Employee Attrition Analysis

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Dashboard Goal : The aim is to provide insights into the factors influencing employee attrition and predict which employees are likely to leave the company.

Attrition : Employee attrition is defined as employees leaving their organizations for unpredictable or uncontrollable reasons.

Select Department and Role

Sales

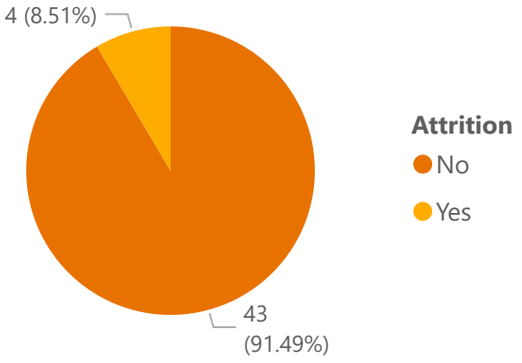
Education Level

1 | 4
2 | 5
3

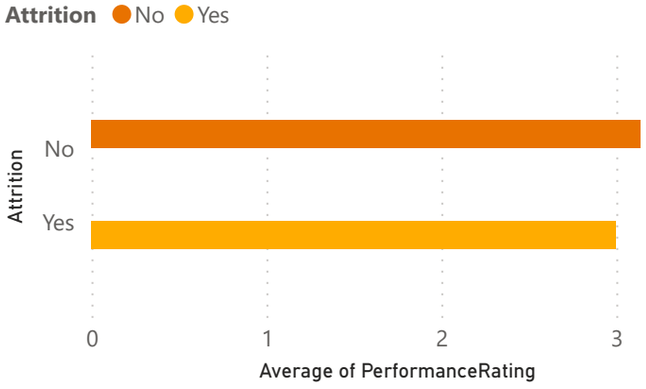
Business Travel

- Non-Travel
- Travel_Frequently
- Travel_Rarely

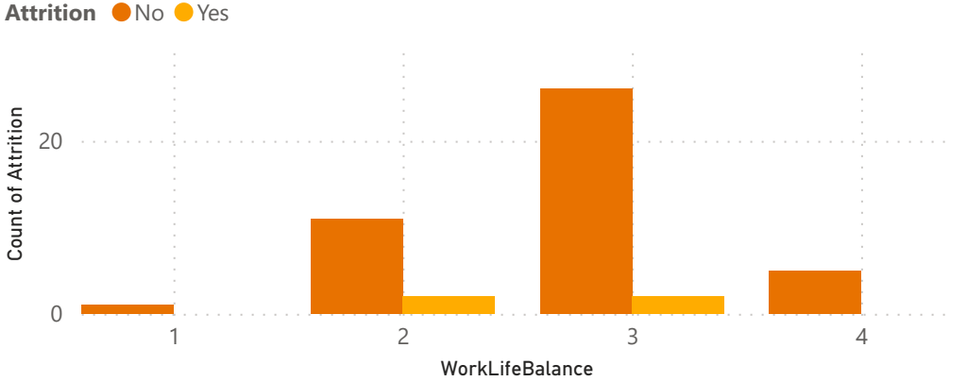
Total attrition



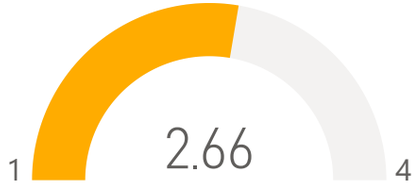
Impact of Performance Rating on Attrition



