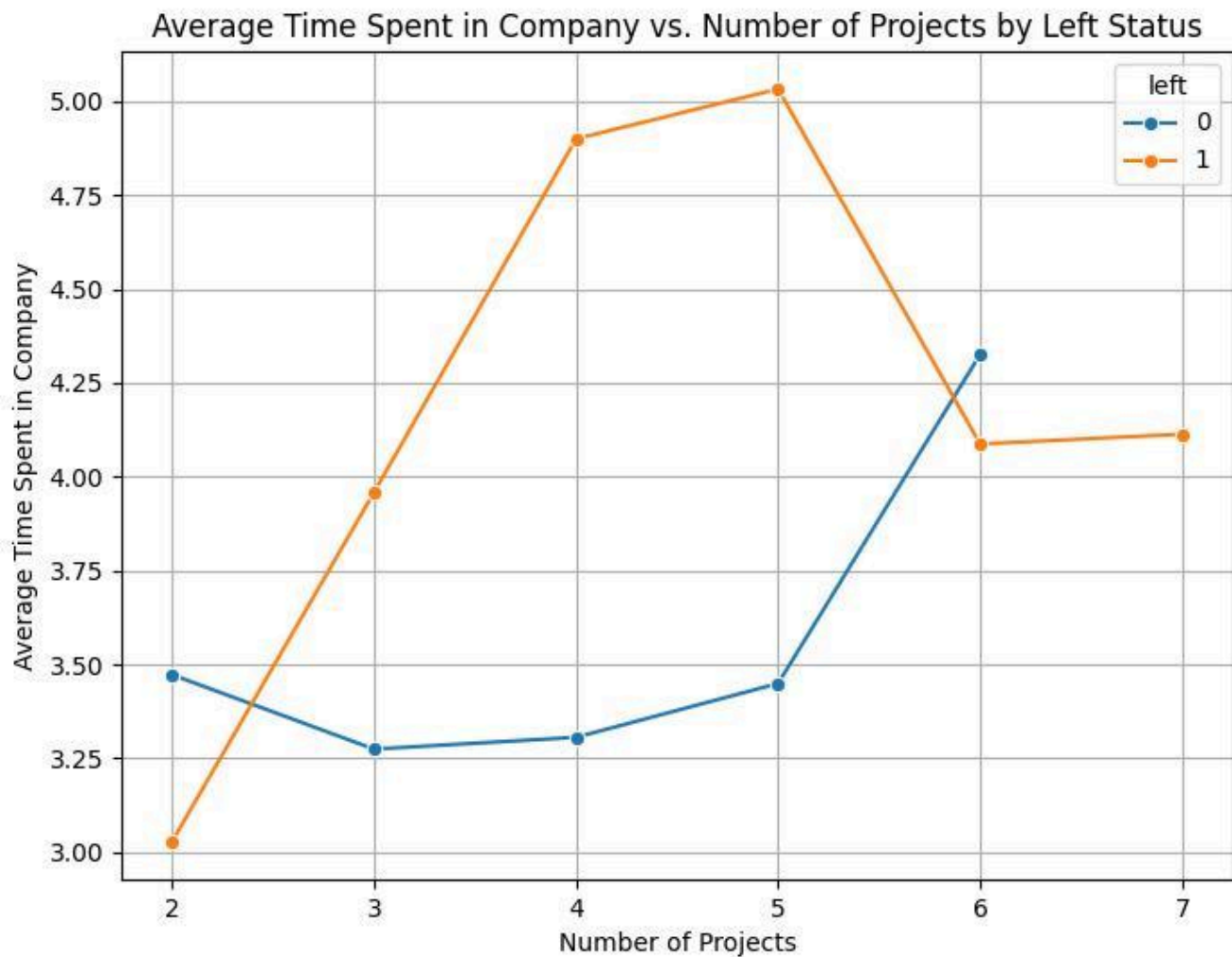
This line graph compares how the number of projects handled by employees relates to the average tenure (years spent in the company), separated by whether they left or stayed.

