Employee Attrition Analysis

Introduction

In this project I did Analysis of Employee Attrition dataset using Tableau desktop (A tool for visualization).

Theory

Employee attrition refers to the loss of employees through a natural process, such as retirement, resignation, elimination of a position, personal health, or other similar reasons. With attrition, an employer will not fill the vacancy left by the former employee.

Attrition Formula

$$\text{Attrition Rate} = \frac{\text{No. of Employees that Left Workforce}}{\text{Average No. of Employees}}$$

Data

Dataset used in this project is taken from Super Data Science team.

Analysis

Following are the visualization of Employee Attrition Analysis :
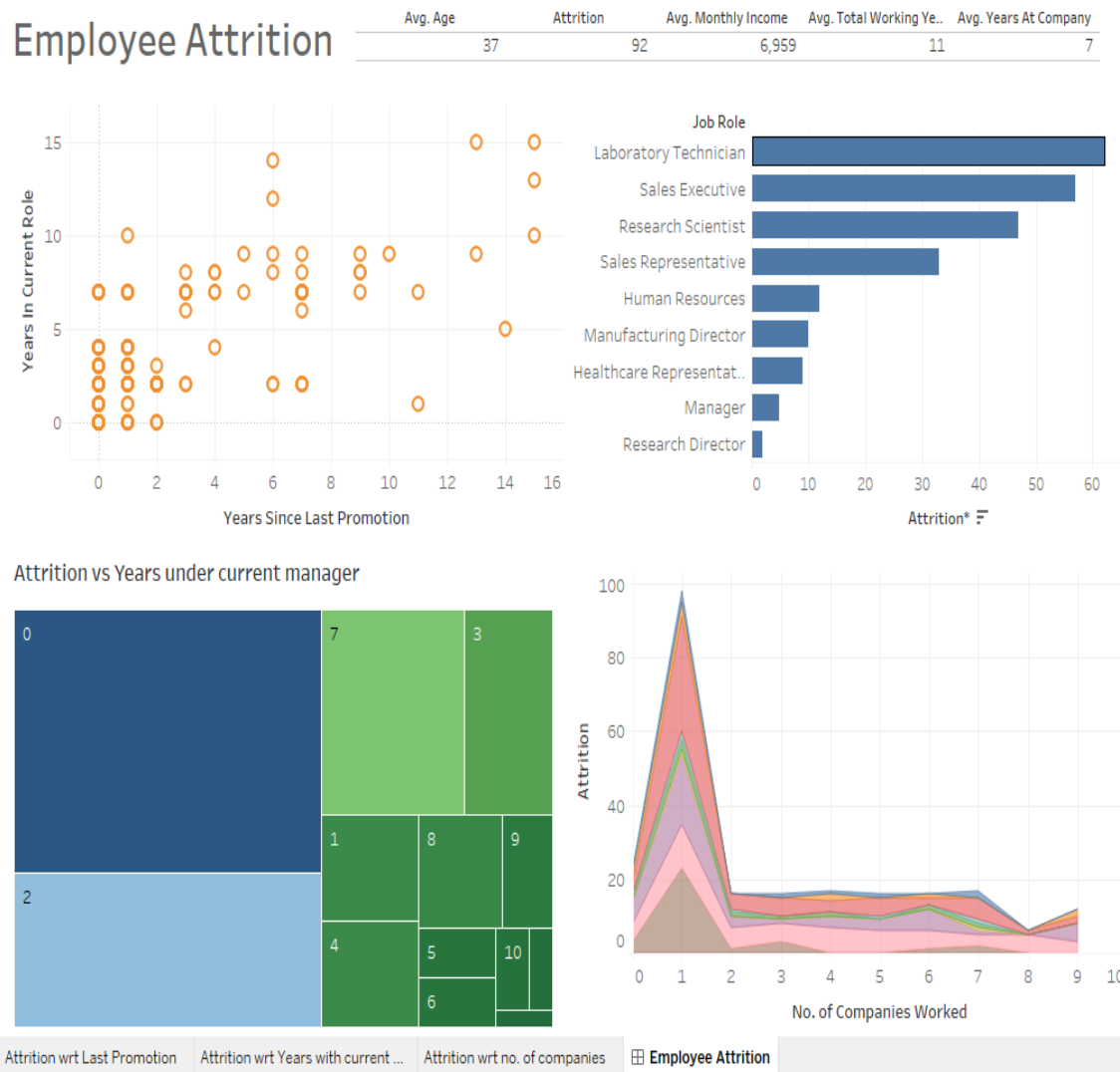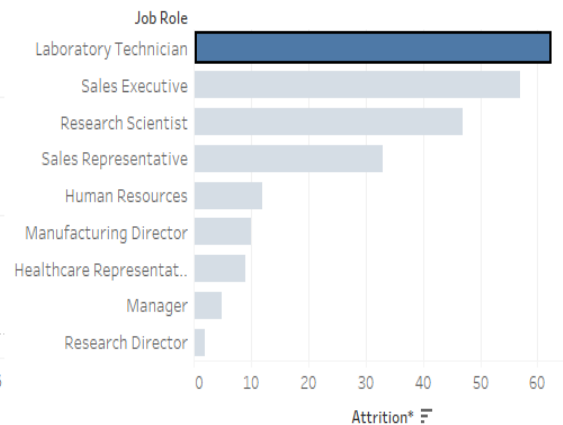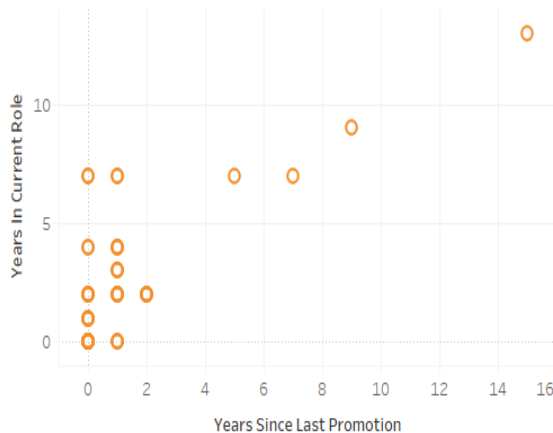