Effect Of Work Life balance On Attrition



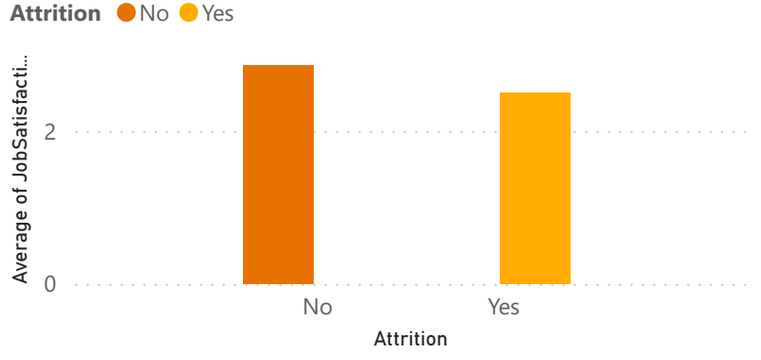
Job Involvment rating



Average Monthly Income

6.82K

Job satisfaction vs Attrition



Data Distribution Of Employee Turnover

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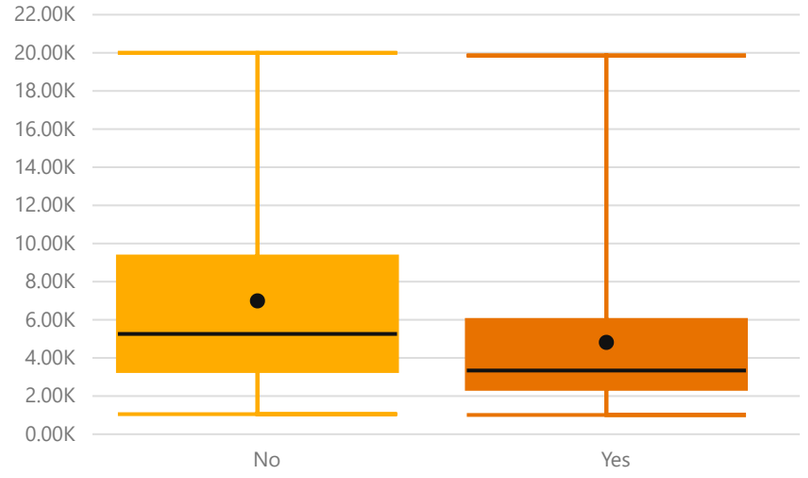
Income Distribution wrt Attrition