- **X-axis:** Number of Projects (ranging from 2 to 7)
- **Y-axis:** Average Time in Company (in years)
- **Lines:**
- 🔵 **Blue Line (Left = 0):** Employees who stayed
- 🟠 **Orange Line (Left = 1):** Employees who left

Employees Who Stayed (Blue Line): For those who continued with SimpleYard, it appears that as they took on more projects, especially from 2 to 5, their average tenure either increased slightly or remained steady. Interestingly, employees handling 6 projects experienced a notable increase in their time with the company. This suggests that employees who are more likely to stay might prefer a moderate workload, reflecting their ability to manage additional responsibilities without feeling overwhelmed.

Employees Who Left (Orange Line): On the flip side, the trend for employees who left tells a different story. Those managing just 2 projects had a shorter average tenure. However, for those who exited while juggling 4, 5, 6, or even 7 projects, their average time at SimpleYard was surprisingly longer than that of the employees who stayed with the same workload. This finding stands out and raises eyebrows.

Key Insight on Turnover:
The most striking takeaway from this analysis is that among those who left, particularly those handling 4 or more projects, many had invested a considerable amount of time with the company before deciding to move on, significantly more than those who stayed under similar project loads. This insight challenges the common assumption that it's primarily newer or less experienced employees who are leaving.

It seems that even long-term employees, especially those carrying heavier workloads, are at risk of attrition. This raises important questions about potential issues like burnout or a lack of growth opportunities, even for those taking on more responsibilities. These dynamics indicate that SimpleYard may need to take a closer look at how projects are distributed and consider enhancing career development strategies to better support and engage long-term employees.

Suggestions:

❖ Project Sabbaticals: Offer tenured employees paid sabbaticals after key project milestones for rest, personal development, or innovative projects, helping to prevent burnout.

❖ Internal Consultancy Program: Establish a program for experienced employees to act as internal consultants, mentoring less experienced colleagues and supporting strategic initiatives without the stress of multiple projects.

❖ Personalized Career Recharge Plans: Create tailored career recharge plans, including departmental rotations, advanced training, or funding for certifications, to reignite passion and provide new challenges.

❖ Cross-Industry Exchange Programs: Partner with related industries for short-term employee exchanges, allowing tenured employees to gain new insights and prevent stagnation.

Evaluation vs Turnover

Employee evaluations are crucial for reducing turnover. Regular performance reviews help employees recognize their strengths and areas for improvement, boosting morale and job satisfaction. Conversely, negative feedback or a lack of evaluations can lead to disengagement and increased job searching. Evaluations that result in promotions encourage employees to stay, knowing that opportunities for advancement exist. A strong evaluation process enhances employee retention by fostering satisfaction and a supportive work environment.
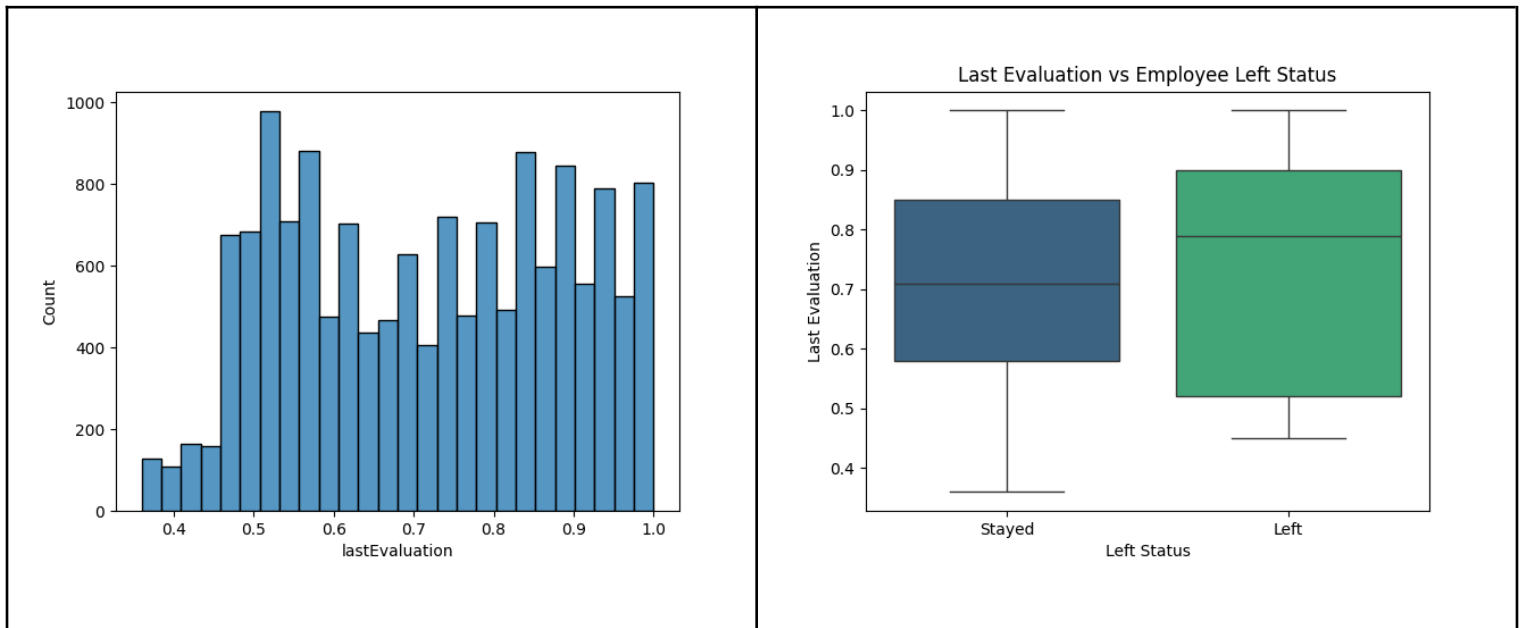
The dual peaks in the lastEvaluation histogram provide valuable insights into employee performance and evaluation biases.