- Employee Attrition in the job of Laboratory Technician is maximum as shown in above Job Role vs Attrition chart.
- It is seen that employee attrition in freshers is more as compared to experienced employees.
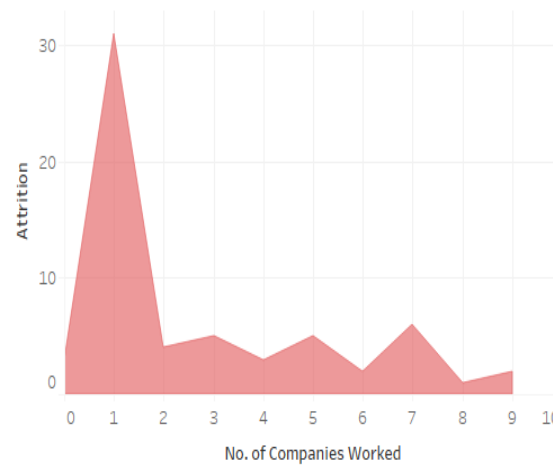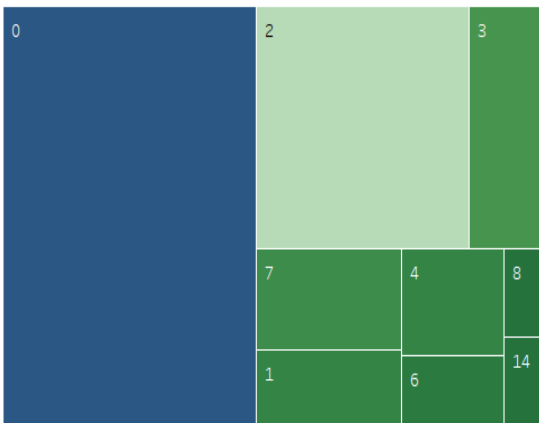
Employee Attrition vs Job Role
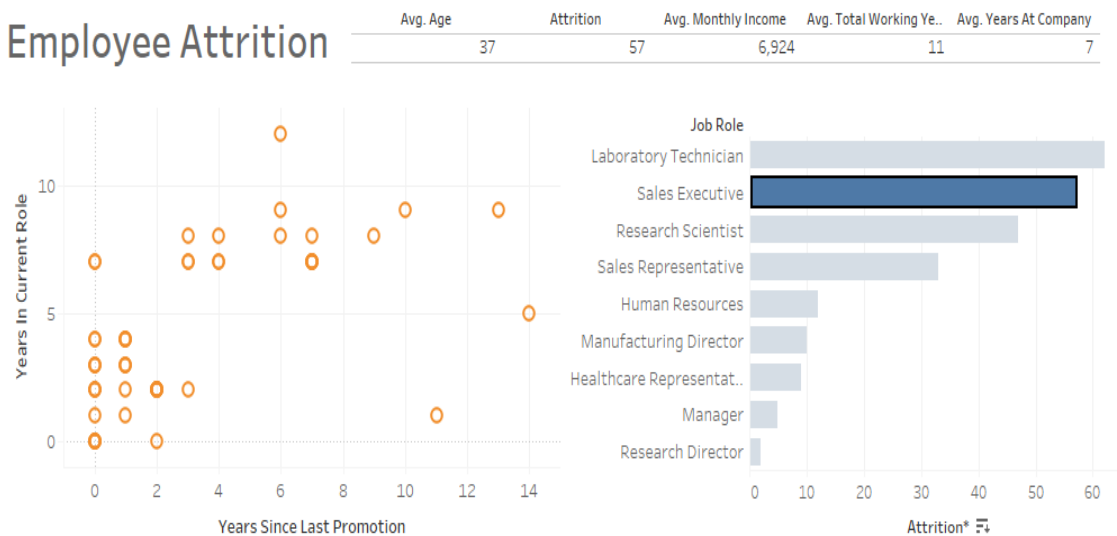
1. Laboratory Technician:

