

Employee Attrition Analysis and Prediction By Rajdeep Mondal , EILM KOLKATA

Key Metrics:

Total number of Employees in the past 5 years – 1470

Total Number of Employees that remained – 1233

Total Number of Employees that left – 237

Overall Attrition Rate – 16.12%

Average Job Satisfaction of all the employees – 2.73

Average Job Satisfaction of those that remained – 2.78

Average Job Satisfaction of those that left – 2.48

Average Performance of all the Employees – 3.15

Average Performance of those that remained – 3.15

Average Performance of those that left – 3.16

Average Monthly Income of all the employees – 6.50K

Average Monthly Income of those that remained – 6.83K

Average Monthly Income of those that left – 4.79K

More Insights

Research and Development department had the highest attrition of 133 employees

Those with Education level 3 had the highest attrition of 99 employees

Those who had stayed at the company for 1 Year had the highest attrition of 59 employees

Based on Business Travel, those who Travel Rarely had the highest attrition of 156 employees

Based on Job Role, Laboratory Technician had the highest attrition of 62 Employees

Out of the total attrition of 237, there were 150 Males and 87 Females

Report on Job Satisfaction

22.84% of those who were poorly satisfied (1) with their jobs left the company. On the other end, 11.33% of those who were well satisfied with their jobs (4) left the company. Therefore, Job Satisfaction is a major factor in employee attrition.

Recommendations

- Management should put in efforts to improve job satisfaction level of those who are currently poorly satisfied at the company. this would reduce employee attrition rate in the future.
- This could be done by the HR department sending out questionnaires on ways to improve employee job satisfaction, and implementing them.

Report on Work-Life Balance

31.25% of those who had poor work-life Balance (1) left the company. On the other end, 17.65% of those who had very good work-life Balance (4) left the company. Therefore work-life balance is a significant factor in employee attrition.

Recommendations

- Management should put in efforts to improve work-life Balance of those who currently have poor work-life Balance.
- This could be done through increasing off-days, making work more flexible by giving room for employees to work from home when needed.

Report on Relationship Satisfaction

20.65% of those who had Very Low Relationship Satisfaction (1) left the company. On the other end, 14.81% of those who had Very High Relationship Satisfaction (4) left the company. Therefore, the higher the Relationship satisfaction the less the attrition.

Recommendations

- Line Managers should make work environment more friendly. They should also be patient with their subordinates when explaining work tasks.
- lunch should be eaten together. That is, managers and subordinates should be encouraged to eat lunch together. This will bring about unity, love and oneness as they talk, make jokes and laugh.