

Incognito

Employee Turnover

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Content

Points for discussion

Business Problem Understanding

Data Understanding

Data Preparation

Insights

Dashboard

Recommendation

Where and how much is the loss?

Who?



Important?



Draining?

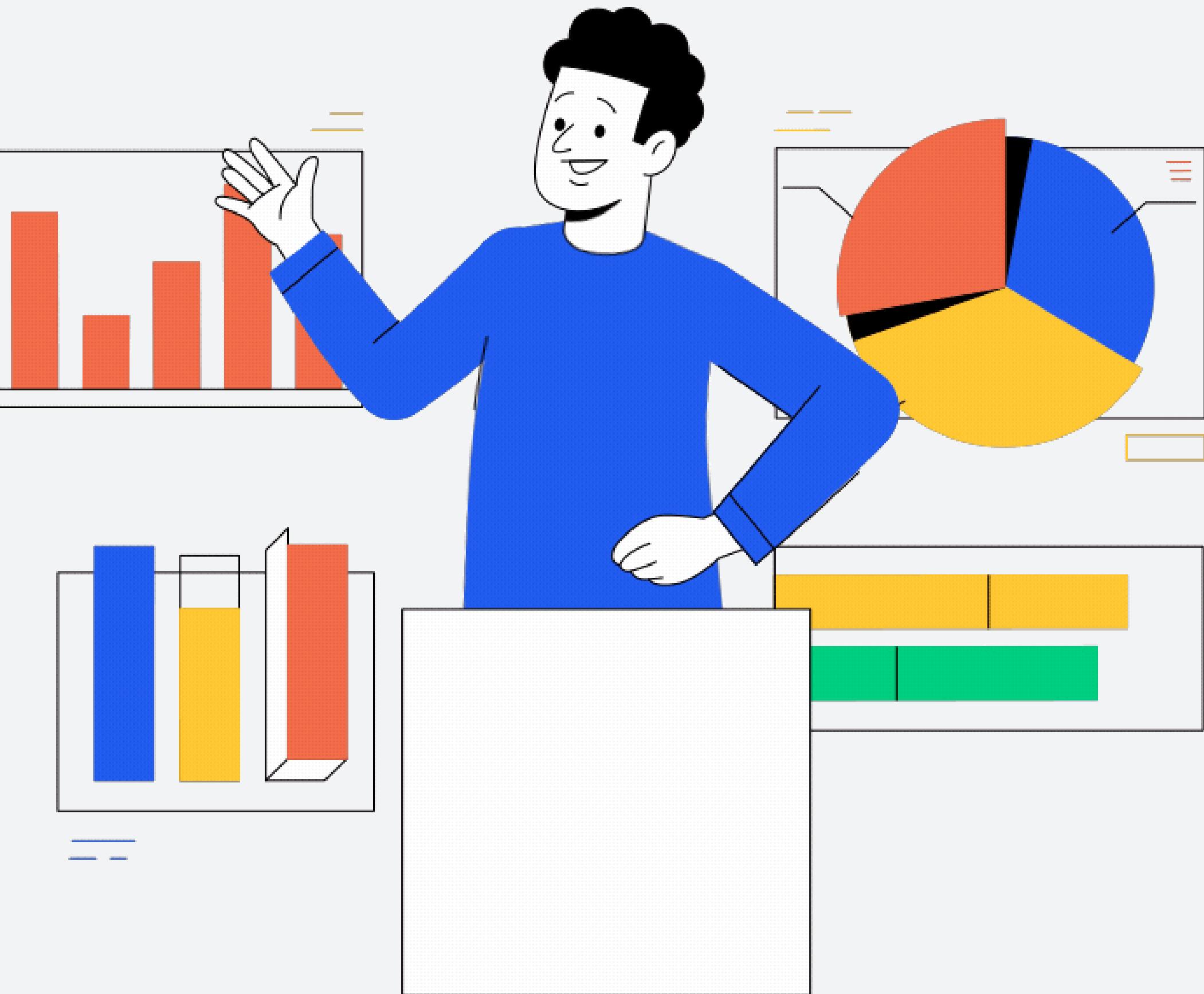


Business Problems



- What causes employee turnover?
- Which employees are important?
- What are the possible solutions to control employee turnover?

Getting Into Data



Data Set Description

Records

19426

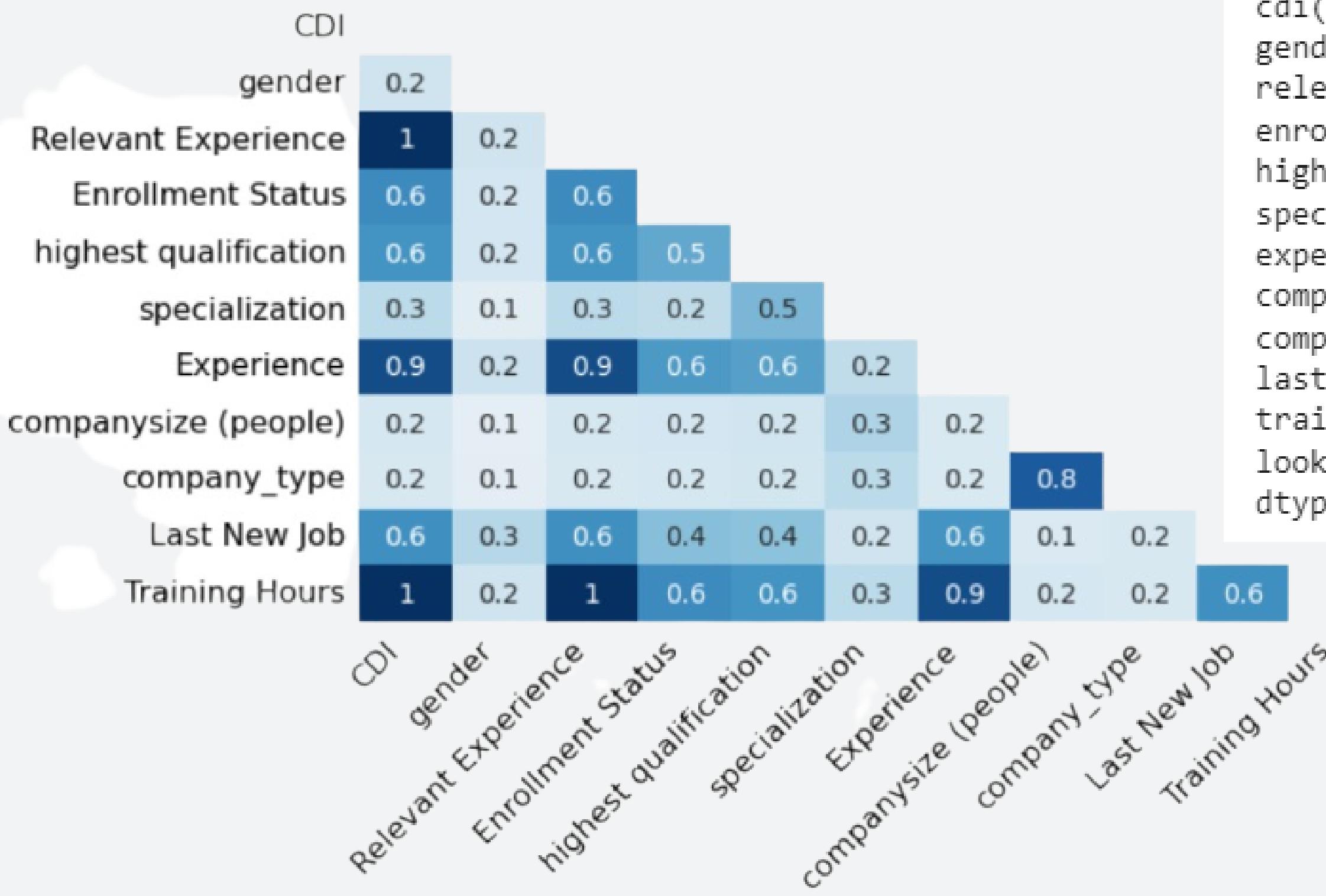
Columns

14

Data Type

MIX DATA
SET

Check of Data Types Missing Value Outliers Correlation



`df.dtypes`

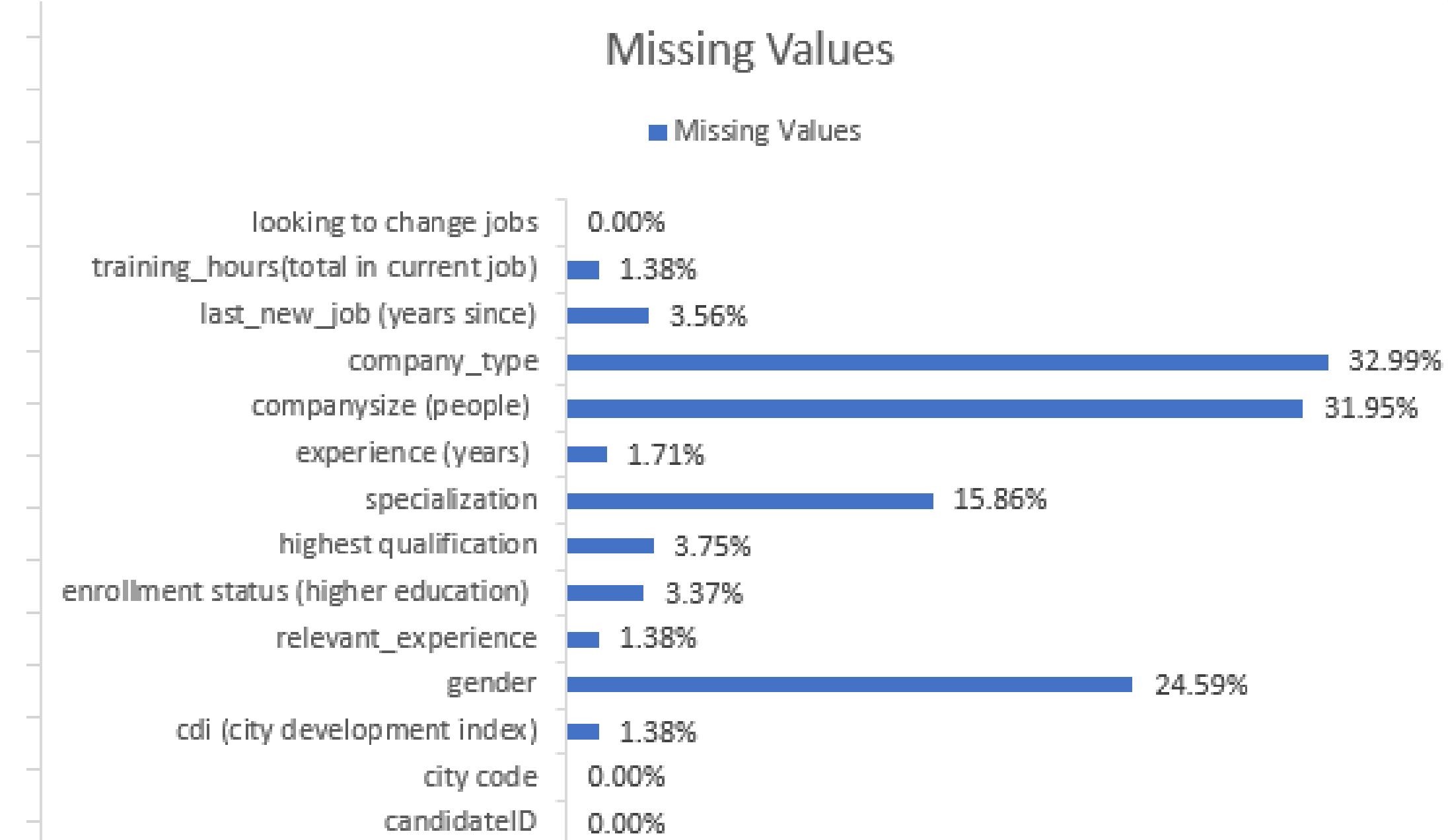
candidateID	int64
citycode	object
cdi(city development index)	float64
gender	object
relevent_experience	object
enrollment status (higher education)	object
highest qualification	object
specialization	object
experience (years)	object
companysize (people)	object
company_type	object
last_new_job (years since)	object
training_hours(total in current job)	float64
looking to change jobs	int64
dtype: object	

Data Cleaning



Data Understanding

- Finding Missing Values



Data Understanding

STEP 1

Finding Unique Values

Explored Unique Values of Each Column

STEP 2

Finding Duplication.

Data Set had 19426 record, in which the Candidate ID had duplication of 145 records

STEP 3

Finding Correlations

There wasn't any high Correlations among the columns, max was 0.4%

STEP 4

Finding Data Inconsistency

Explored the values of column, and found the different data types in column.



Data Preparation



Data Transformation



Deleted the duplicate records.



City Development Index filled by the correponding city record



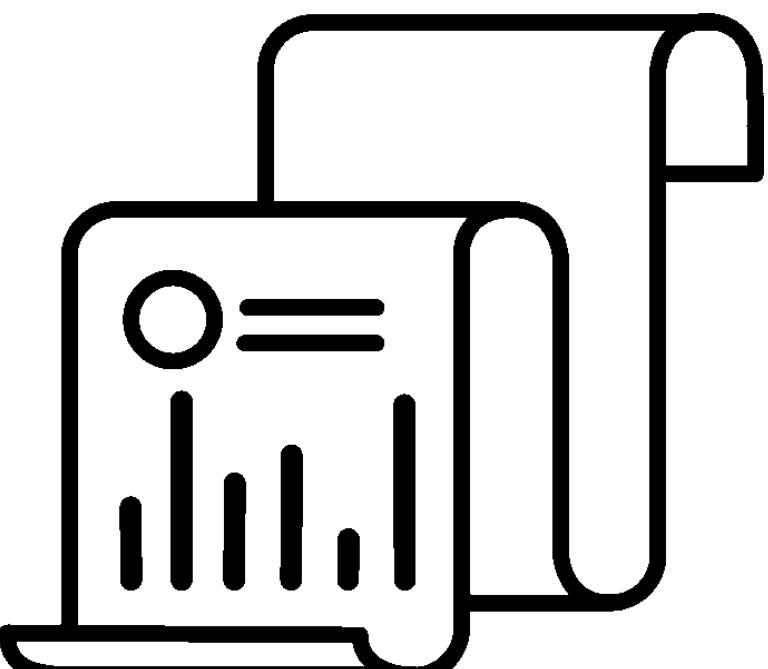
Experience was filled by median values, visualized it by Box and Whiskers plot.