- It is seen that employee attrition in job of laboratory technician is maximum who worked in less no. of companies.
- Employee attrition in job of laboratory technician is maximum in freshers.

Employee Attrition vs Job Role
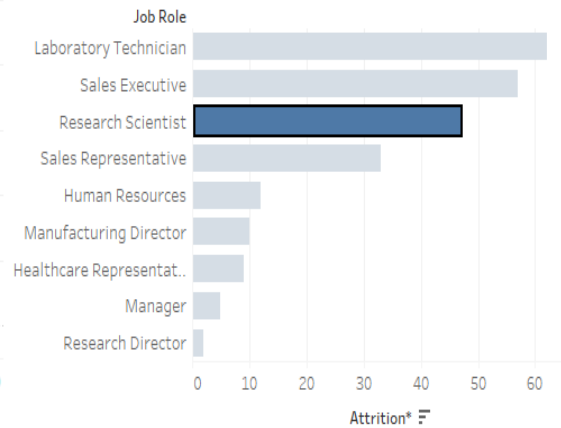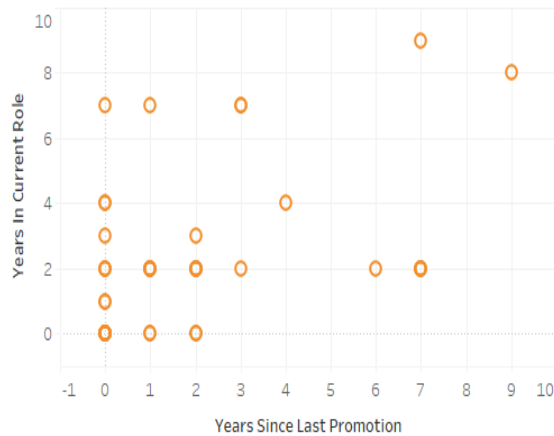
2. Sales Executive:

- It is seen that employee attrition in job of Sales Executive is more who worked in less no. of companies.
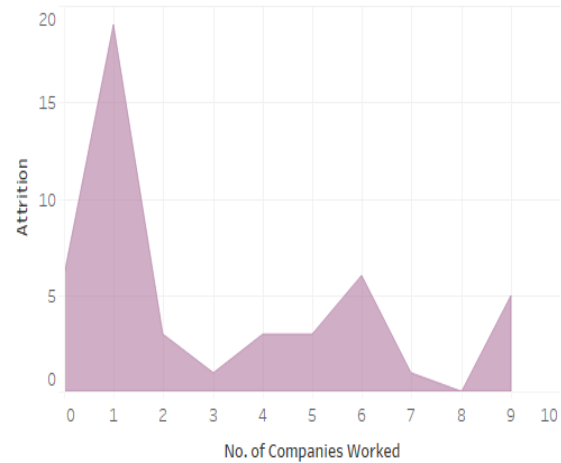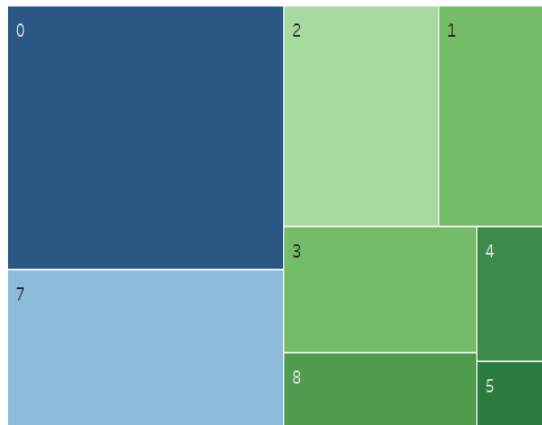- Employee attrition in job of Sales Executive is maximum in freshers.

Employee Attrition vs Job Role

3. Research Scientist:
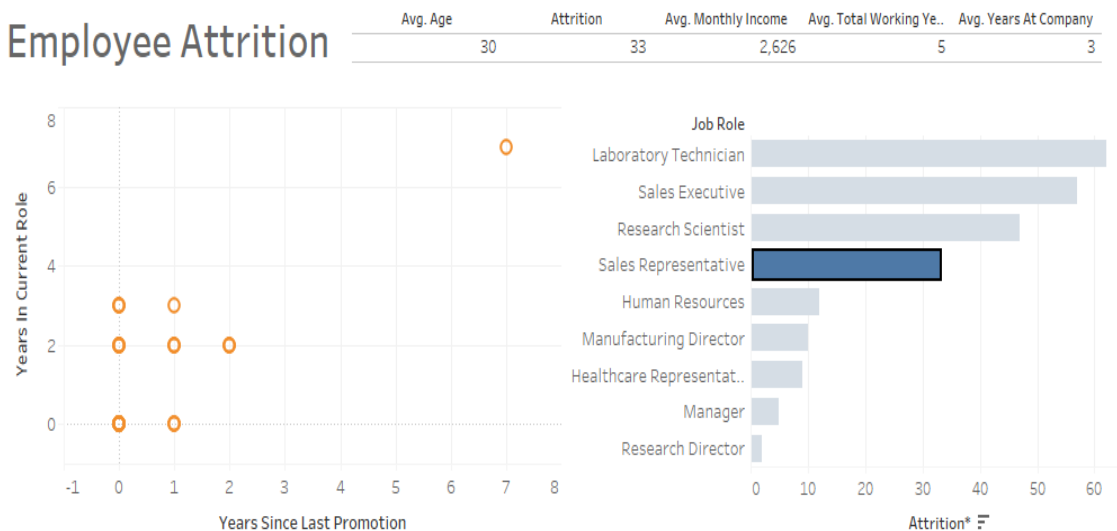

- It is seen that employee attrition in job of Research Scientist is maximum who worked in less no. of companies.
- Employee attrition in job of Research Scientist is maximum in freshers.