➔ Performance Groupings: The lower peak around 0.55 likely represents struggling employees, while the higher peak at about 0.8 indicates high achievers who consistently exceed expectations. This separation suggests that distinct support strategies may be required for each group.

➔ Evaluation System Bias: The bimodal distribution raises concerns about potential biases in the evaluation system. Average performers appear clustered, implying that high achievers receive disproportionately favorable ratings. This could lead to discontent among those who feel undervalued, impacting overall morale.

➔ Impact on Leaving: Analysis through the boxplot shows that employees who left are concentrated at both performance extremes. Low evaluators may feel disillusioned, while high performers might seek better opportunities elsewhere.

These trends indicate a need for deeper analysis of the evaluation process and its effects on employee retention, considering factors like salary and department, to better address the diverse needs of all employees.

Suggestions:

❖ Tailored Support Programs: Develop specific support strategies for each performance group. For struggling employees, implement mentorship programs, training sessions, and regular feedback to help them improve. For high achievers, consider providing advanced training opportunities, leadership roles, or challenging projects to keep them engaged.

❖ Review Evaluation Criteria: Reassess the evaluation criteria to ensure they are fair and objective. Incorporate diverse metrics that truly reflect performance rather than relying heavily on subjective assessments. This can help mitigate biases and ensure that all employees feel valued for their contributions.

❖ Conduct Employee Surveys: Implement regular surveys to gauge employee satisfaction and perceptions of the evaluation process. Use feedback to make informed adjustments to policies and practices, ensuring that all employees feel heard and recognized.

❖ Develop Recognition Programs: Create recognition programs that celebrate achievements at all performance levels. This can include awards, bonuses, or public acknowledgment for both high performers and those who show improvement.

❖ Implement Exit Interviews: Conduct thorough exit interviews with employees leaving the organization. Analyze the feedback to identify common themes or issues related to performance evaluations and job satisfaction, which can guide future improvements.

❖ Foster a Growth Mindset Culture: Encourage a culture that values continuous improvement and learning. Promote the idea that performance can be developed over time and provide resources for personal and professional growth.

❖ Mentoring and Peer Support: Create a peer mentoring system where employees across different performance levels can share insights and experiences. This not only aids struggling employees but also fosters a sense of community and teamwork.

By implementing these suggestions, you can work toward creating a more balanced, inclusive, and motivating performance evaluation system.

