Employee Attrition Analysis

Technocolabs BUILD WITH AI

Select Department and Role

Sales ▼

Education Level

1	4
2	5
3	

Business Travel

☐ Non-Travel

☐ Travel_Frequently

☐ Travel_Rarely

Total attrition

92 (20.63%)

354 (79.37%)

Attrition
- No
- Yes

Job Involvment rating

1   2.70   4

Average Monthly Income

6.96K

Effect Of Work Life balance On Attrition
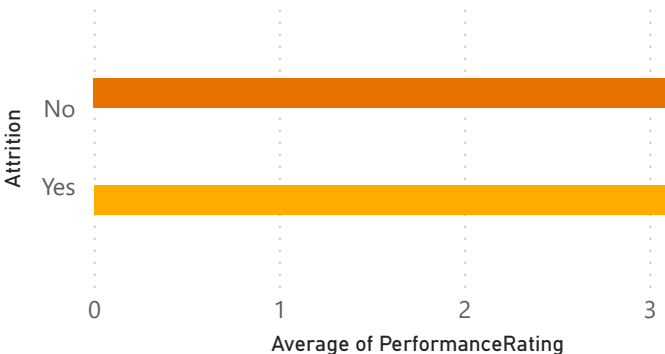
Attrition ● No ● Yes
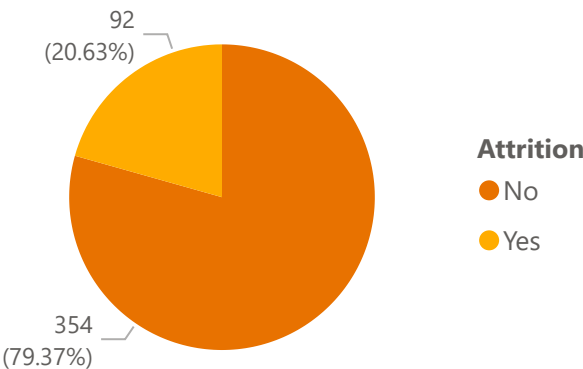
Dashboard Goal : The aim is to provide insights into the factors influencing employee attrition and predict which employees are likely to leave the company.

Attrition : Employee attrition is defined as employees leaving their organizations for unpredictable or uncontrollable reasons.
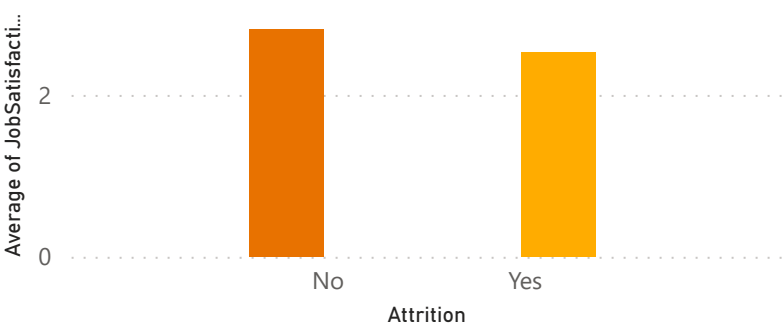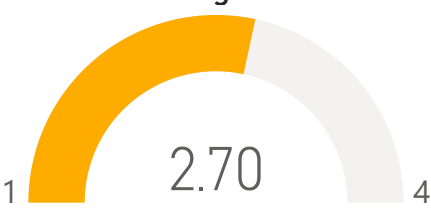
Impact of Performance Rating on Attrition

Attrition ● No ● Yes

Average of PerformanceRating

Job satisfaction vs Attrition

Attrition ● No ● Yes

Data Distribution Of Employee Turnover

Technocolabs
BUILD WITH AI

Income Distribution wrt Attrition

Attrition

No
Yes

Employee who left company w.r.t Years in current company
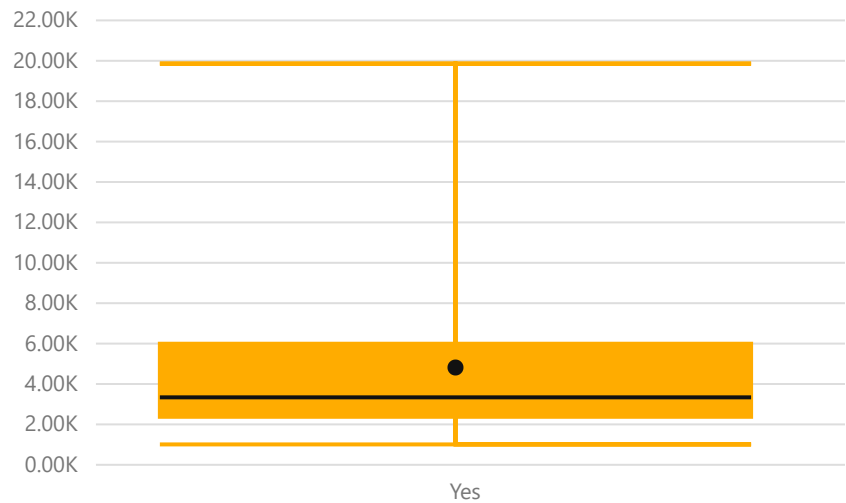
Total Employee Who Left Organization