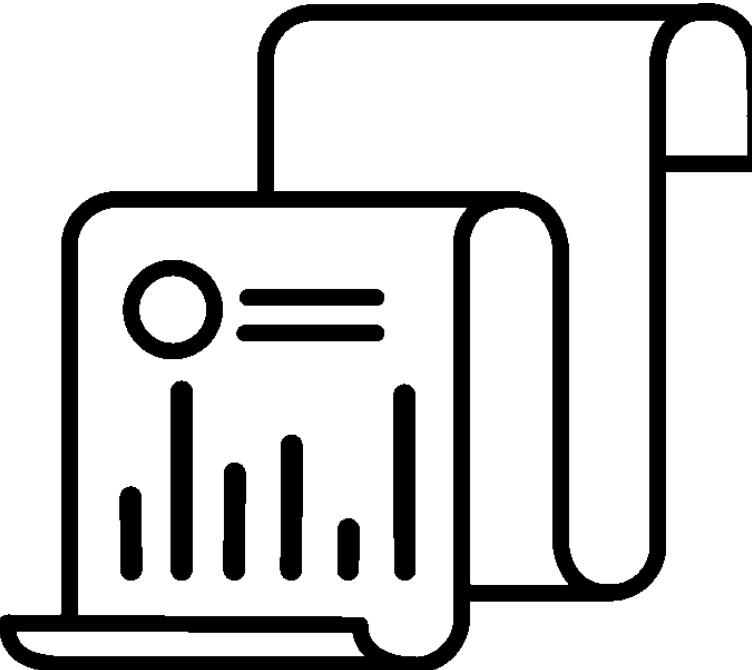
Relevant experience was filled by corresponding experience column, ≥ 10 meant relevant experience



Highest Qualification with no specialization are marked as primary school



Data Transformation



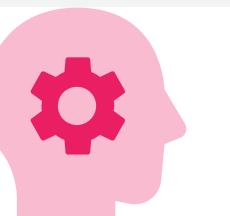
Specialization were filled by None in place of missing values, as there were no relationship with education column



Missing Values of Company_type are merged with early startup as there were no experience related to it



Training values are filled by median values

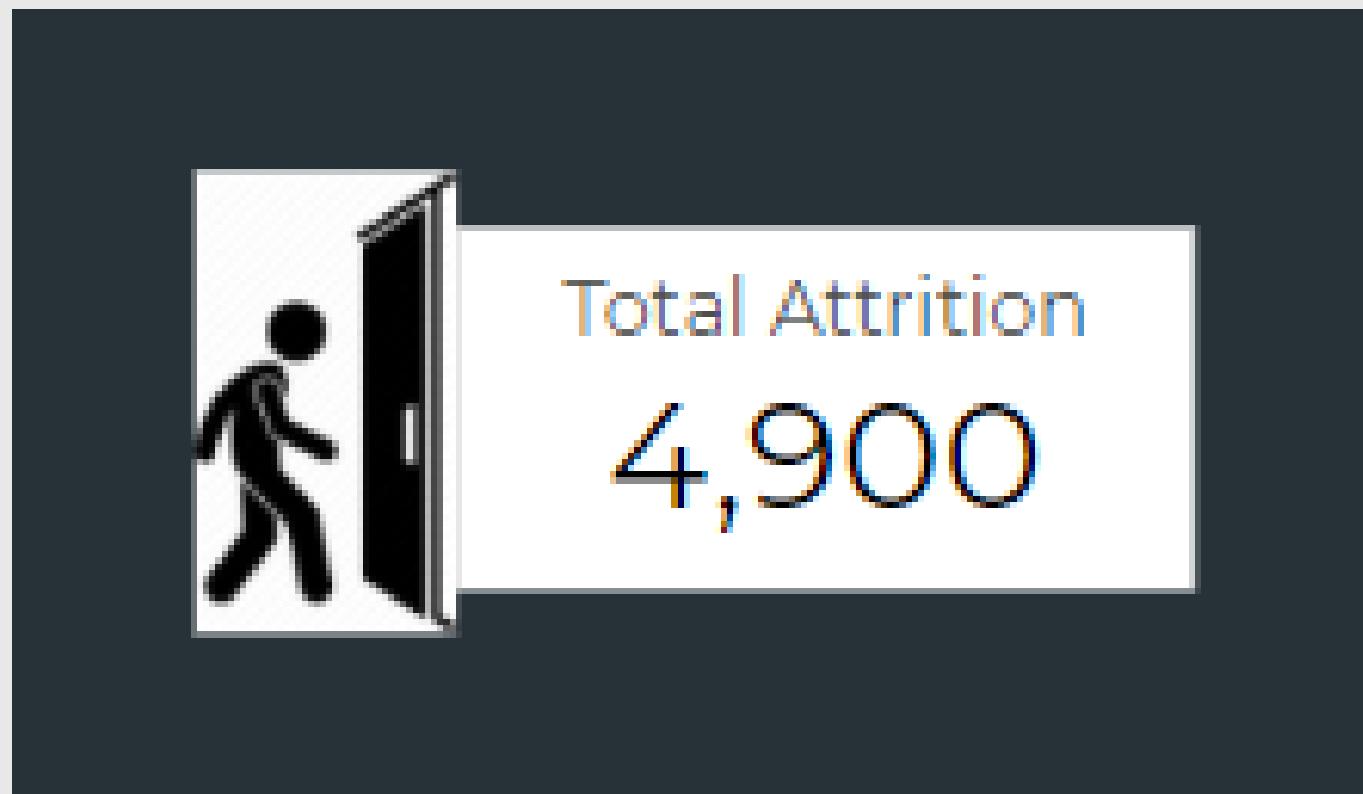
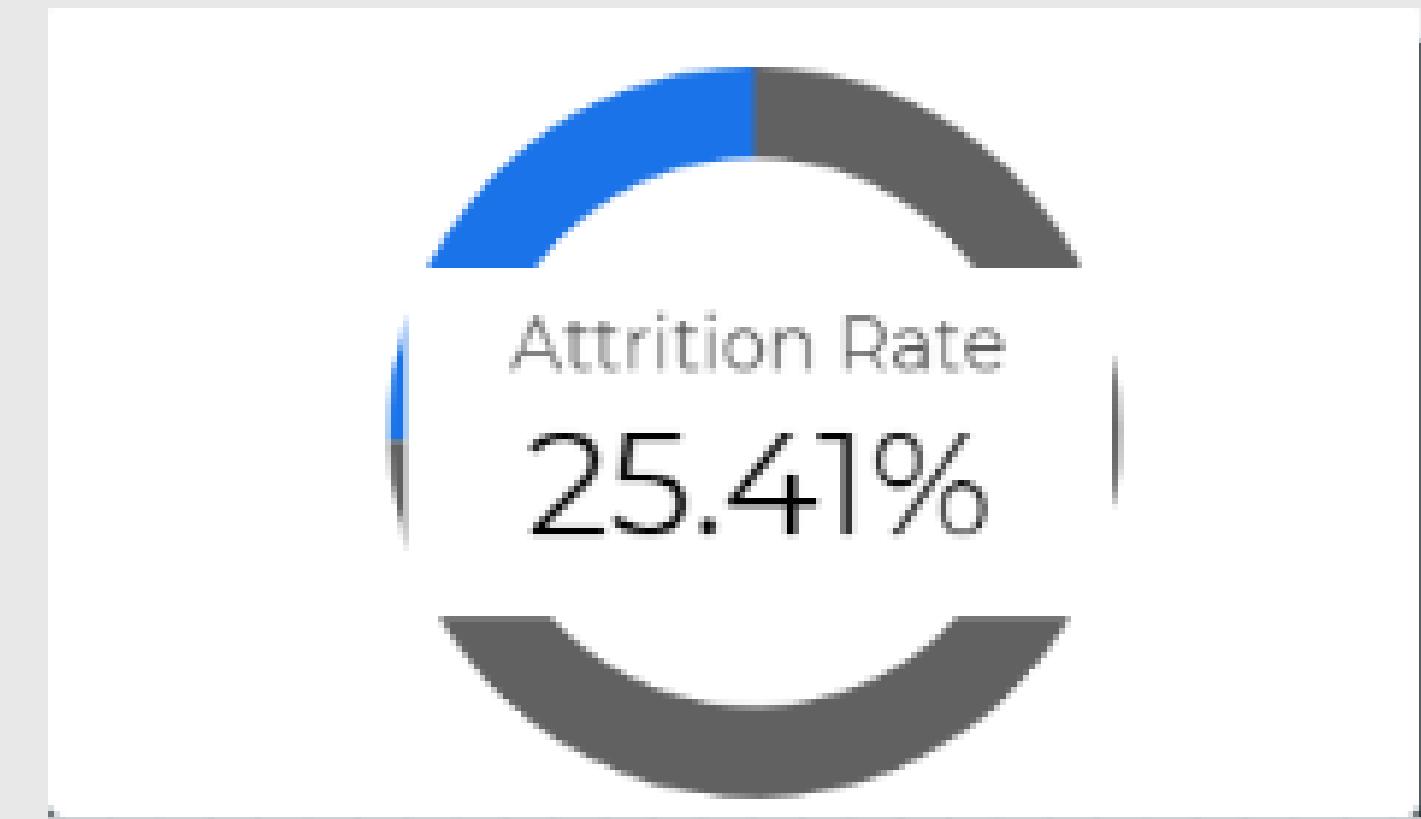


Last_new_job since year were marked as <1, as the experience was either less than 1 or never



INSIGHTS and RECOMMENDATIONS

Attrition Rate



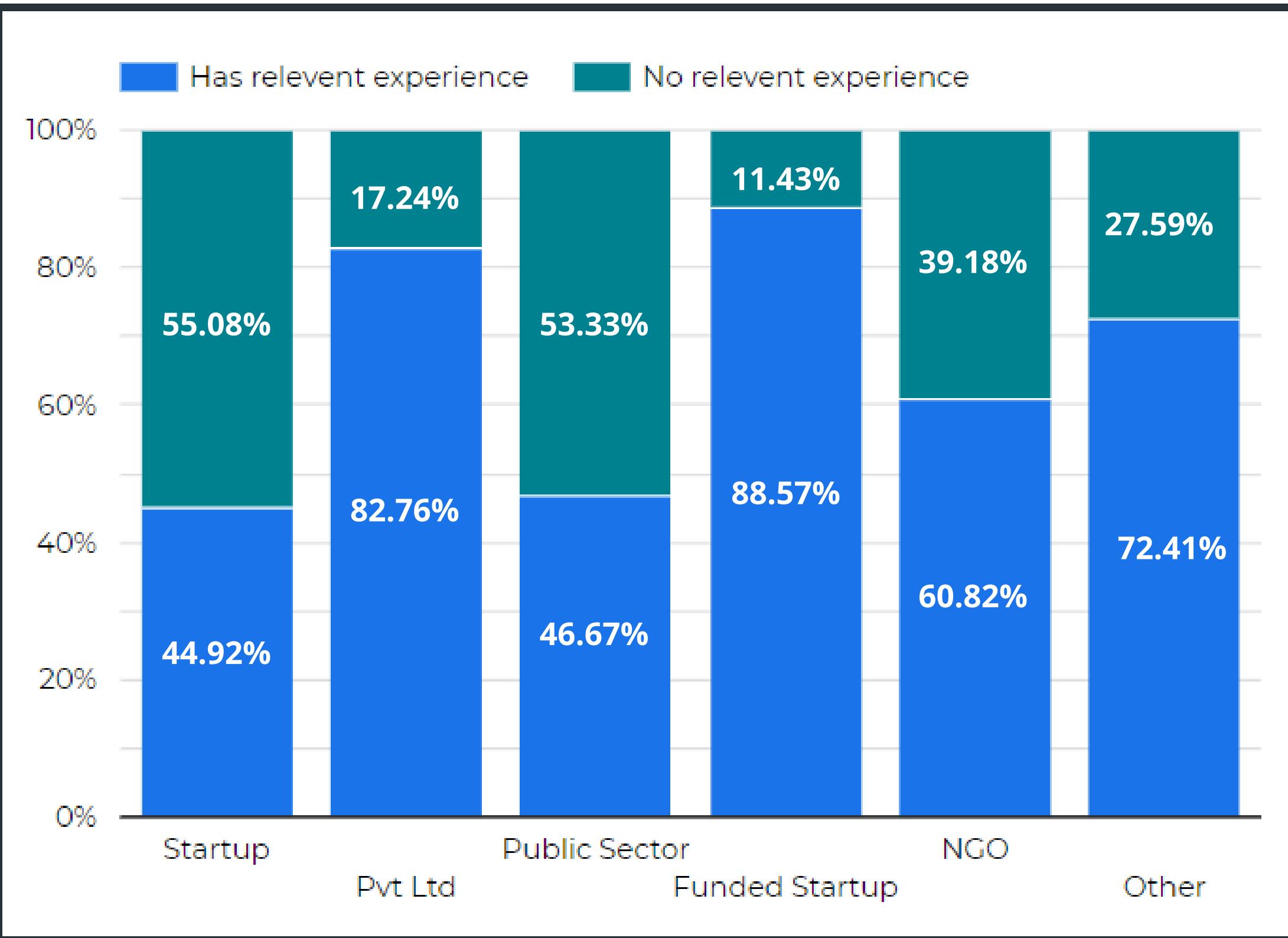
Company-wise Employees who are looking to change jobs

company_type	Total Employees	Employees Looking to change Job	percentage
1. Startup	6,866	2,649 	38.58% 
2. Pvt Ltd	9,817	1,775 	18.08% 
3. Public Sector	955	210 	21.99% 
4. Other	121	29 	23.97% 
5. NGO	521	97 	18.62% 
6. Funded Startup	1,001	140 	13.99% 