Promotions VS Attrition

Promotions can significantly impact employee attrition by enhancing job satisfaction and commitment. When employees feel recognized through promotions, they are more likely to stay with the company. Conversely, a lack of promotion opportunities can lead to disengagement and turnover. Timely and transparent promotion practices help retain top talent and foster a positive work environment.

Count of Employees by Promotion in Last 5 Years
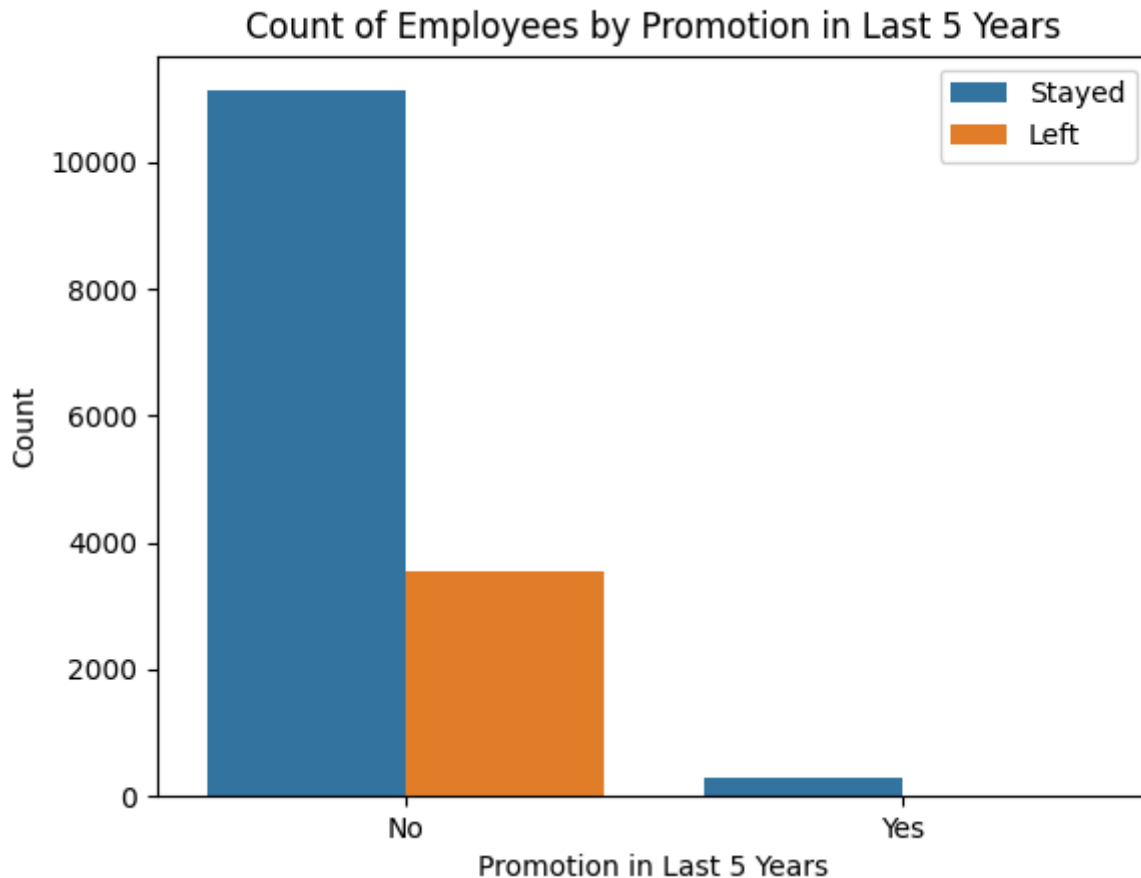
Promotion in Last Five Years	Stayed	Left
Yes	300	19
No	11128	3552

This bar graph sheds light on the relationship between receiving a promotion in the last five years and employee retention at SimpleYard.
Here are some key takeaways:

➔ 1. Employees Without Promotion (0): A significant number of employees who haven't received a promotion in the last five years ended up leaving the company. However, it's worth noting that a large portion of this group still chose to stay. This indicates that while the lack of promotion can be a factor contributing to turnover, it doesn't tell the whole story.

➔ 2. Employees With Promotion (1): In striking contrast, only a small fraction of employees who received a promotion in the last five years chose to leave. The overwhelming majority of those who were promoted decided to stay with the company.