Employee Attrition vs Job Role
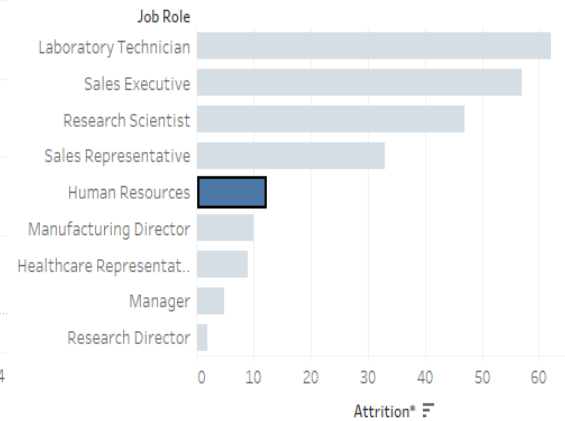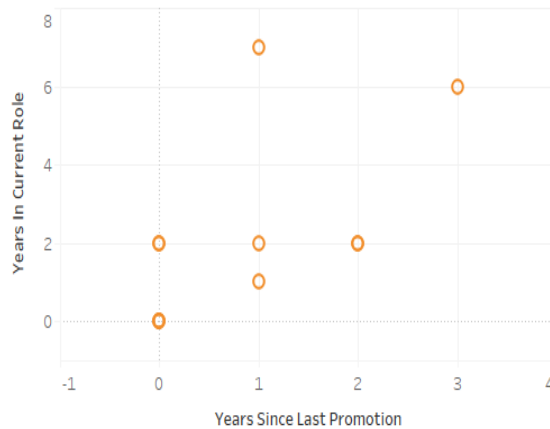
4. Sales Representative:

- It is seen that employee attrition in job of Sales Representative is maximum who worked in less no. of companies.
- Employee attrition in job of Sales Representative is maximum in freshers.
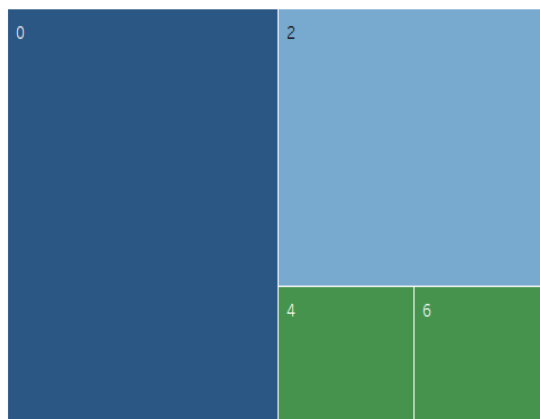
Employee Attrition vs Job Role

5. Human Resources:

- It is seen that employee attrition in job of Human Resources is more who worked in less no. of companies.
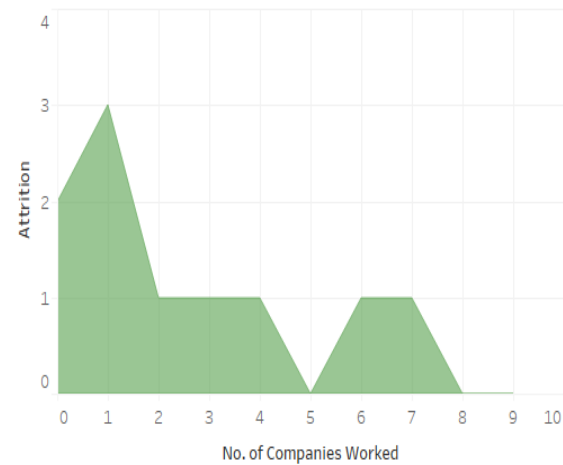- Employee attrition in job of Human Resources is maximum in freshers.