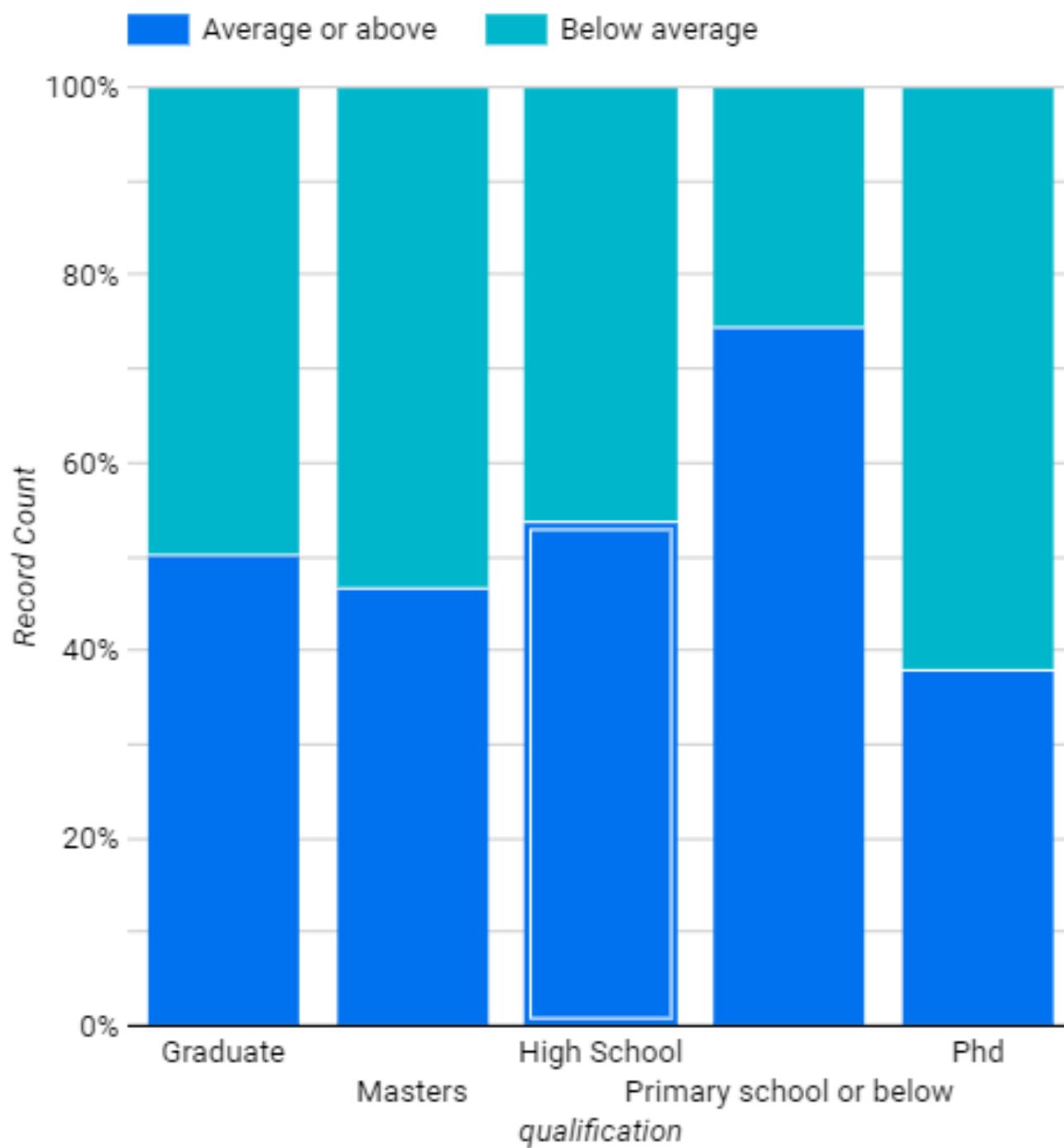
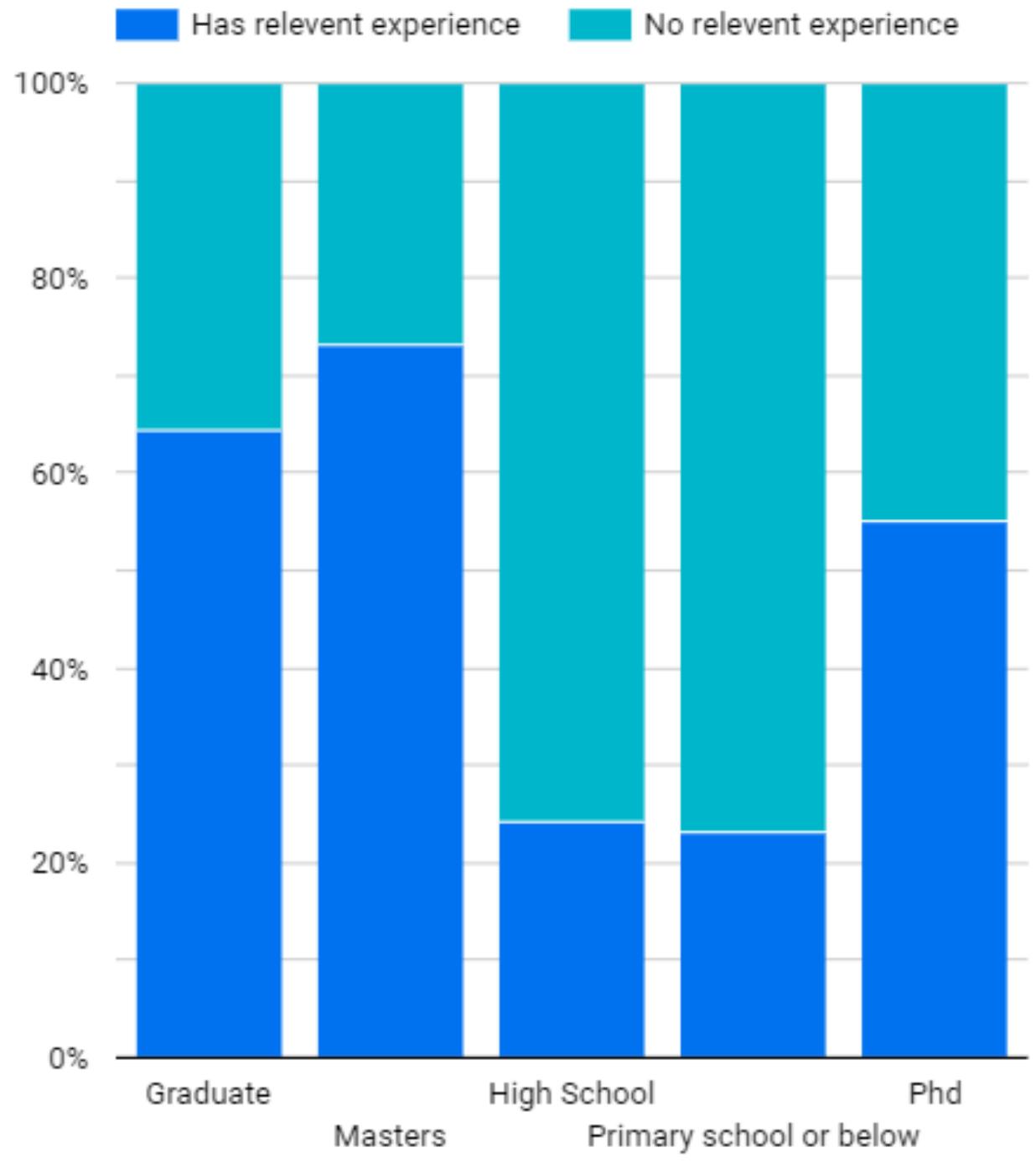
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- The highest number of people with turnover rate are from Startup (38.58%) followed by Other (23.97%) and Public Sector (21.99%)

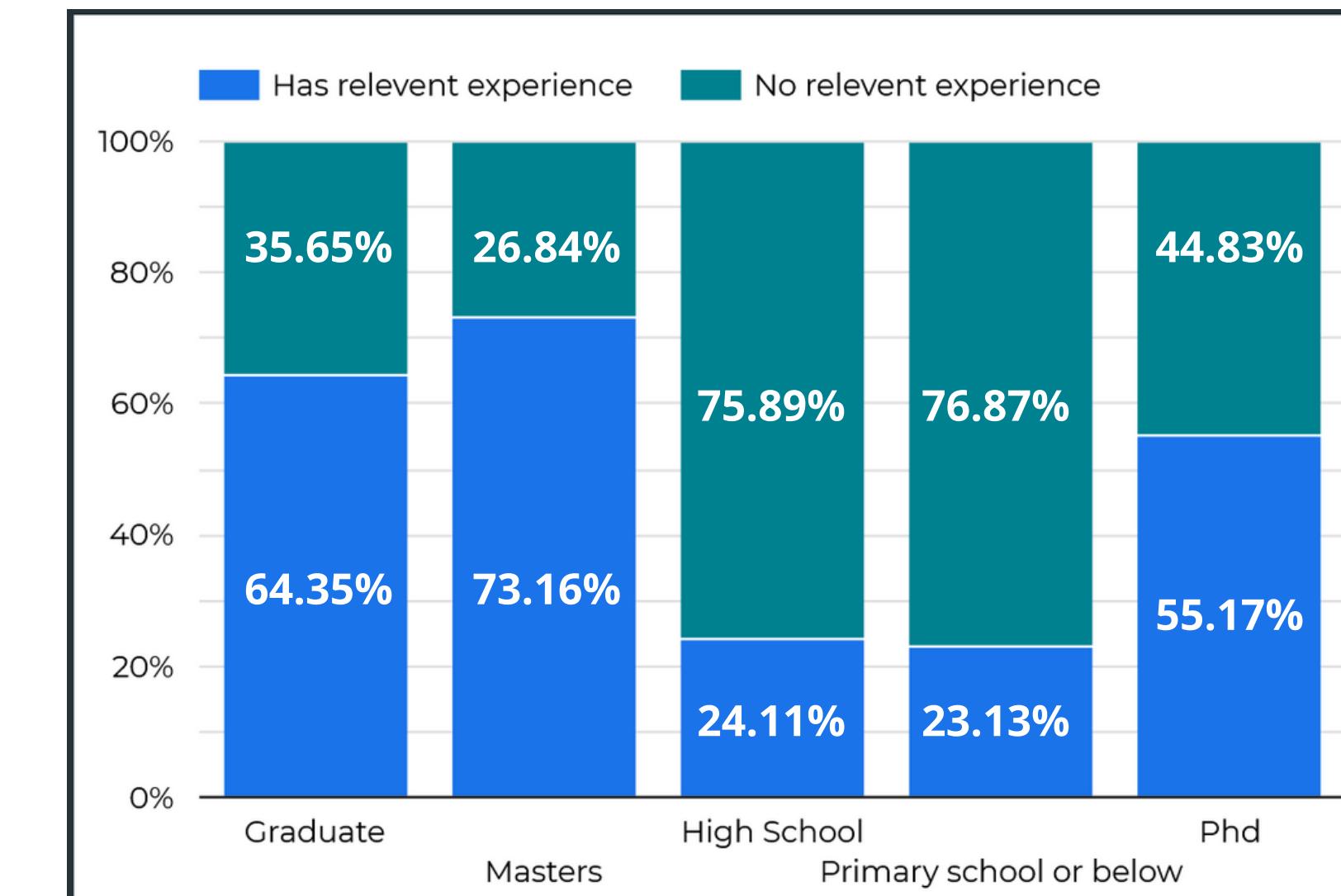
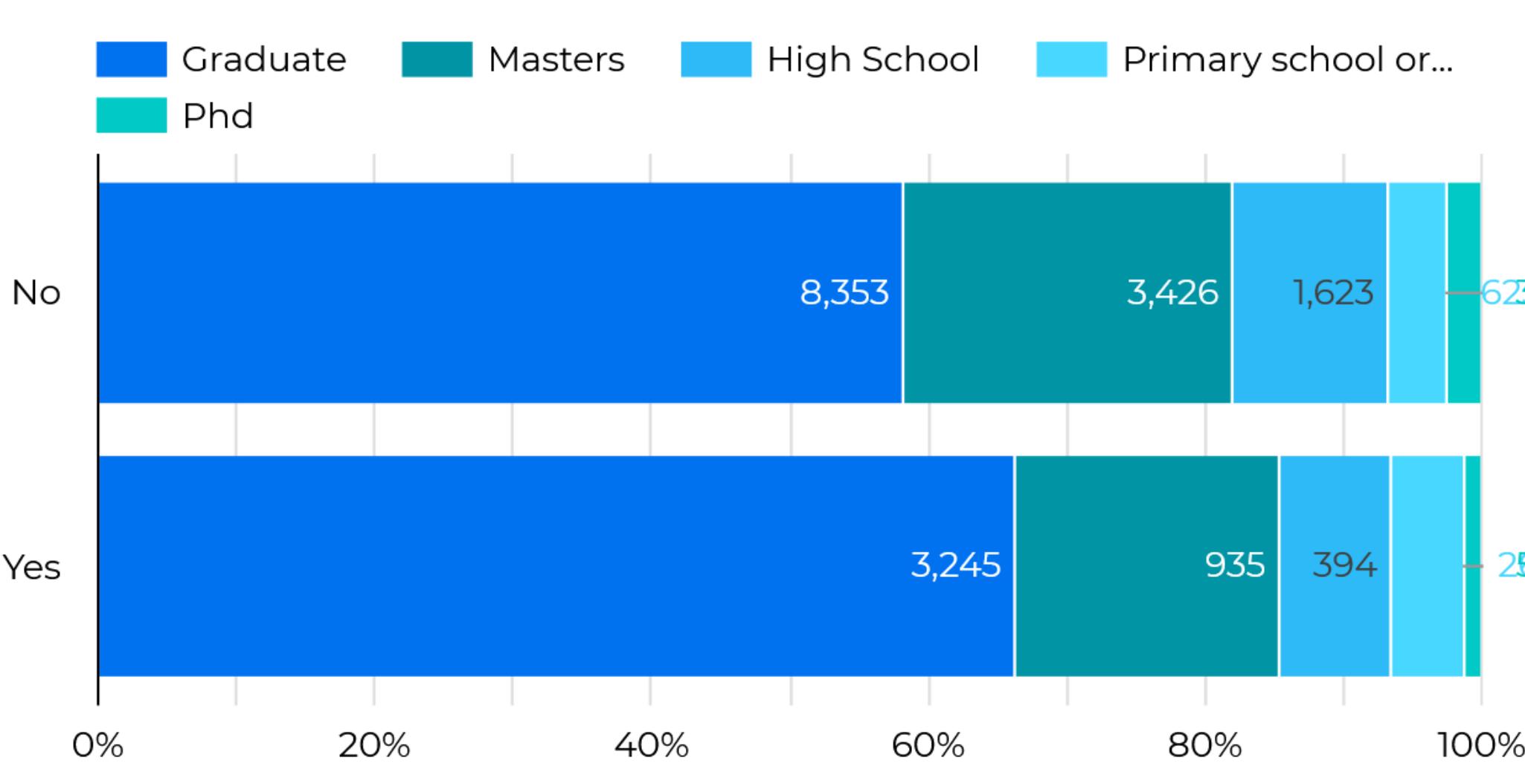
Let's see the experience of those companies' employees whose turnover ratio is very high.



This shows that people working at startups and public sectors are the ones with the greatest turnover of employees with no relevant experience.