These insights highlight the connection between career advancement and employee retention. When employees feel they have growth opportunities, they're much less likely to seek opportunities elsewhere. This underscores the importance of offering pathways for advancement to keep talented individuals engaged and committed to the organization.

Suggestions:

❖ Enhance Job Satisfaction: Conduct regular surveys to assess employee satisfaction levels and identify specific areas of concern. - Implement initiatives aimed at improving workplace culture, such as team-building activities, recognition programs, and wellness initiatives.

❖ Career Development Opportunities: Establish clear career progression plans and provide opportunities for professional development, including training sessions, workshops, and mentorship programs. - Increase the frequency and transparency of promotions to offer a sense of growth and advancement.

❖ Salary and Benefits Review: Undertake a competitive salary analysis to ensure that compensation packages are attractive and fair. - Consider enhancing employee benefits, such as healthcare, retirement plans, and flexible working arrangements, to improve job satisfaction and retention.

❖ Workload Management: Monitor and adjust project assignments to prevent employee burnout, ensuring a balanced workload. - Promote a healthy work-life balance by allowing flexible working hours or remote working options.

❖ Safety and Work Environment: Address the root causes of work accidents by enhancing safety training, conducting regular safety audits, and fostering open communication regarding safety concerns. - Create a safe and supportive environment where employees feel comfortable voicing their concerns.

❖ Regular Performance Feedback: Implement a structured feedback system that offers timely and constructive performance evaluations, encouraging employees to set developmental goals. - Use one-on-one meetings to discuss performance, address concerns, and develop personalized action plans.

WorkAccidents VS Attrition

Work accidents can lead to higher employee attrition by causing physical injuries and health issues, prompting concerns about job security and safety. Employees may feel undervalued or unsafe, leading to disengagement. The emotional impact, such as anxiety about future accidents, can drive them to seek safer work environments, increasing turnover rates.
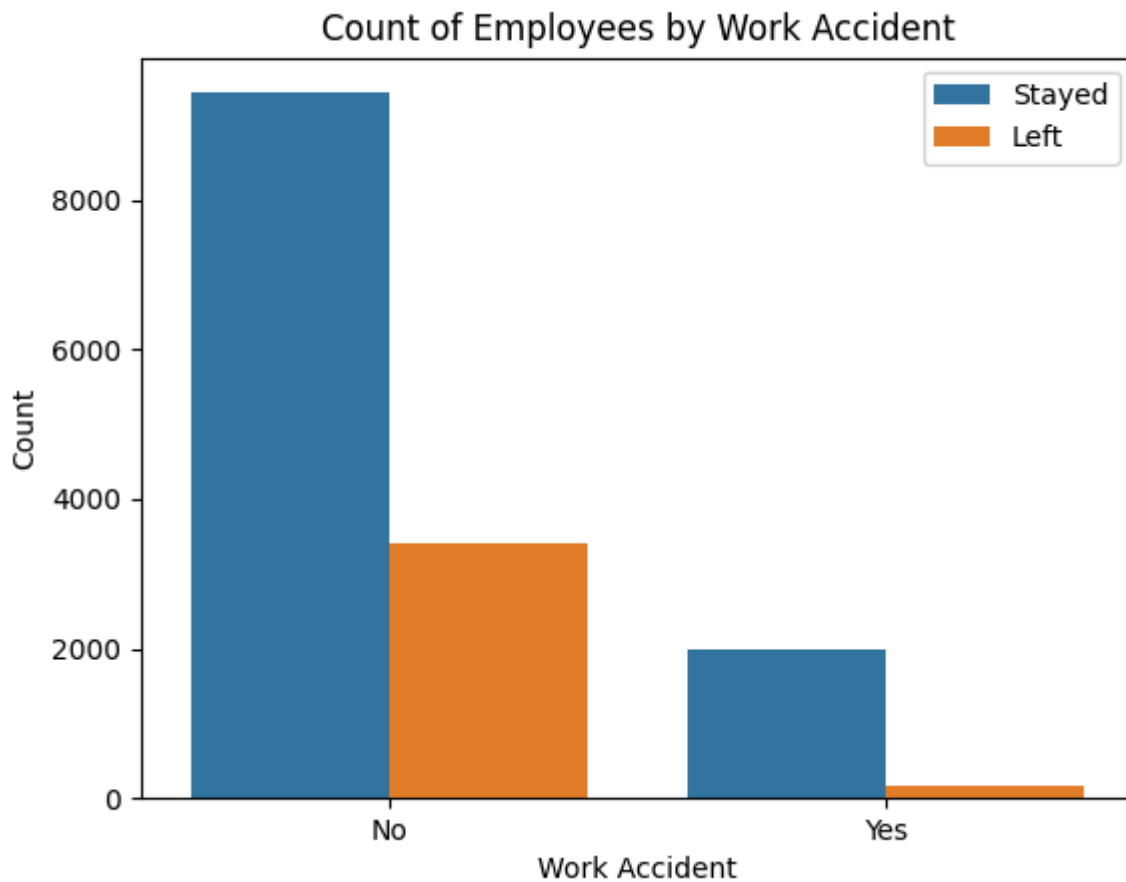
The bar graph illustrates the connection between whether an employee experienced a work accident and their subsequent decision to stay with or leave the company.

