

Project Report

Employee Turnover

- **Identify Turnover Cost:** Quantify the financial impact of employee turnover. This can include costs associated with recruitment, onboarding, lost productivity, and lost knowledge. Understanding this cost can emphasize the importance of retention efforts.
- **Voluntary vs. Involuntary Attrition:** Segment the attrition data to differentiate between voluntary resignations and involuntary terminations. Analyzing reasons behind both types of departures can provide valuable insights.

Attrition by Demographics

- **Education Focus:**
 - Analyze the specific reasons behind high attrition rates in Life Sciences, Medical and Marketing fields.
 - Are there concerns with workload, career development opportunities, or compensation in these departments?
- **Age:**
 - Investigate why employees aged 30-40 have a higher attrition rate.
 - Is it due to lack of work-life balance, limited opportunities for advancement, or a desire for new challenges?
- **Salary and Tenure:**
 - Explore the correlation between salary and attrition rate.
 - Are high earners leaving for better-paying opportunities elsewhere?
 - Investigate the reasons why employees with 1-4 years of experience are leaving at a higher rate. Is it due to a lack of engagement, poor onboarding process, or limited training opportunities?

Attrition by Job Role

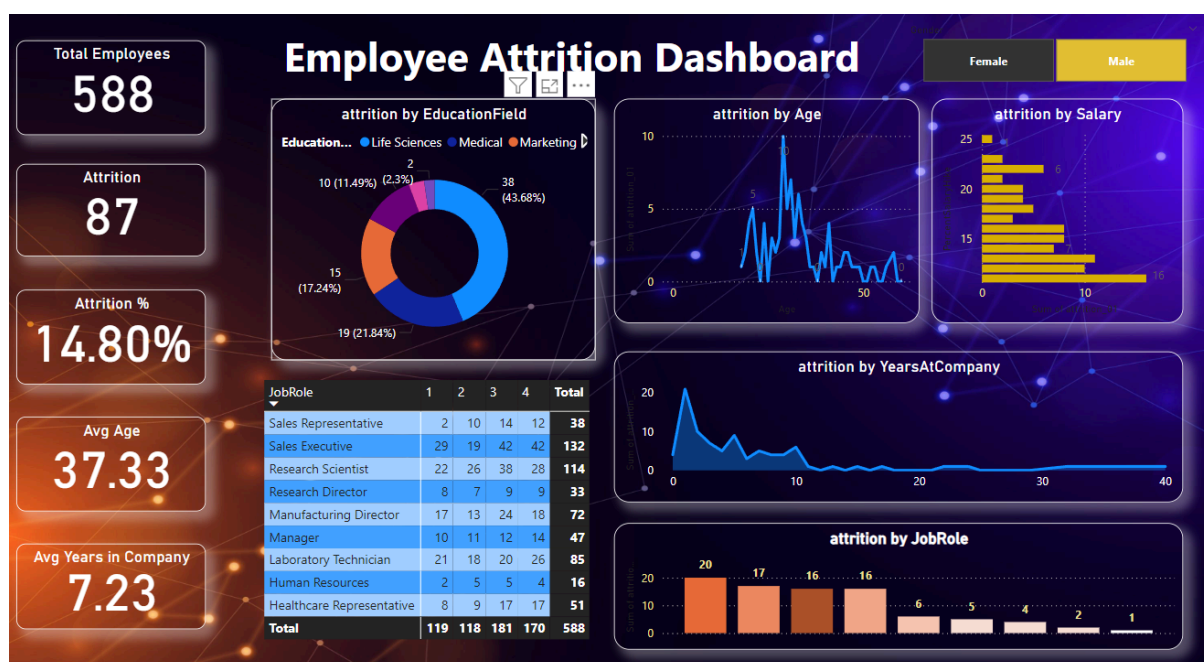
- **Targeted Intervention:** Focus on job roles with particularly high attrition rates like Research Scientist, Laboratory Technician, and Sales Executive.
 - Identify patterns specific to each role.
 - Are there common reasons for leaving within these roles?
- **Average Age and Tenure:**
 - Investigate the relationship between average age and average tenure in a specific role and the attrition rate.
 - For example, a high attrition rate in Research Scientists (average 7.23 years) might suggest a need for mid-career development programs.
- **Managerial Influence:** Analyze if managers in departments with high attrition rates have different leadership styles compared to those with lower rates.

- Conduct employee satisfaction surveys to gauge employee perception of their direct supervisor.

Additional Considerations

- **Regional Analysis:** If the company operates across different regions, explore if attrition rates vary geographically. Are there regional factors impacting employee retention?
- **External Factors:** Consider external factors like industry trends, job market conditions, and economic climate that might be influencing employee decisions to leave.

Visualization



Insights

- The dashboard reveals high attrition rates in specific demographics, including employees:
 - In Life Sciences, aged 30-40, and with 1-4 years of tenure.
- High attrition rates are also observed in certain job roles like Research Scientist, Laboratory Technician, and Sales Executive.
- The dashboard provides average age and tenure for various roles, hinting at potential areas for improvement.

Limitations

- Limited Data View: The report is based on a partial view of the dashboard and lacks details from underlying data sets.
- Missing Cost Analysis: The financial impact of attrition (recruitment, training costs) is not quantified.
- Reason for Attrition: The dashboard doesn't delve into the reasons behind employee departures.
- Managerial Influence: The impact of management styles on attrition is not explored.

Improvements

- Turnover Cost: Calculate the financial impact of employee turnover to emphasize the importance of retention efforts.
- Reason for Leaving: Gather exit interview data or conduct surveys to understand why employees leave.
- Voluntary vs. Involuntary: Segment attrition data to differentiate between voluntary resignations and involuntary terminations. Analyze reasons for both types of departures.
- Targeted Interventions: Develop specific retention strategies for high-attrition demographics and job roles based on the reasons for leaving.
- Managerial Analysis: Investigate the link between leadership styles and attrition rates in different departments.
- Regional Analysis: If applicable, explore regional variations in attrition rates and identify location-specific factors affecting retention.
- External Factors: Consider external factors like industry trends, job market conditions, and economic climate that might be influencing employee decisions.