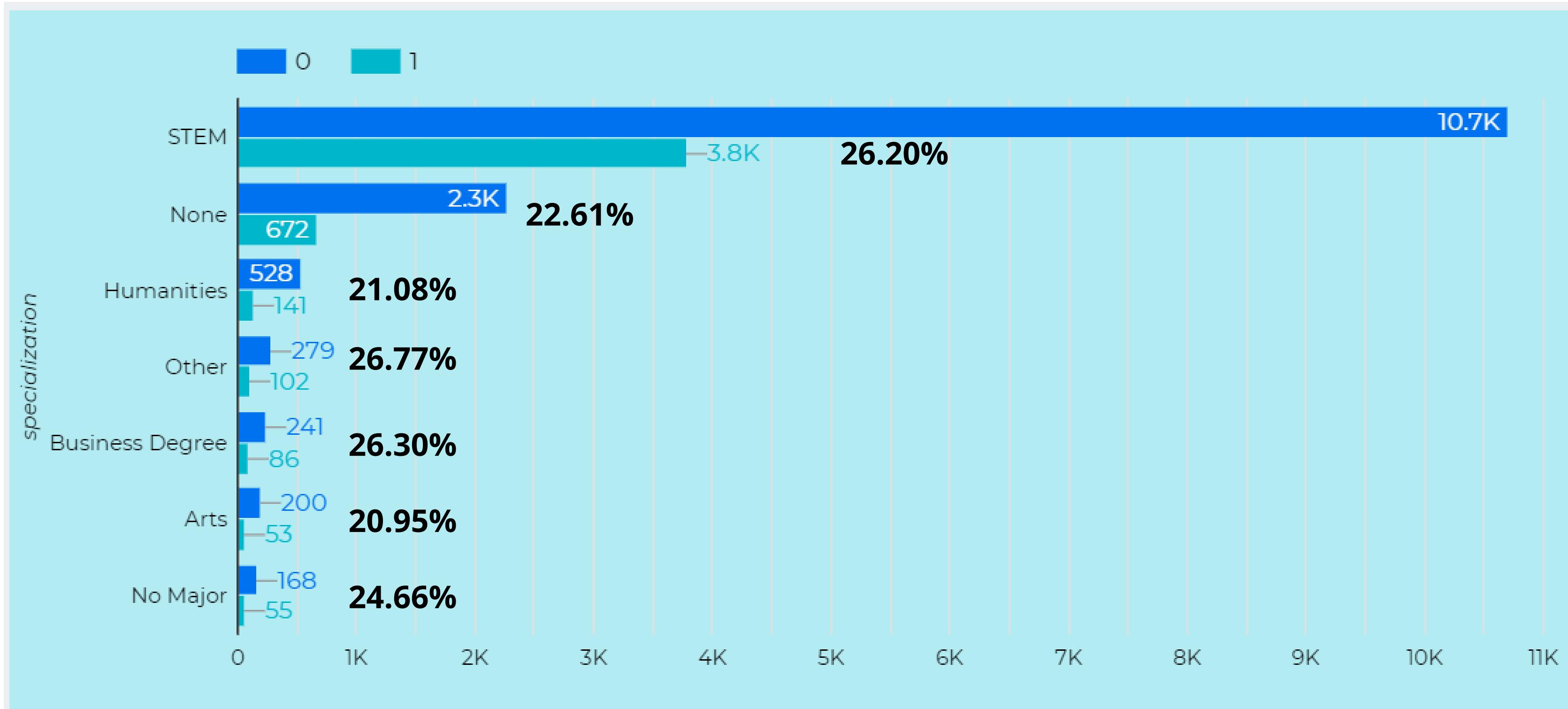


Qualifications vs Looking for jobs

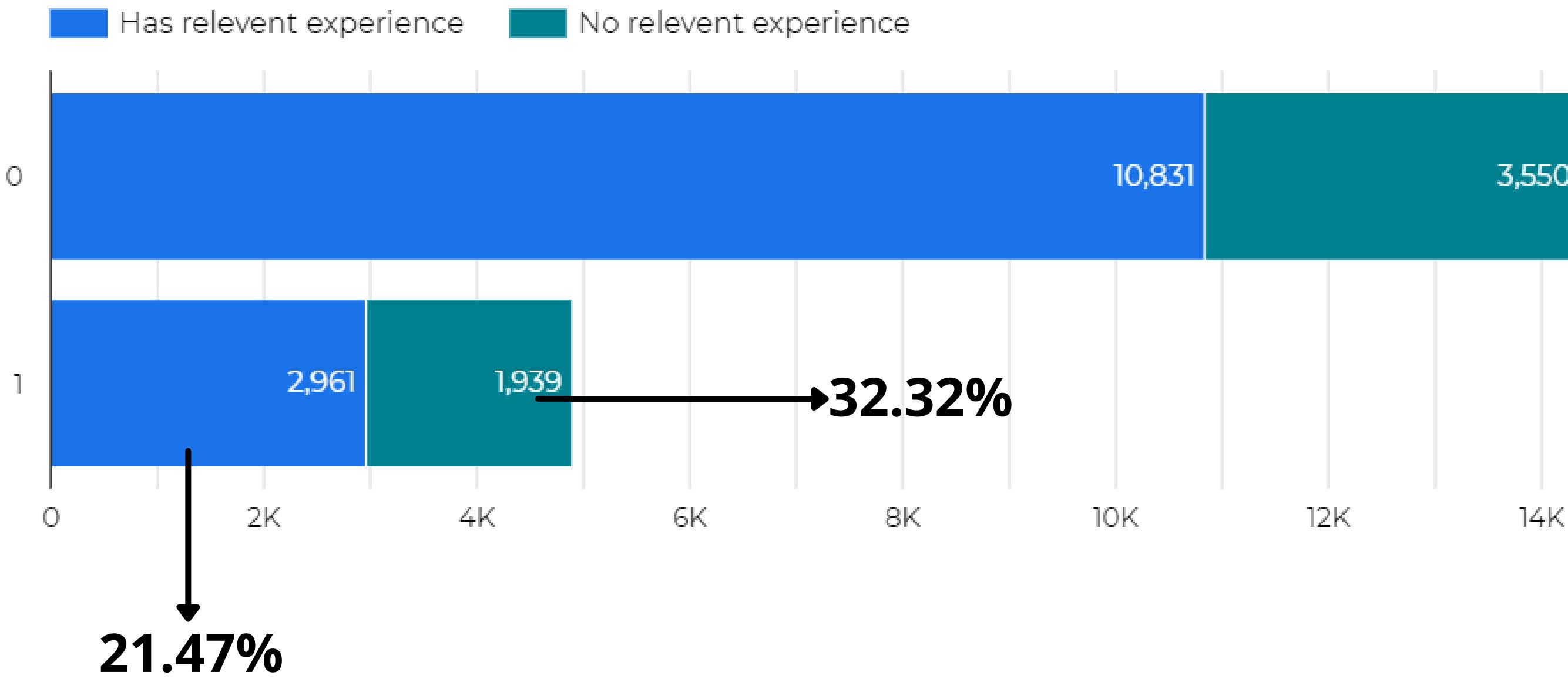


**individuals with primary school and lower qualifications
followed by graduates are leaving add training hours**

Specialization vs looking for new Jobs

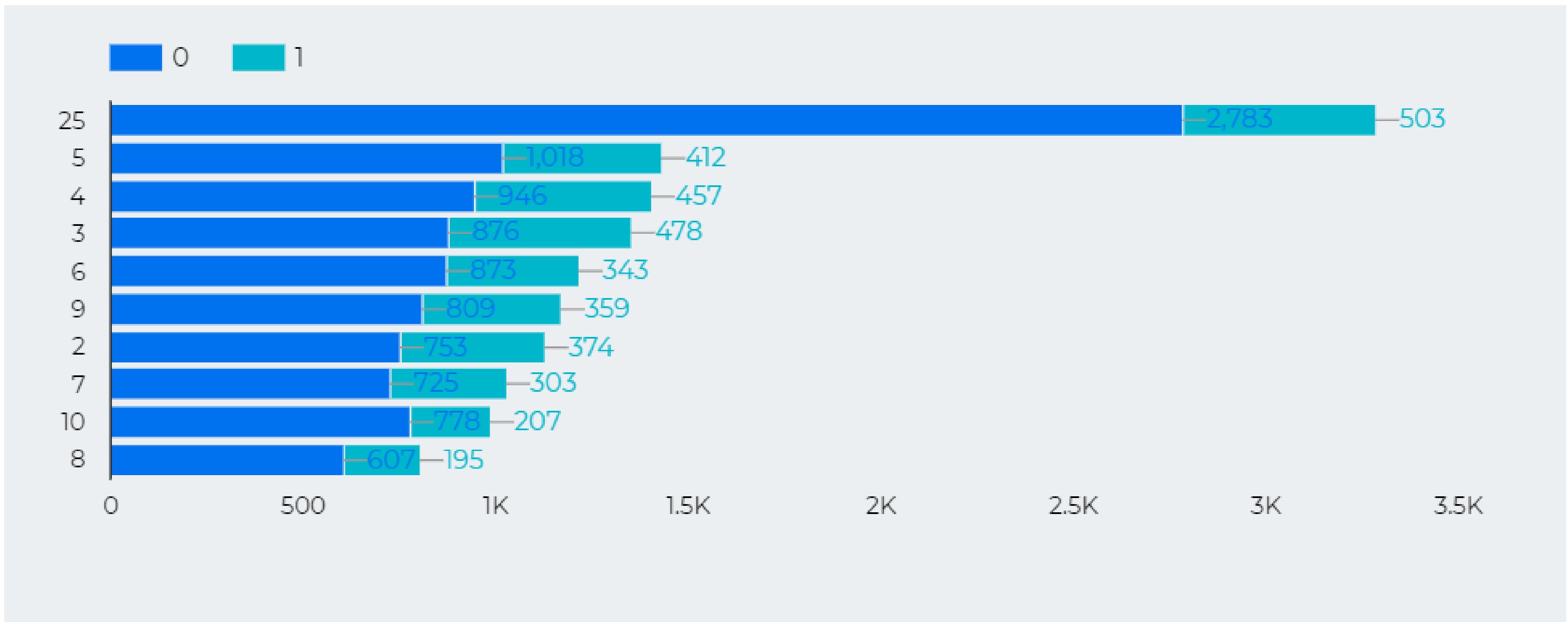


Experience vs Looking for new jobs



- The highest number of people with turnover rate are from Startup (38.58%) followed by Other (23.97%) and Public Sector (21.99%)

Experience vs Looking for new jobs



Insights

It is noticed that people with specialization from majors Other (26.77%) than the specified ones are leaving.

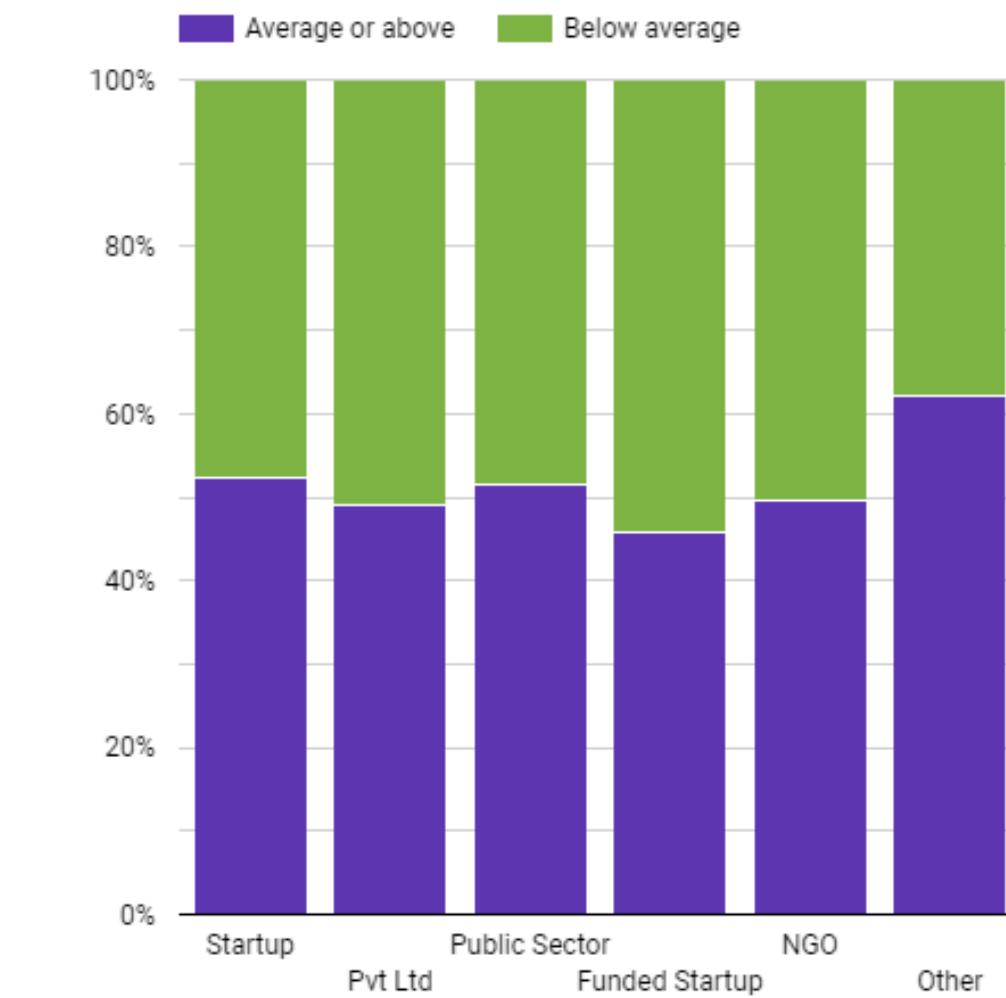
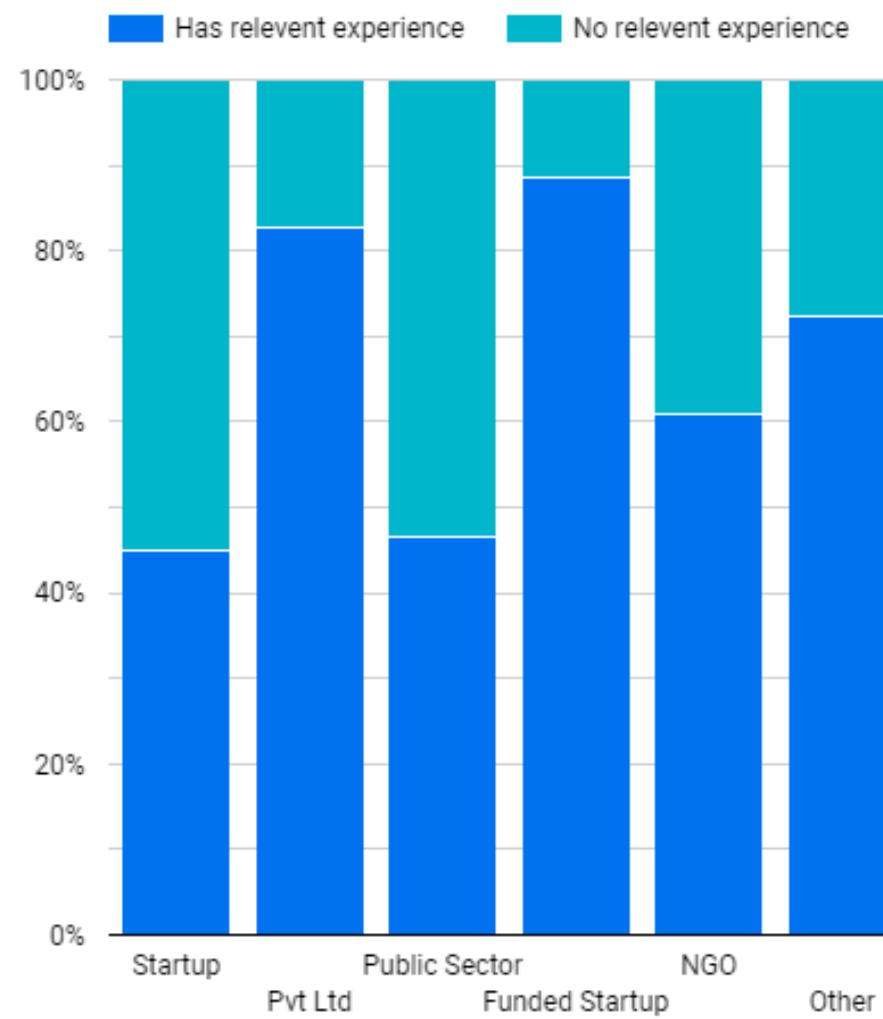
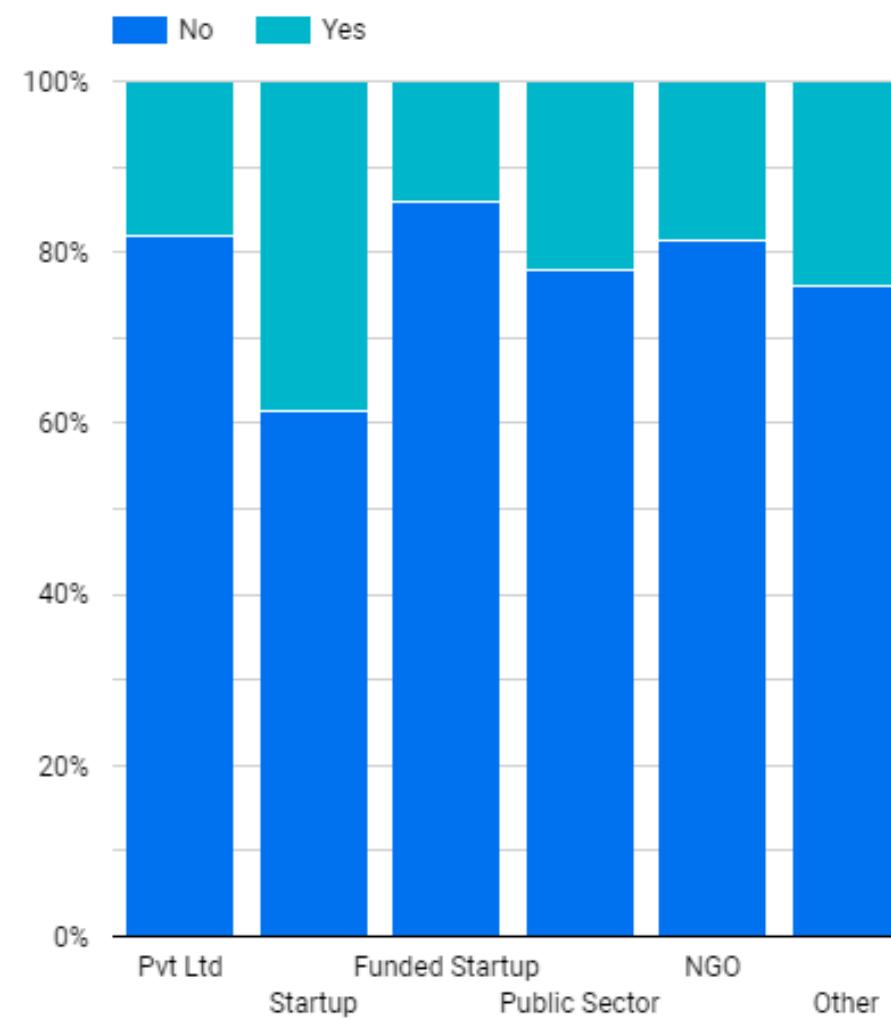
Probably because 50% of individuals with specialization in others have no relevant experience.