From what we can observe:

➔ Employees without Work Accidents (0): The majority of these employees chose to remain with the company. However, it's important to note that a notable number still decided to leave. This could hint at other underlying factors influencing their decision to exit, aside from workplace safety.

➔ Employees with Work Accidents (1): This group represents a smaller segment, but interestingly, a significant proportion of these individuals opted to stay with the company. In contrast, very few left.

This trend suggests that employees who have experienced a work accident might feel a stronger bond or loyalty to the company, possibly because they feel the organization provides them with adequate support and care during their recovery. This supportive environment may play a crucial role in their decision to remain, indicating that the organization's response to accidents can positively impact employee retention.

Suggestions:

- ❖ Enhance Employee Engagement Initiatives: Implement regular engagement surveys to understand employee needs and concerns. Organize team-building activities, workshops, and feedback sessions to foster a sense of belonging and connection.

- ❖ Career Development Opportunities: Create clear pathways for career advancement by offering training programs, mentorship, and development workshops. Encourage employees to set personal development goals and facilitate opportunities for further learning.

- ❖ Review Compensation and Benefits: Regularly assess salary structures and benefits packages to ensure they are competitive and aligned with industry standards. Providing attractive compensation may help in retaining top talent.

- ❖ Recognition Programs: Establish recognition programs to reward employees for their contributions. Whether through 'Employee of the Month' awards, shout-outs in meetings, or a points-based reward system, recognizing hard work can enhance morale.

- ❖ Work-Life Balance Initiatives: Promote flexible work arrangements, such as remote work options or flexible hours, to help employees manage their personal and professional lives better. Consider implementing policies that discourage after-hours work to prevent burnout.

- ❖ Address Work Safety and Accident Prevention: Evaluate and enhance safety protocols to reduce the incidence of work accidents. Regular training sessions and workshops on workplace safety can create a safer work environment.

By implementing these strategies, SimpleYard can reduce employee attrition, enhance job satisfaction, and ultimately promote organizational stability and growth.

Conclusion

In conclusion, this analytic report has provided valuable insights into the high employee attrition rate at SimpleYard, highlighting critical factors that contribute to turnover. The data analyzed reveals a moderate level of job satisfaction among employees, coupled with a concerning attrition rate of 23.8%. Key findings indicate that employees who experience low satisfaction, minimal promotion opportunities, and no work accidents are more likely to resign. These insights underscore the need for targeted interventions to enhance employee engagement and retention. Prioritizing employee satisfaction through improved communication, recognition programs, and training opportunities could foster a more motivated workforce. Additionally, addressing workload concerns and promoting workplace safety can contribute to a healthier work environment. By implementing the recommendations derived from this analysis, SimpleYard can enhance job satisfaction, reduce turnover costs, and ultimately facilitate sustainable organizational growth. Taking these steps will not only strengthen employee loyalty but also pave the way for a more efficient and productive workplace, ensuring the long-term success of the organization.

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These references provide a foundation for the tools and resources used throughout the analysis and report preparation.