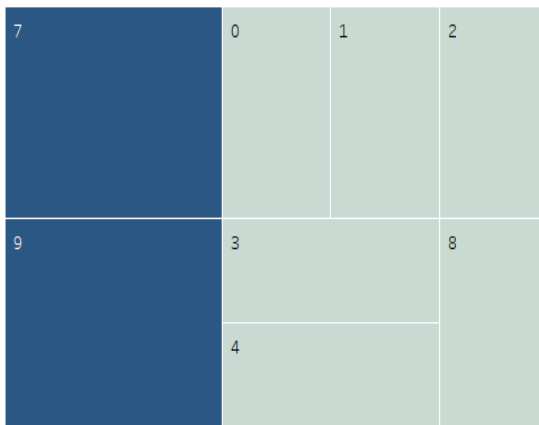## Employee Attrition vs Job Role

6. Manufacturing Director:
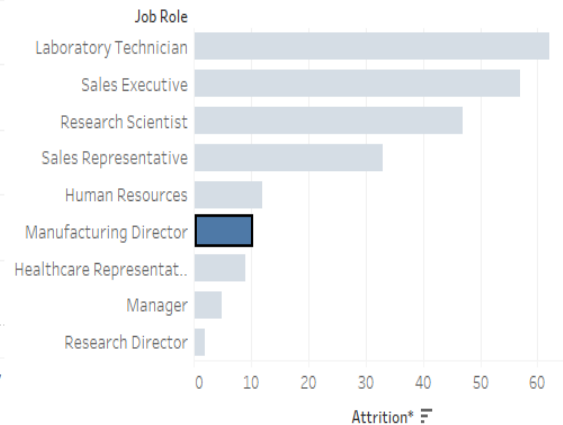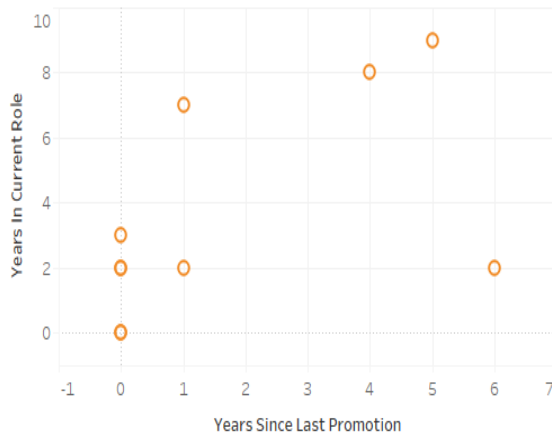
- It is seen that employee attrition in job of Manufacturing Director is more who worked in less no. of companies.
- Employee attrition in job of Manufacturing Director is maximum in freshers.