Whereas the graduates, Primary school or below and master individuals are leaving the company.

Currently, enrolled students are leaving the most.

This is due to a lack of relevant experience (50.19%). Most students are enrolled in full-time courses that may pose a challenge to the employees.

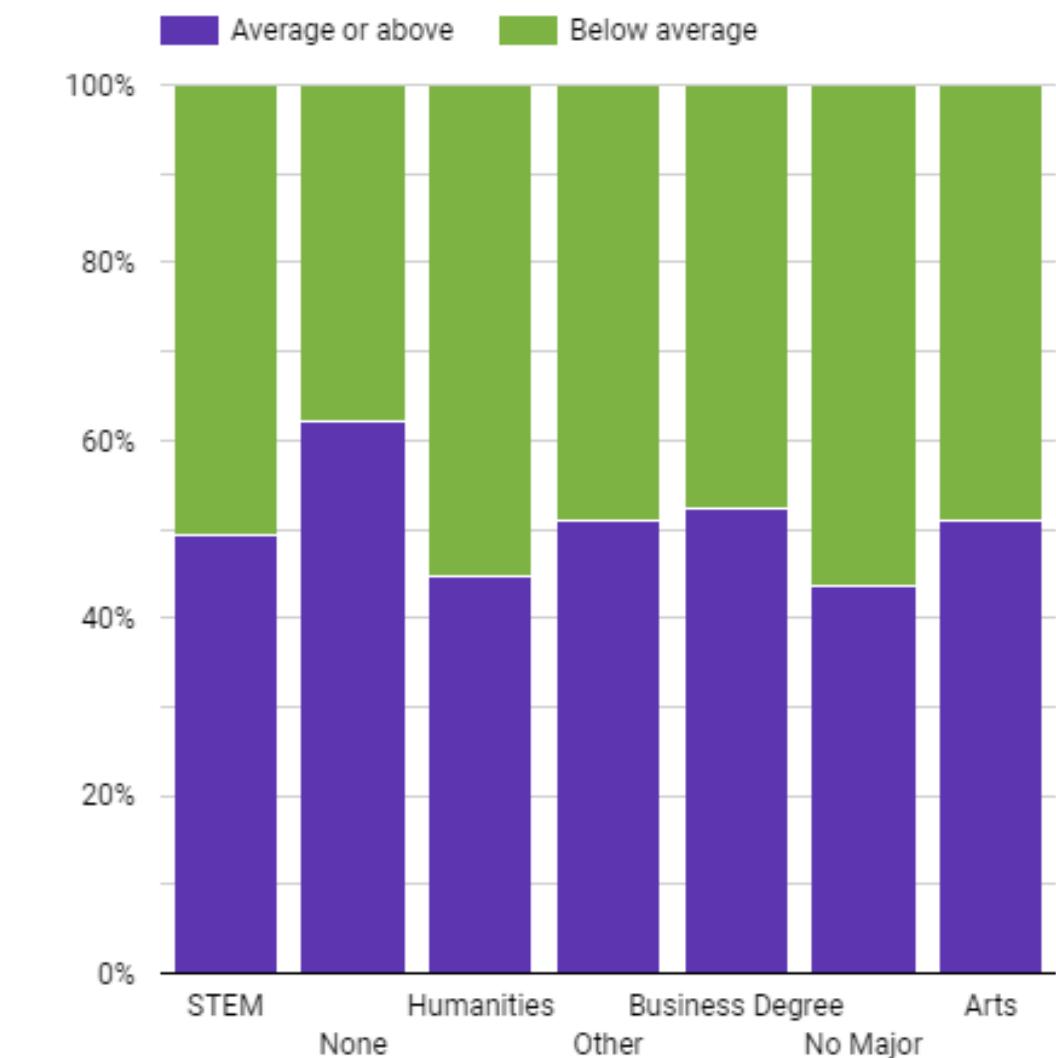
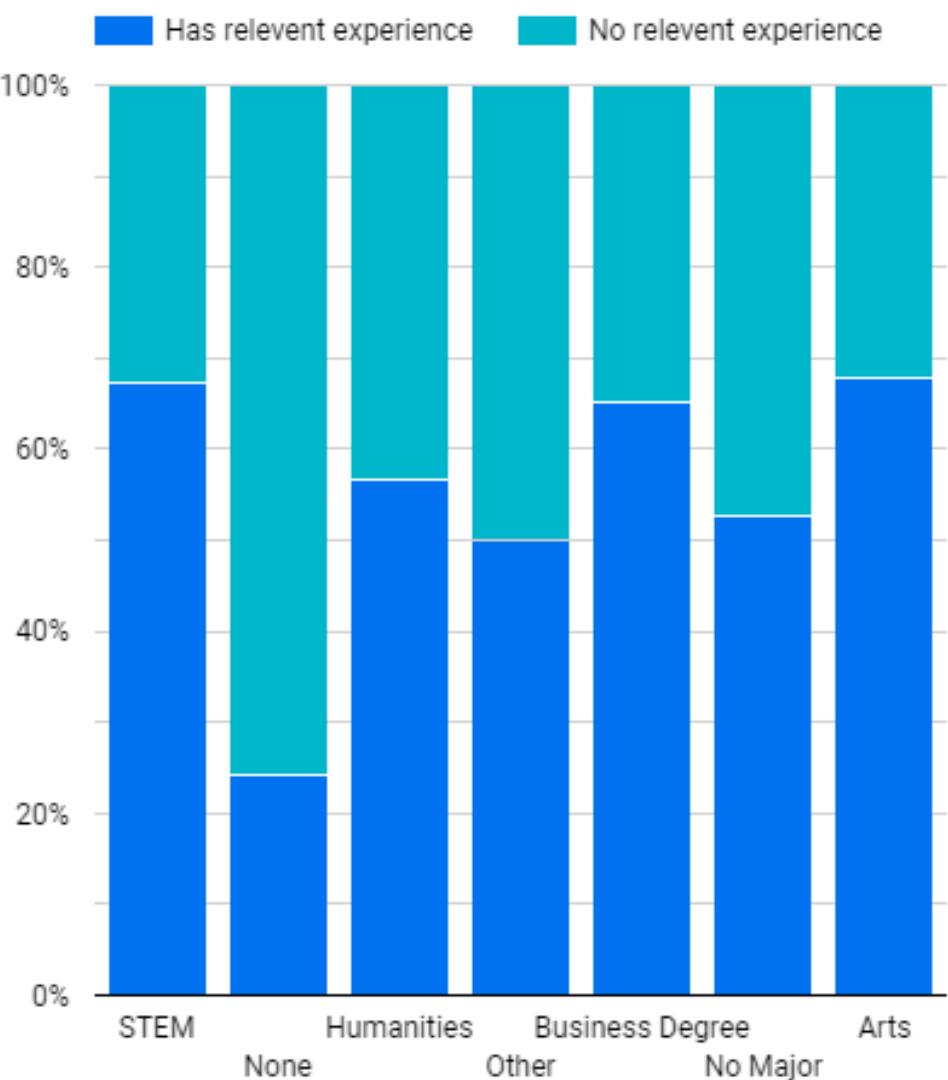
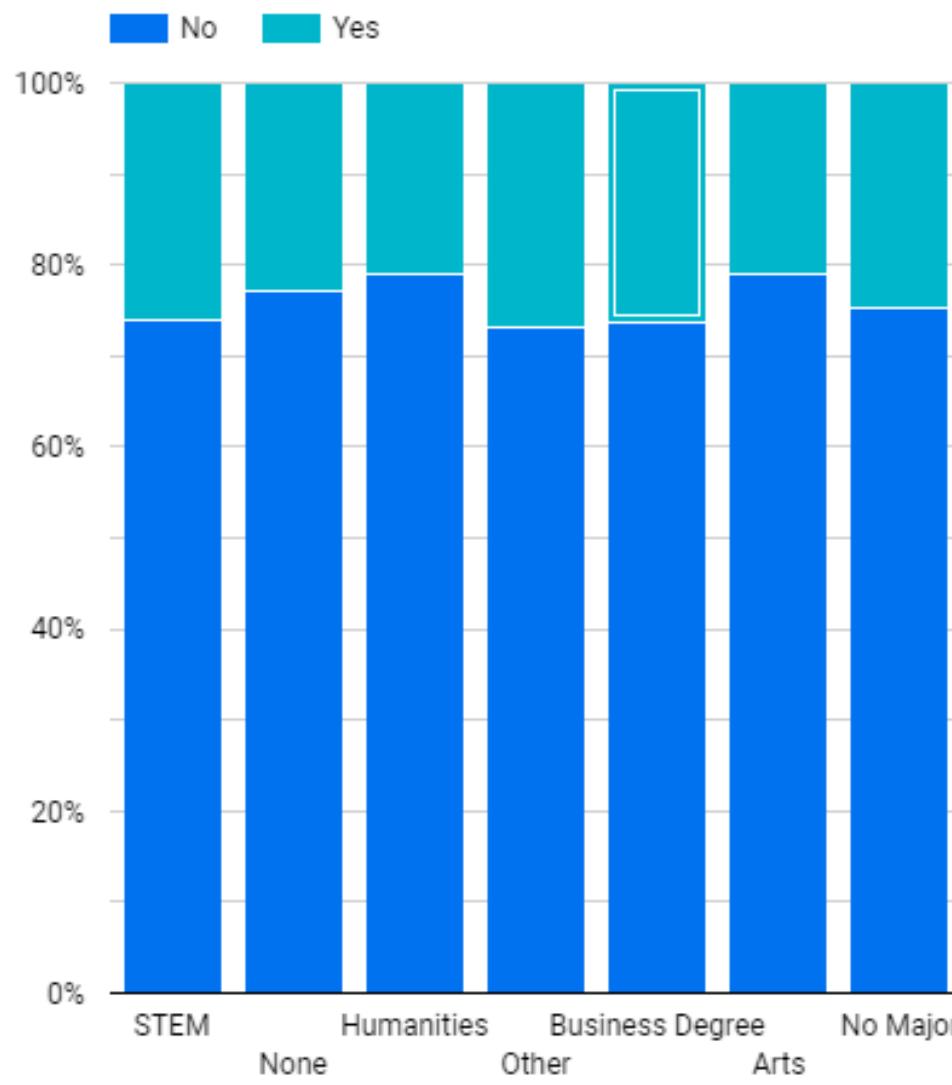
Company Type



Company-type:

- Startups could have incentives similar to those provided to public sector

Specialization

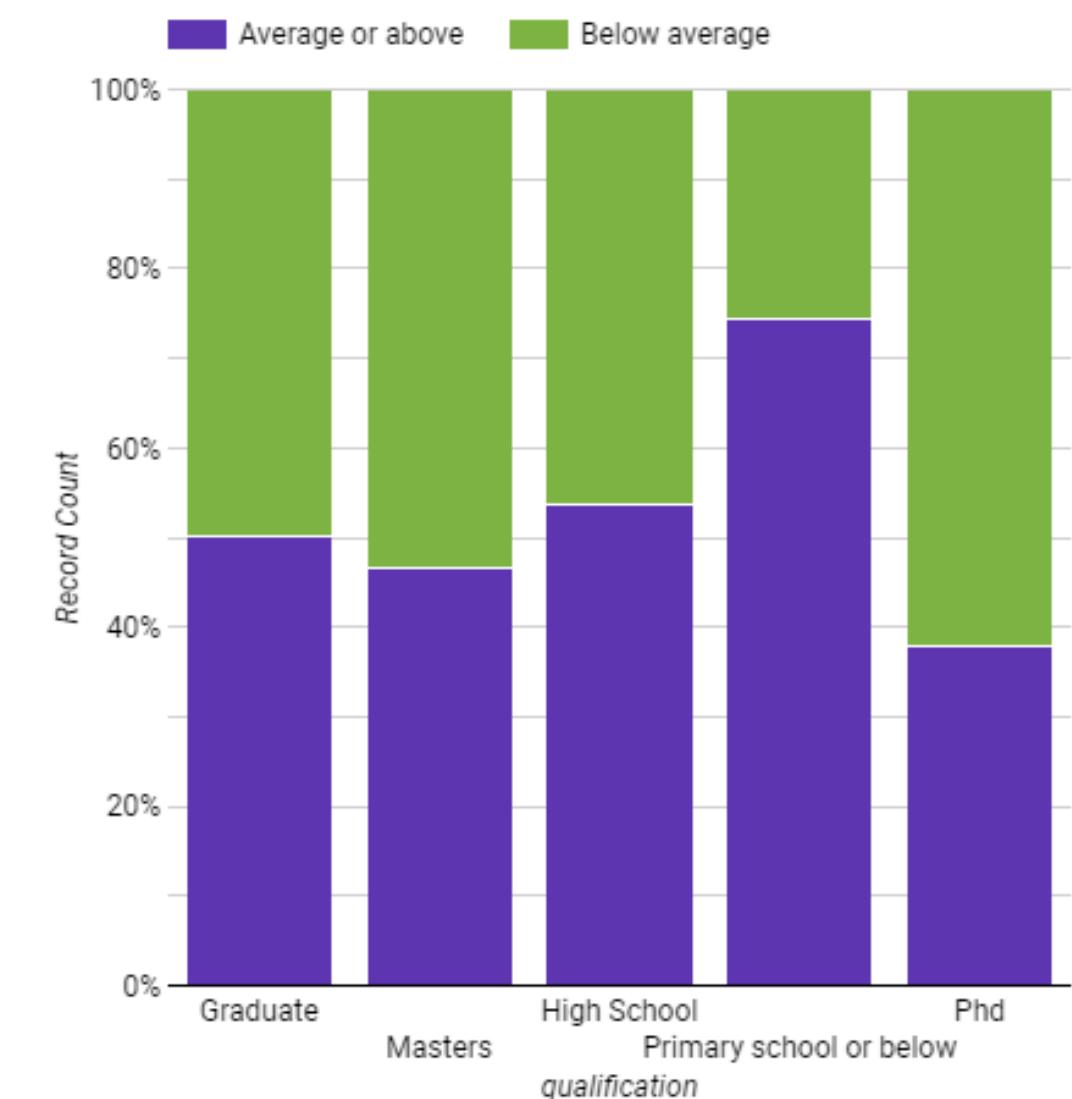
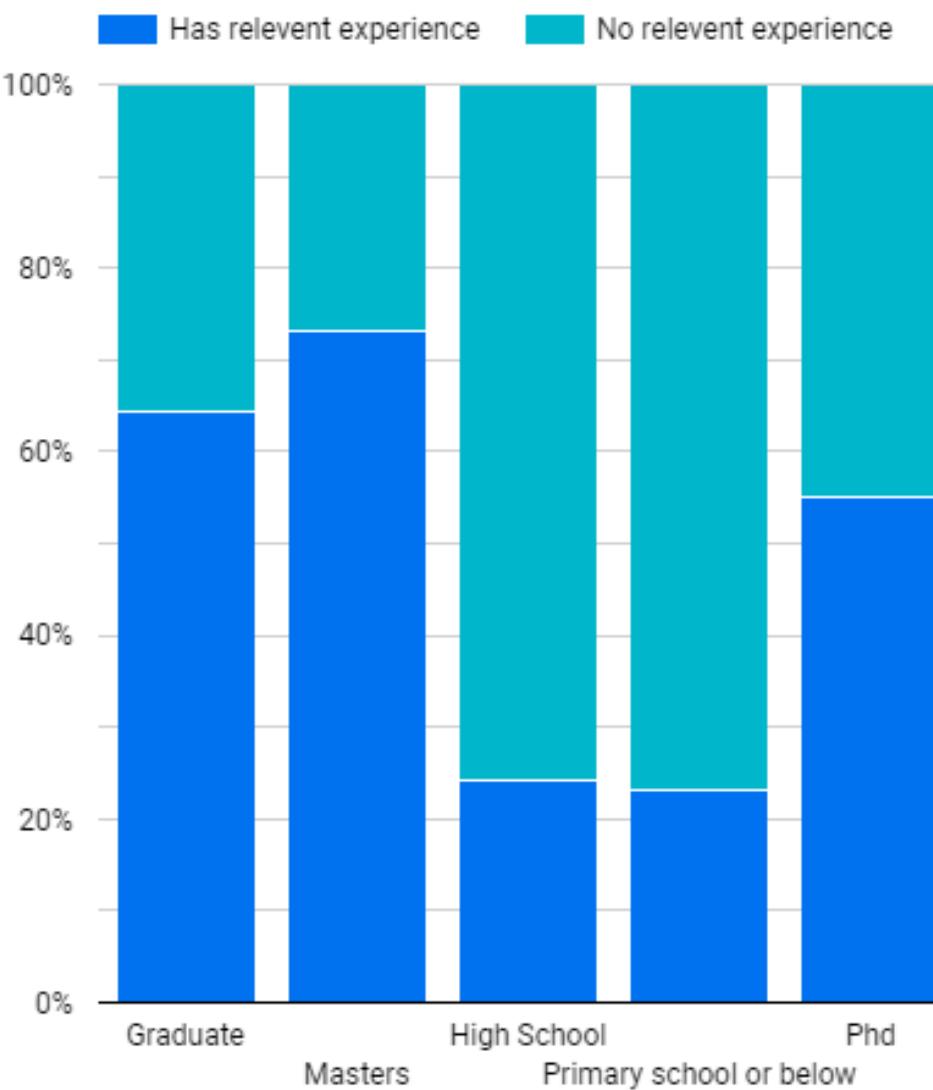
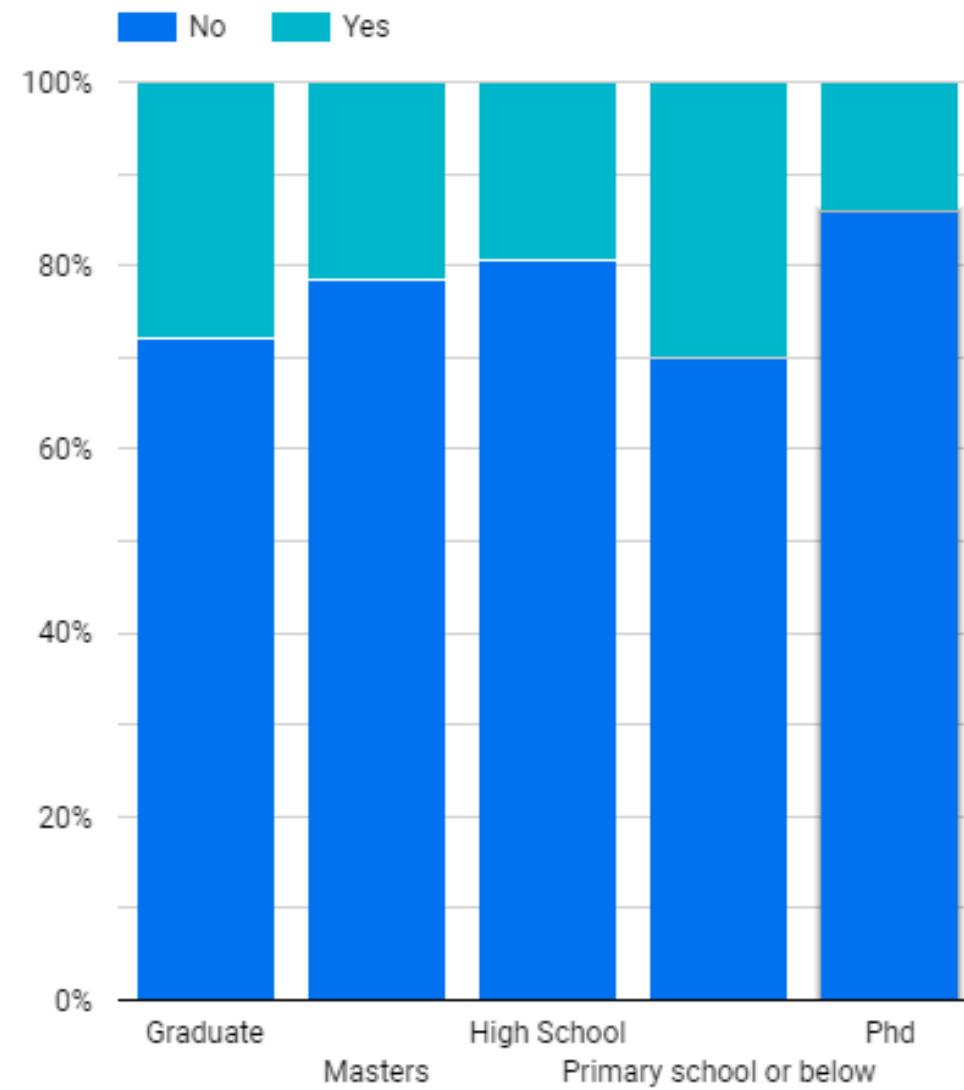


Specialization:

- Provide individuals engaging and informative training sessions.
- Assign work they are specialized in.