Attrition

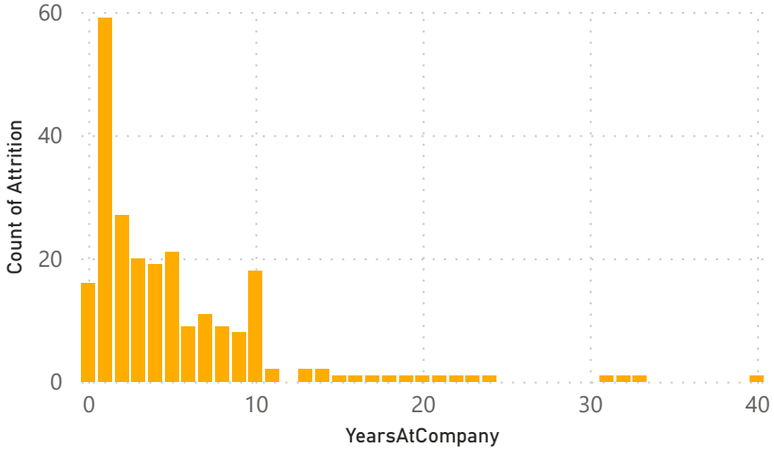
No

Yes

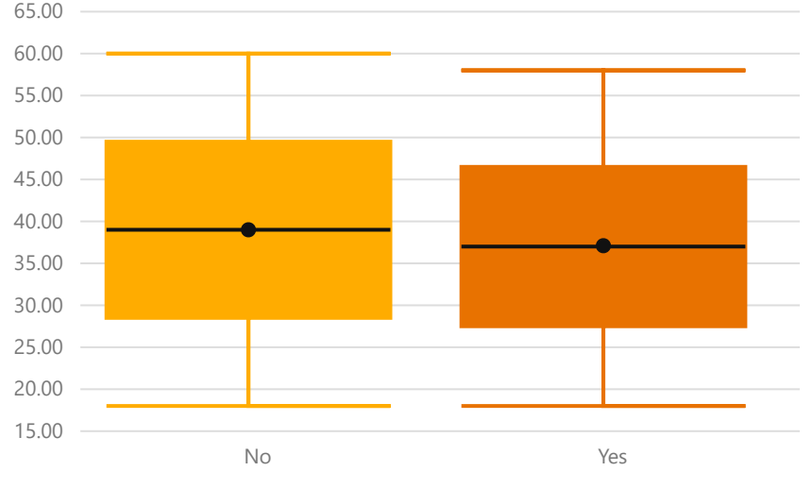
Total Employee Who Left Organization

237

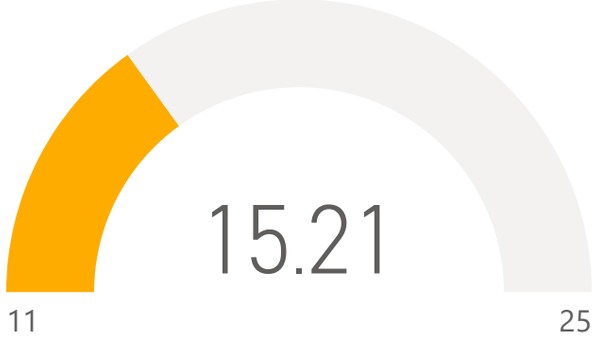
Employee who left company w.r.t Years in current company



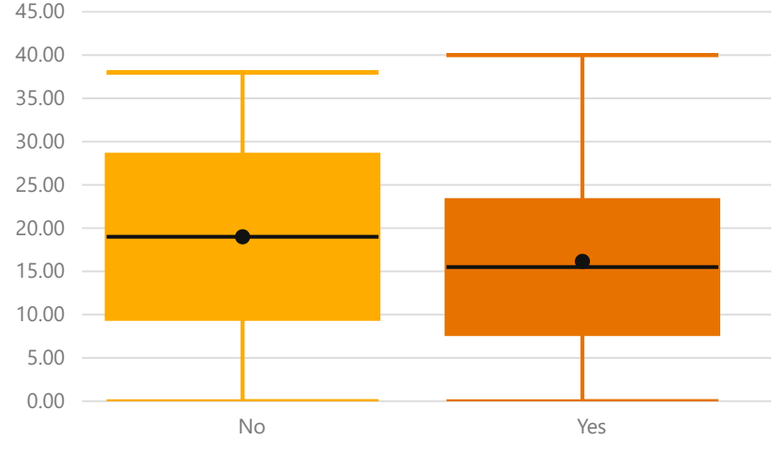
Age Distribution w.r.t Attrition



Average Percentage Hike



Working Years Distribution w.r.t Attriton



Employee Turnover Key Influencers

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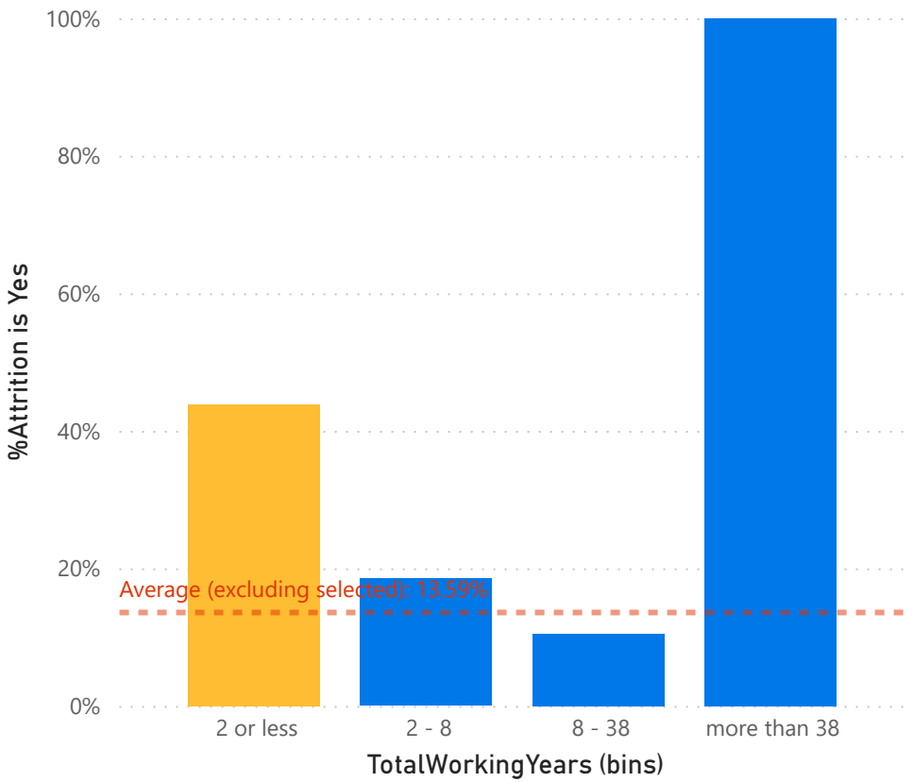
Key influencers | Top segments

What influences Attrition to be Yes ?