Employee Attrition vs Job Role

7. Healthcare Representative:

- It is seen that employee attrition in job of Healthcare Representative is more who worked in less no. of companies.
- Employee attrition in job of Healthcare Representative is maximum in freshers.
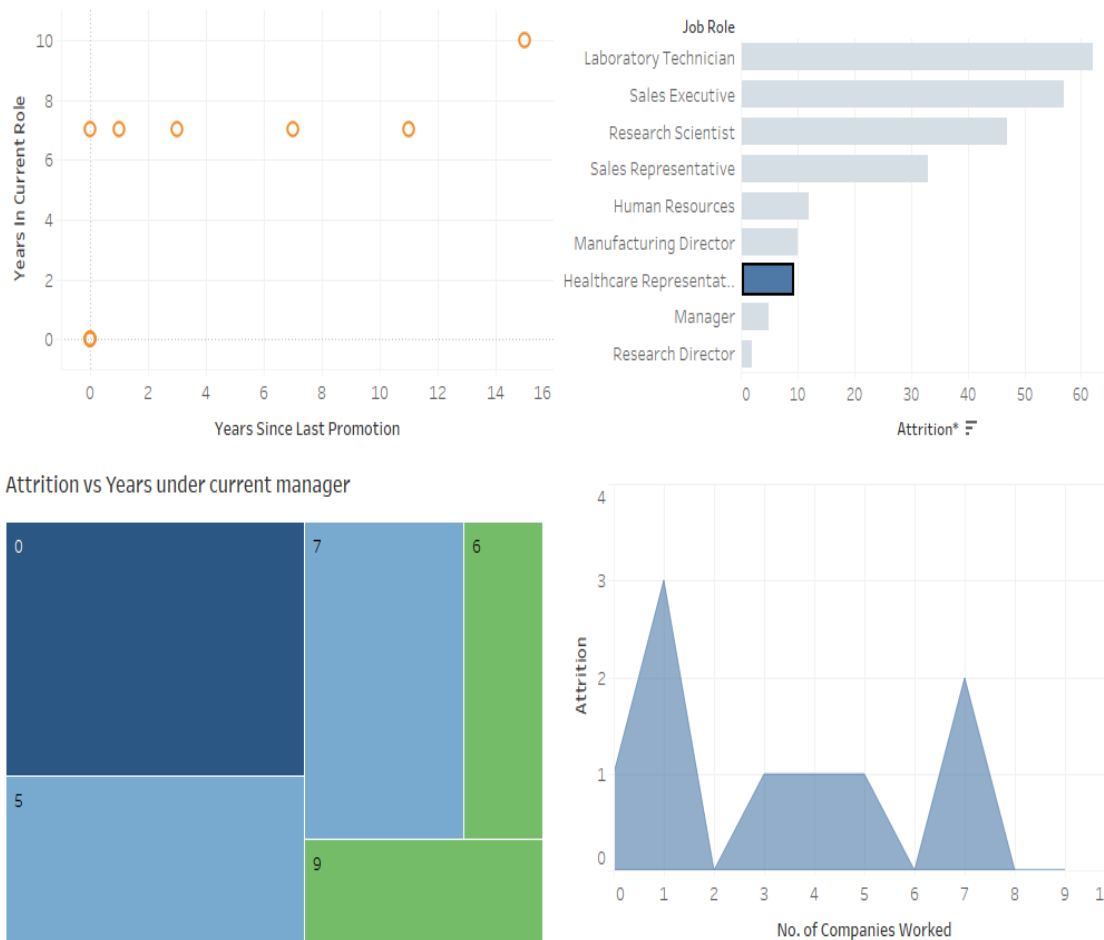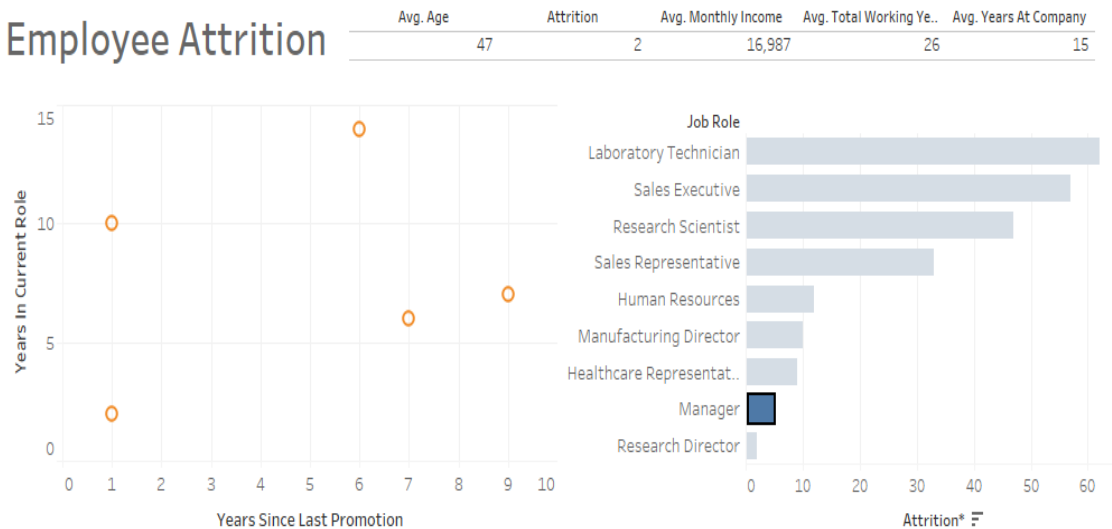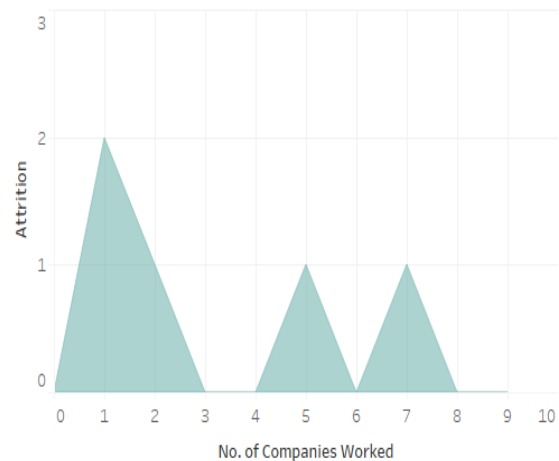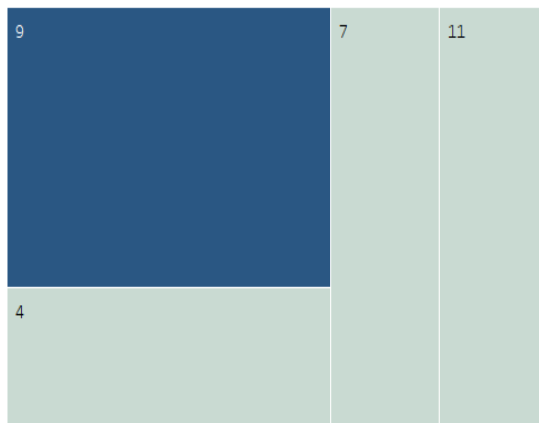
Employee Attrition vs Job Role