Qualification

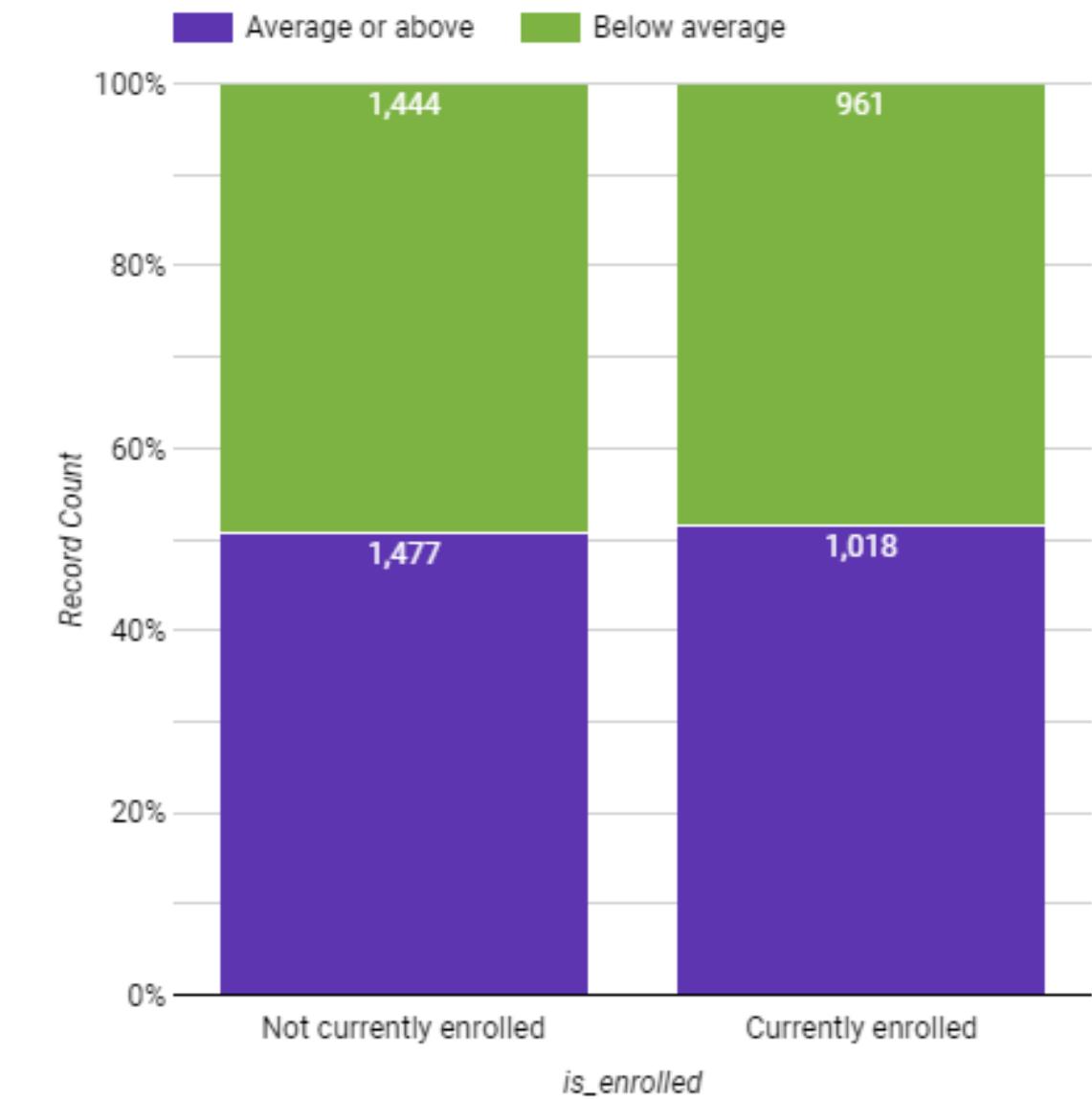
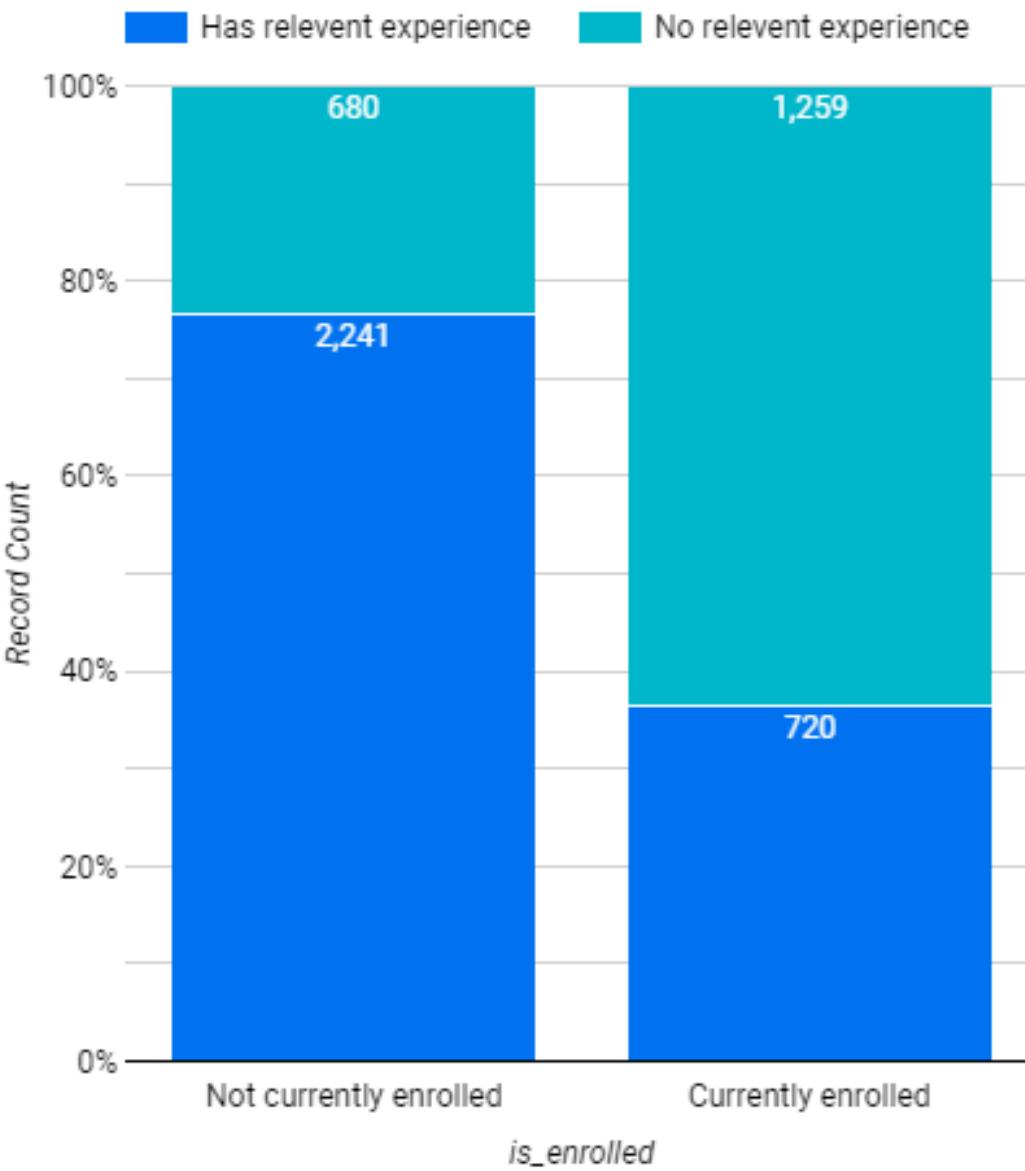
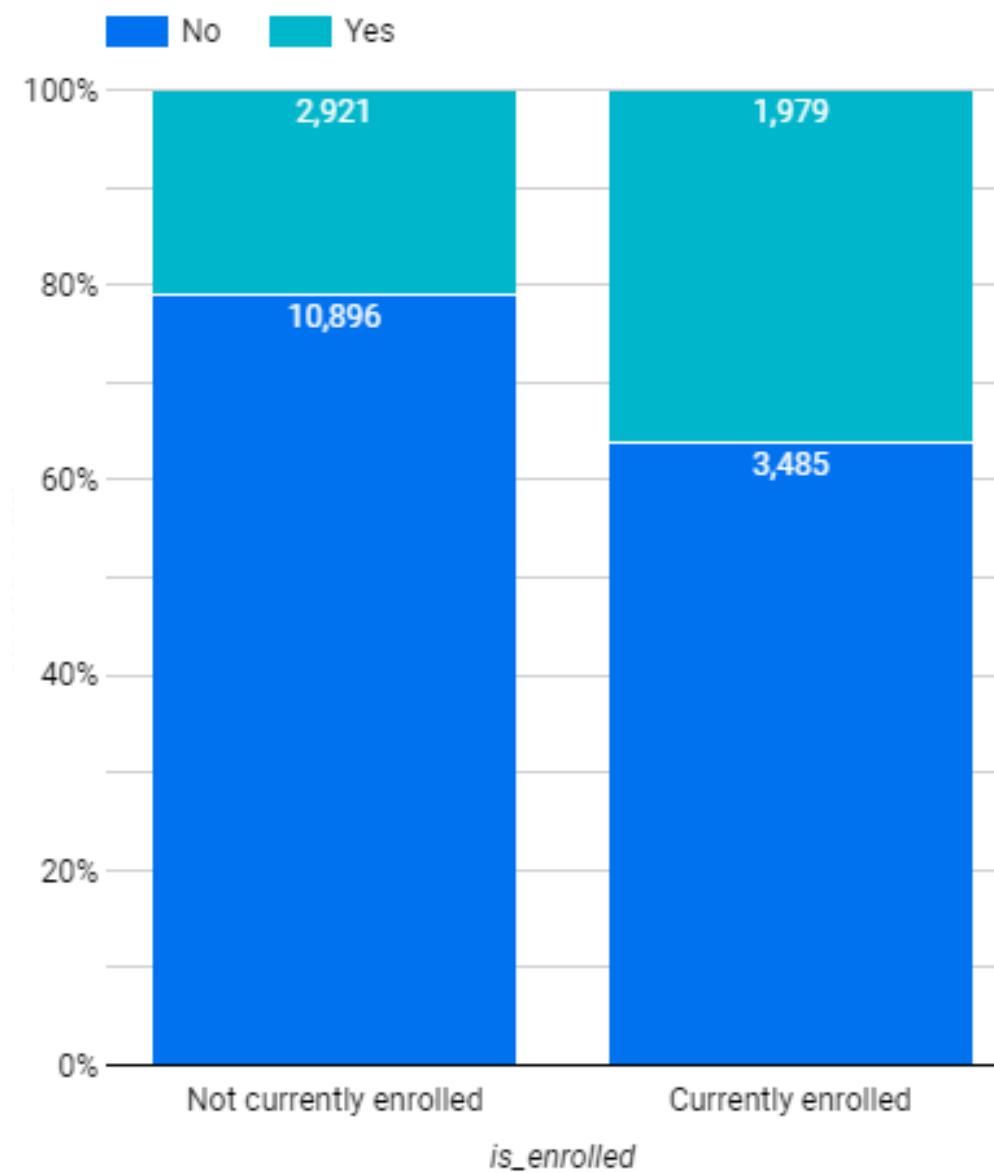
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Qualification:

- Redistribution of resources, provide increased benefits to individuals with Masters' qualification

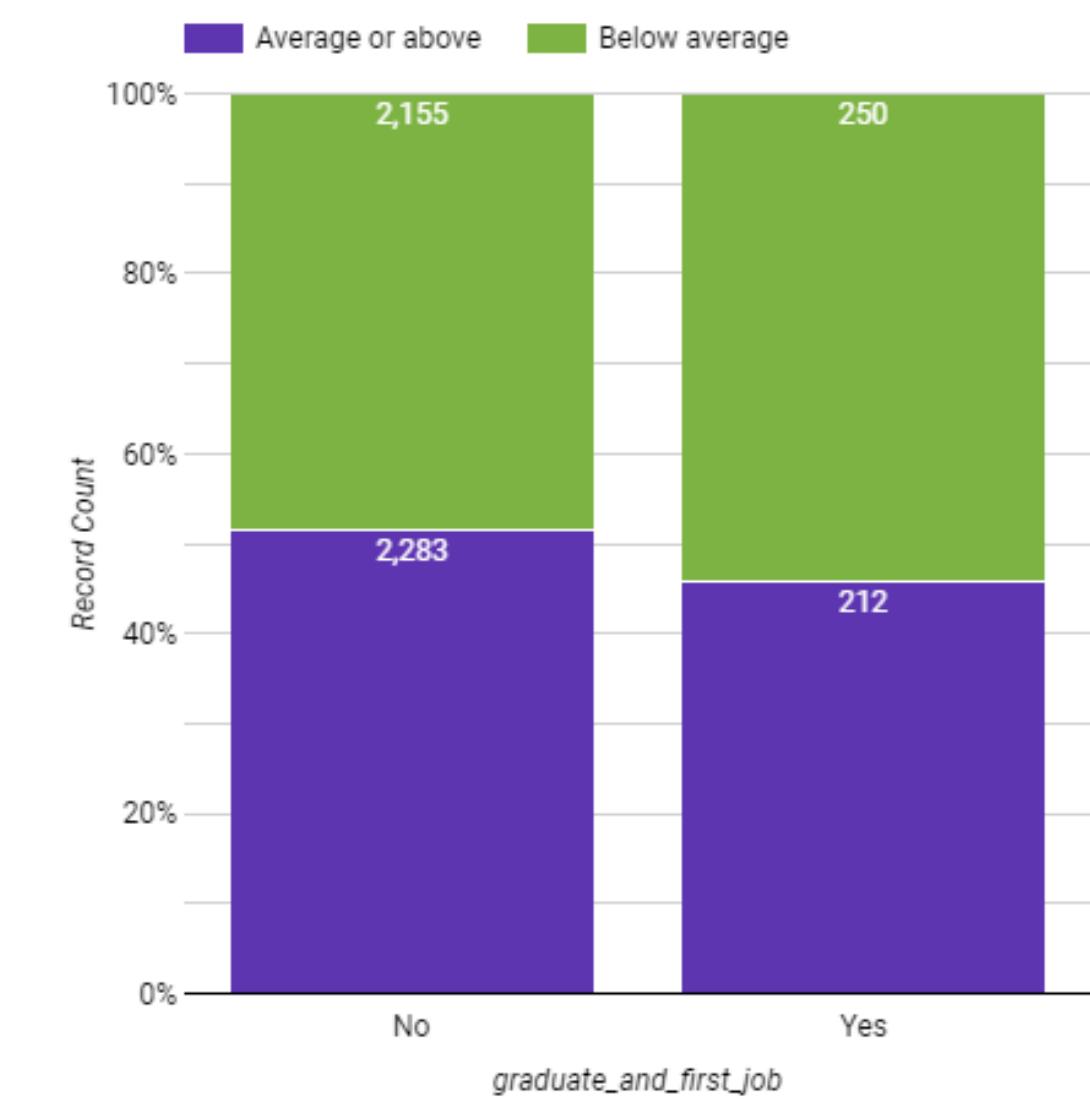
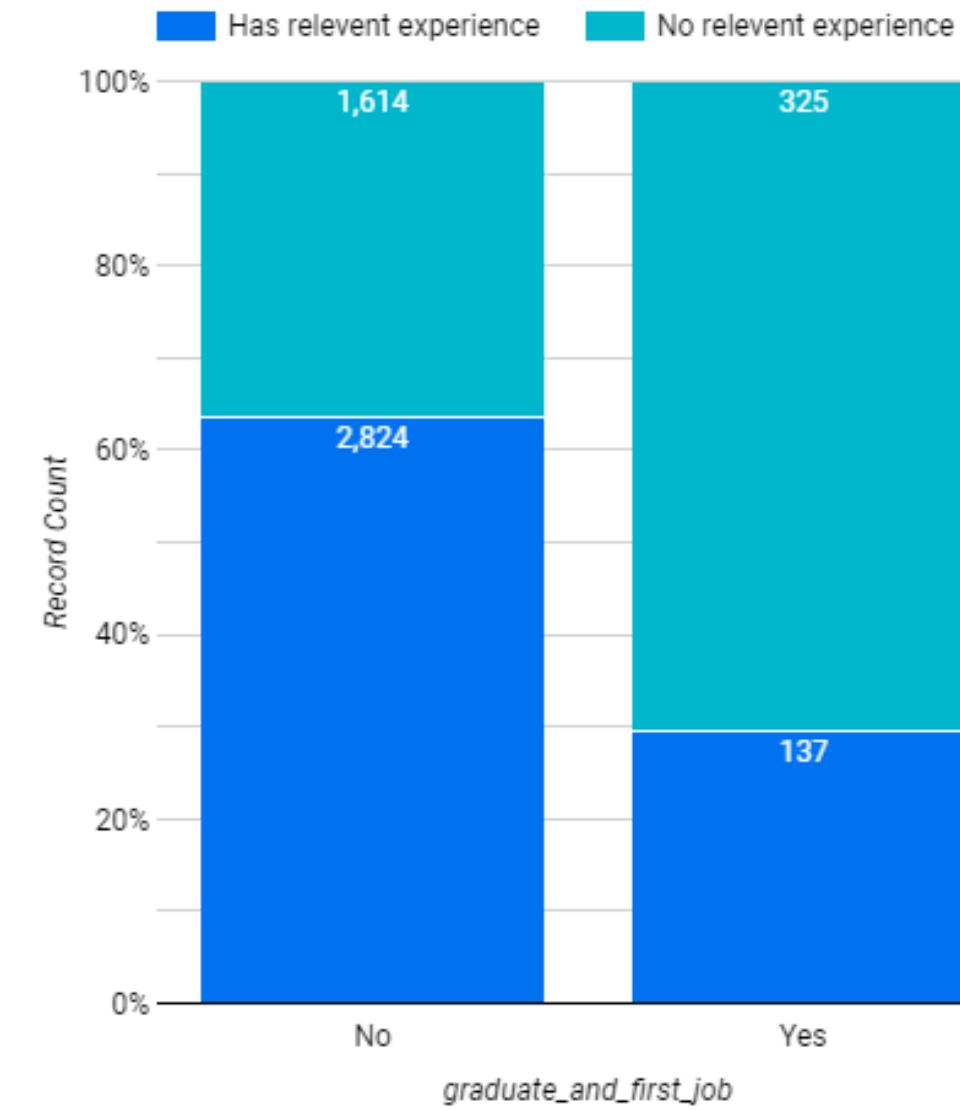
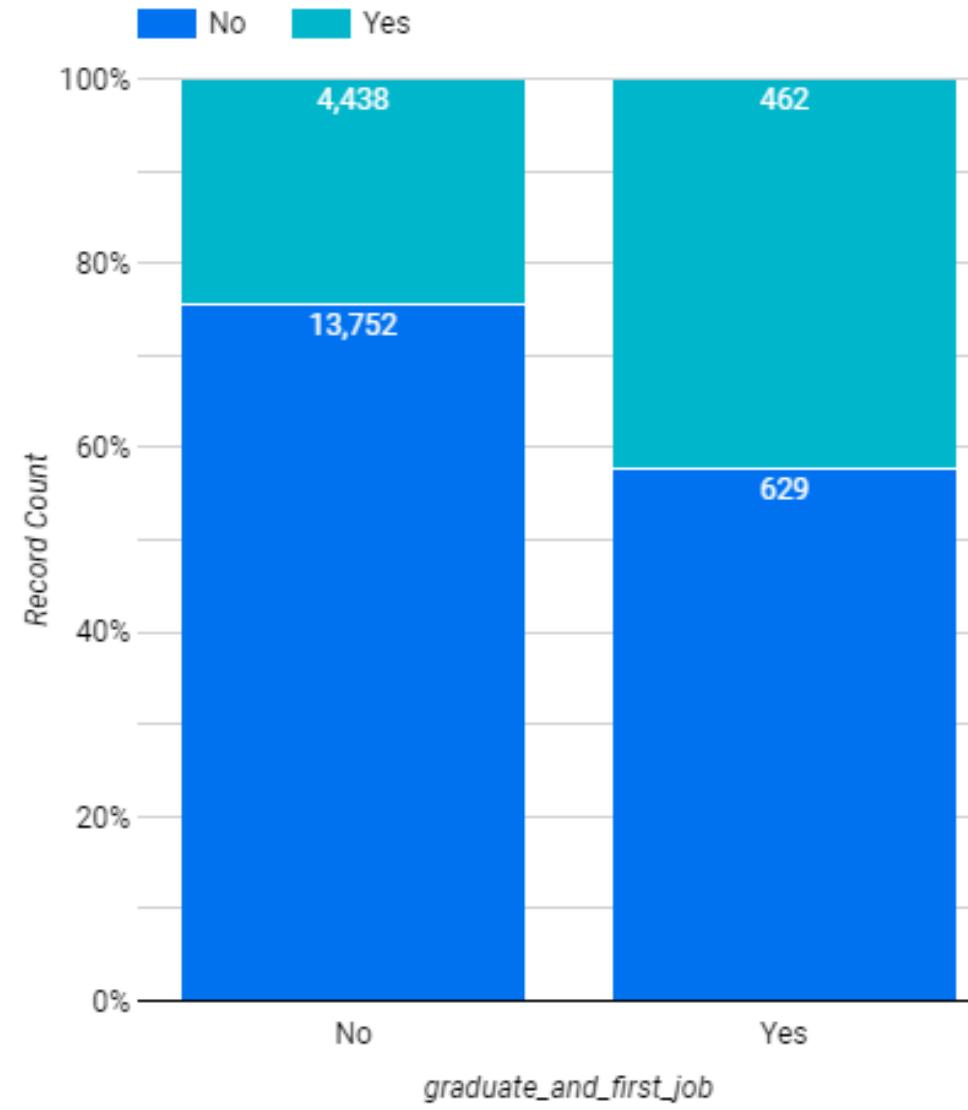
Currently Enrolled in a Course