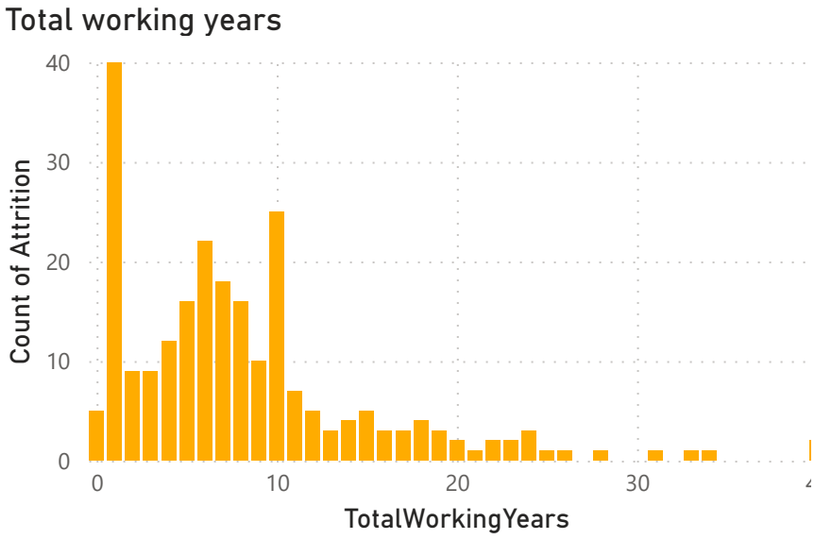
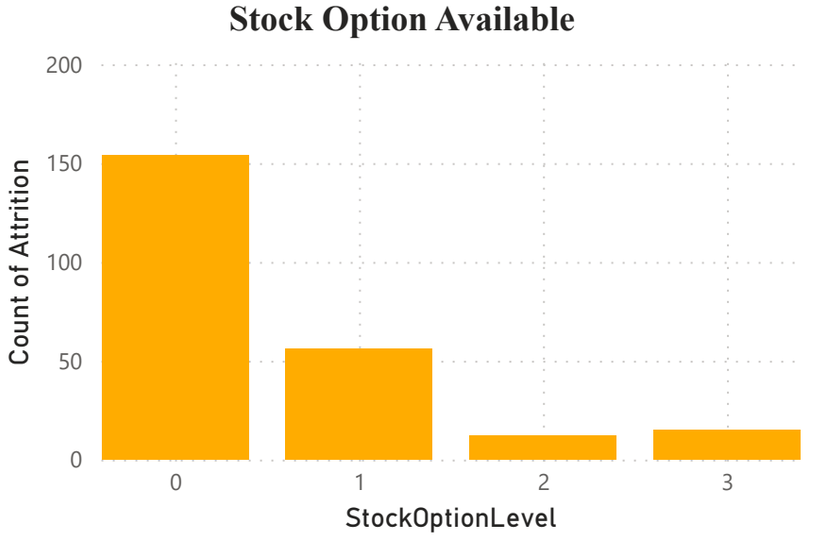
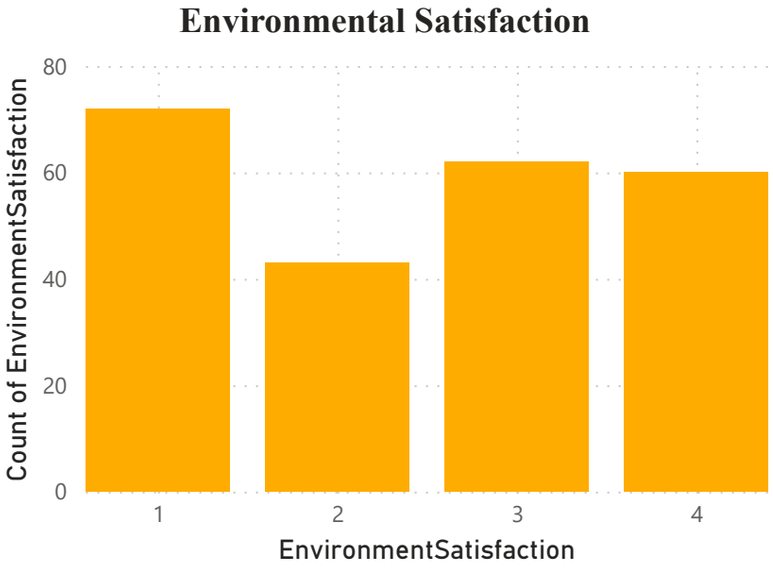
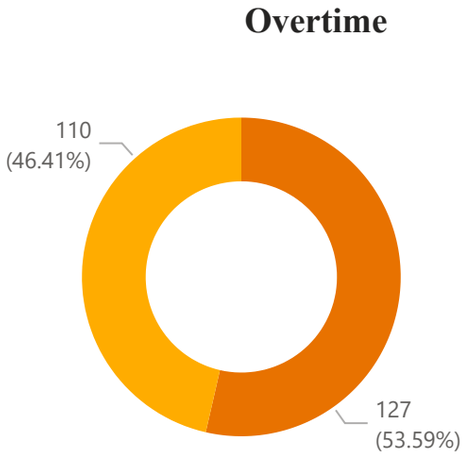
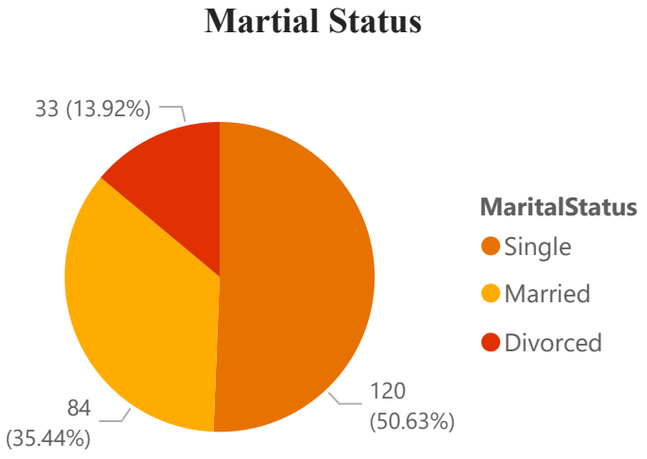
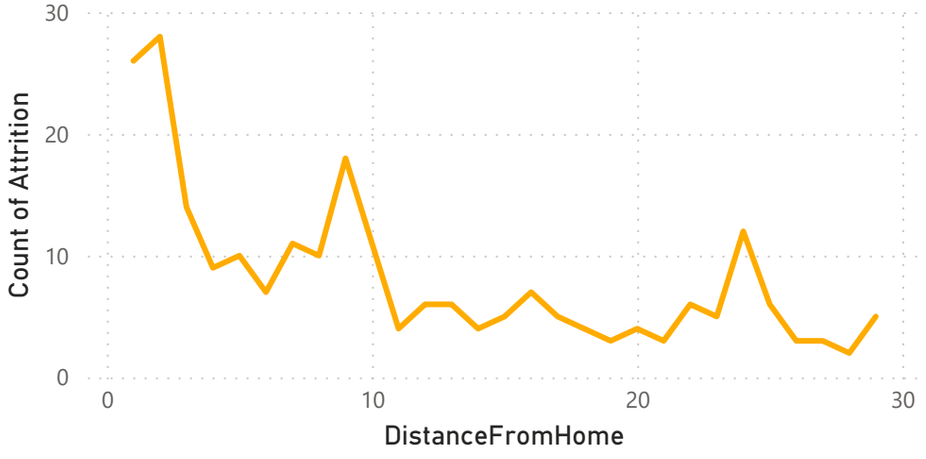
When...	....the likelihood of Attrition being Yes increases by
TotalWorkingYears is 2 or less	3.23x
OverTime is Yes	2.93x
StockOptionLevel is 0 or less	2.47x
MaritalStatus is Single	2.18x
EnvironmentSatisfaction is 1 or less	1.82x
DistanceFromHome is more than 11	1.53x
RelationshipSatisfaction is 1 or less	1.37x

Sort by: **Impact** Count

Attrition is more likely to be Yes when TotalWorkingYears is 2 or less than otherwise (on average).



Only show values that are influencers

Other Employee Turnover Factors

This only analyze the data of employees who left the organization.