8. Manager:

- It is seen that employee attrition in job of Manager is more who worked in less no. of companies.
- Employee attrition in job of Manager is very low in comparison to other job roles.

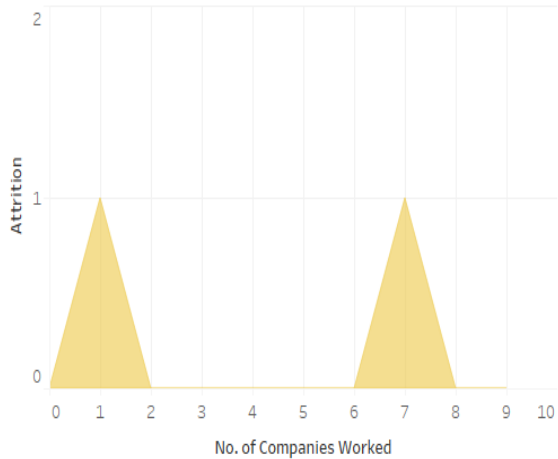## *Employee Attrition vs Job Role*

9. Research Director:
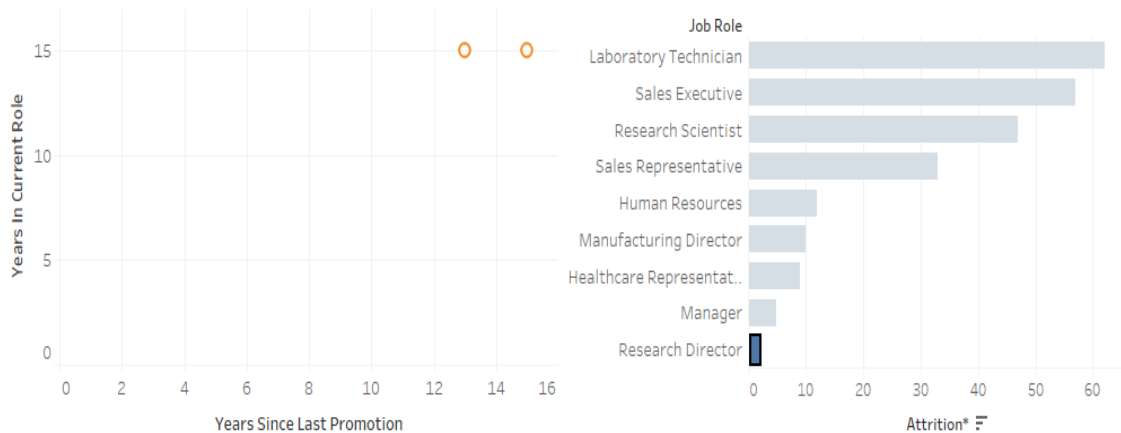
- It is seen that employee attrition in job of Research Director is equal in those who worked in less as well as more no. of companies.
- Employee attrition in job of Research Director is minimum.

Conclusion

After all the analysis, following attrition trend is seen in different job roles mentioned above:

- Attrition is seen more in employees who worked in lesser no. of companies.
- Attrition is seen more in freshers in compare to experienced employee.
- Employee attrition is maximum in laboratory technician followed by sales executive, research scientist, sales representative, human resources, manufacturing director, healthcare representative, manager and least in research director.