Currently Enrolled in Full-time courses

- Provide flexible work hours, allow remote working, more benefits and better salary packages as a future-investment.

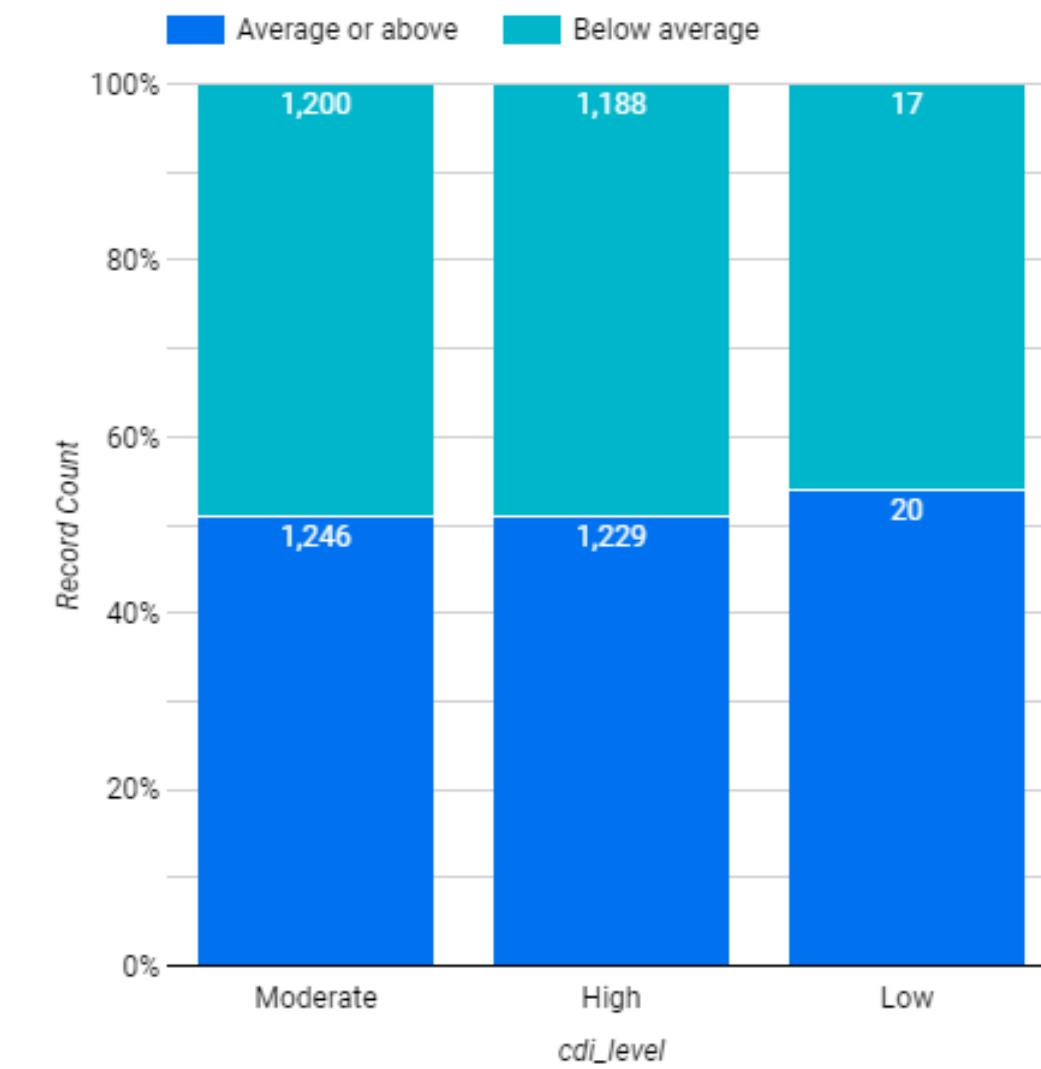
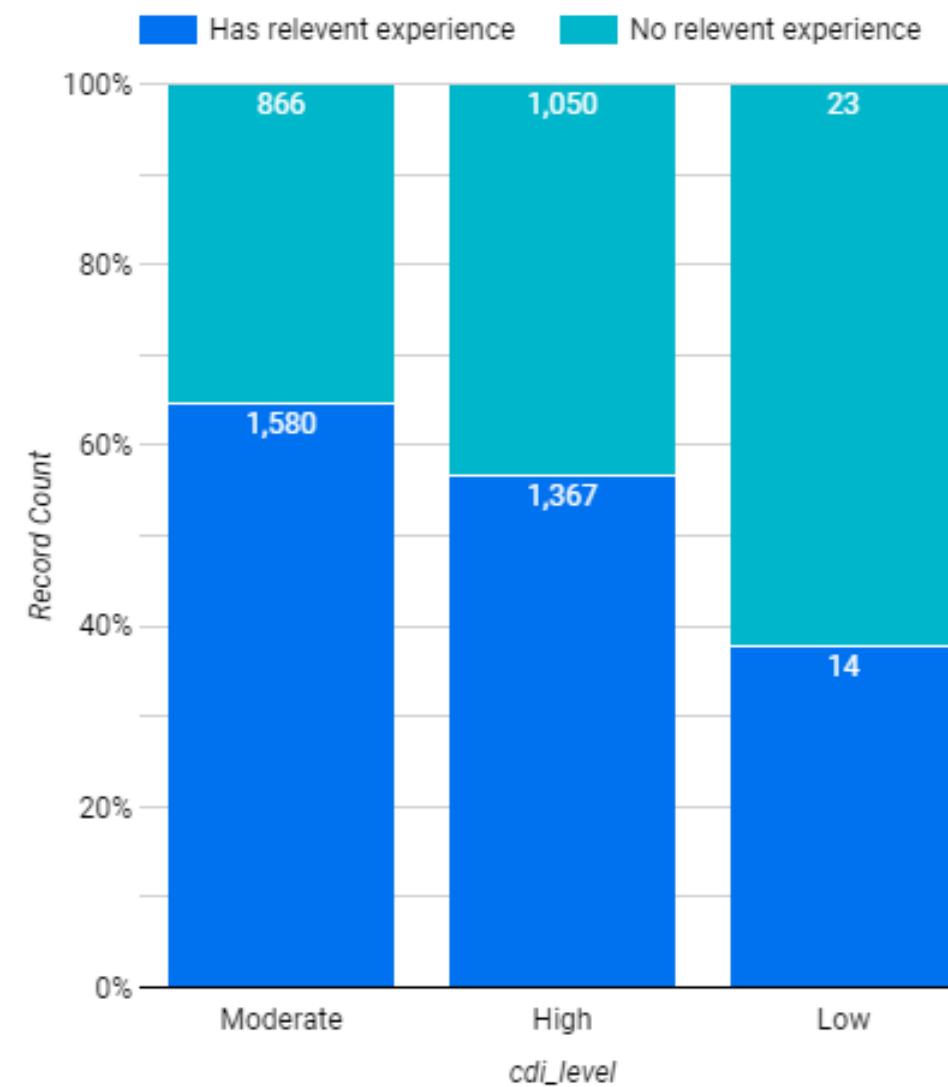
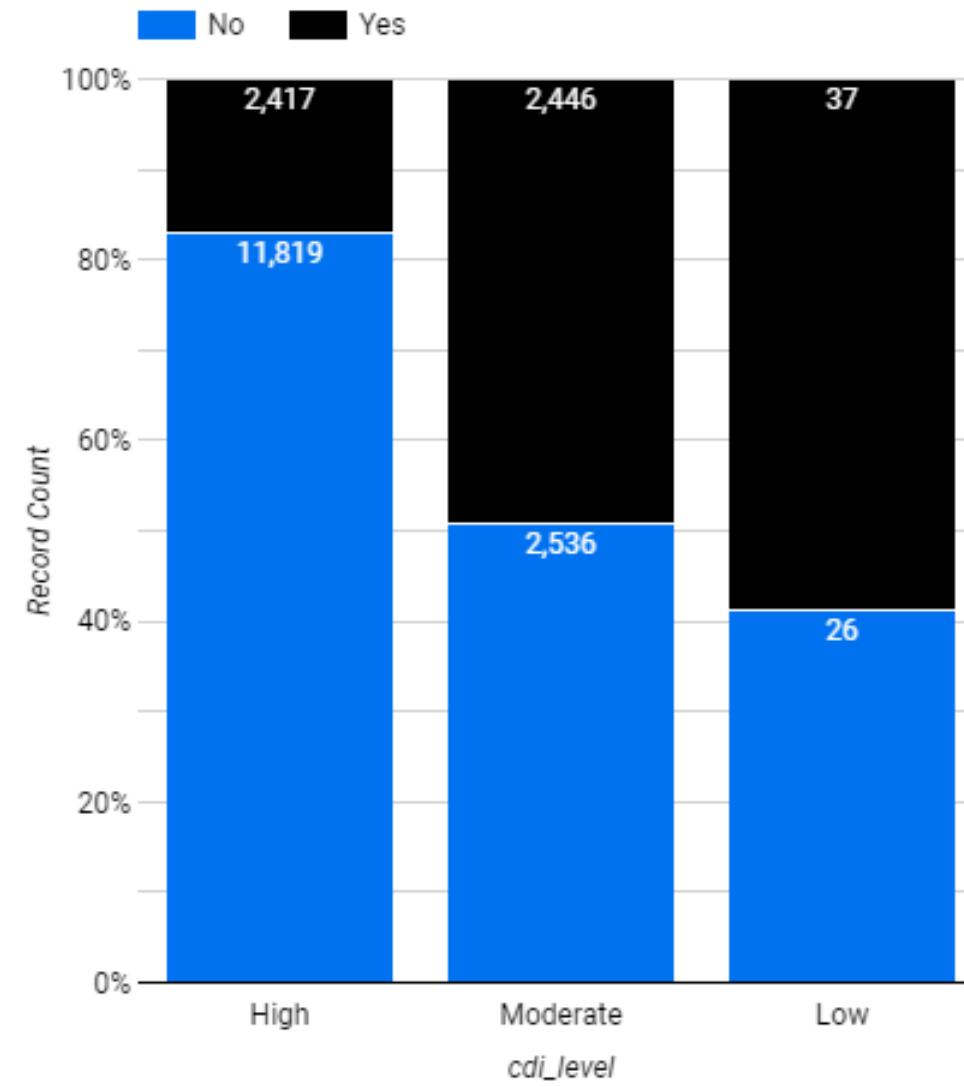
Graduate and First Job



Graduate and their First Job

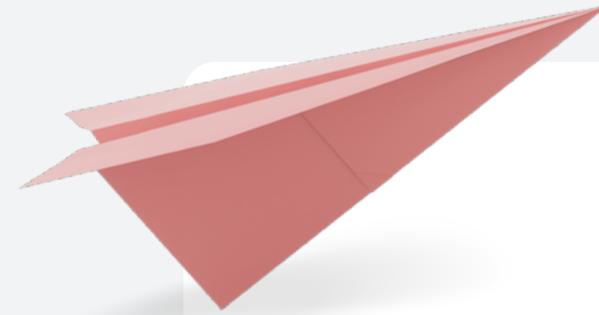
- Either provide them more salary and incentives to encourage them to retain their jobs.
- Don't place graduates at important positions where resources are being utilized the most.

City Development Index



CDI (City Development Index):

Transfer personnel at important position to places with higher CDI



**Do you have any
questions?**



Possible Solutions

Company-type:

- Startups could have incentives similar to those provided to public sector

Specialization:

- Provide individuals with engaging and informative training sessions.
- Assign work they are specialized in.

Qualification:

- Redistribution of resources, provide increased benefits to individuals with Masters' qualification

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Graduate and their First Job

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Thank You



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