237
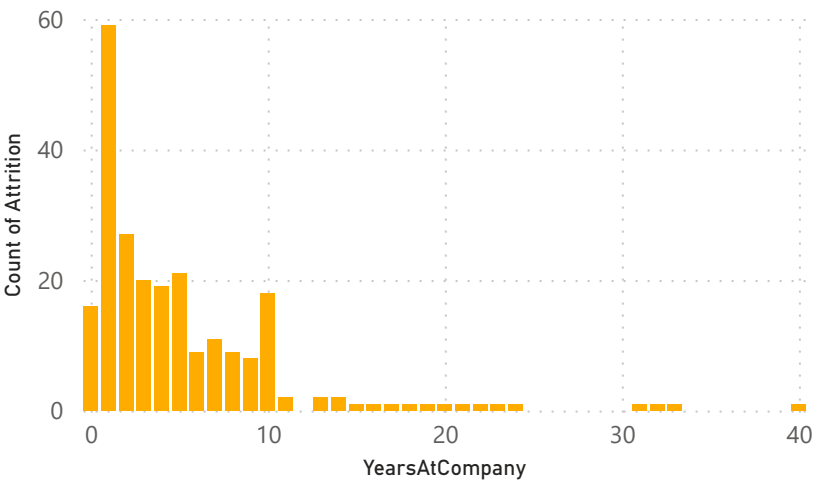
Age Distribution w.r.t Attrition
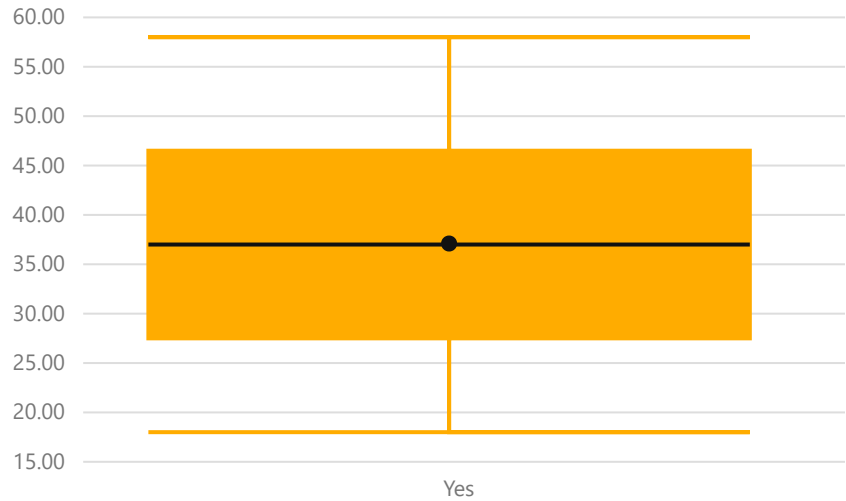
Average Percentage Hike

15.10

11   25

Working Years Distribution w.r.t Attriton
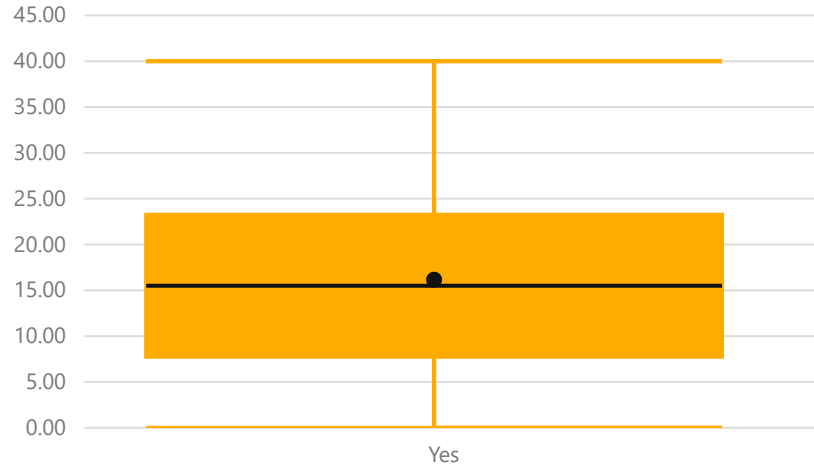
Employee Turnover Key Influencers

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
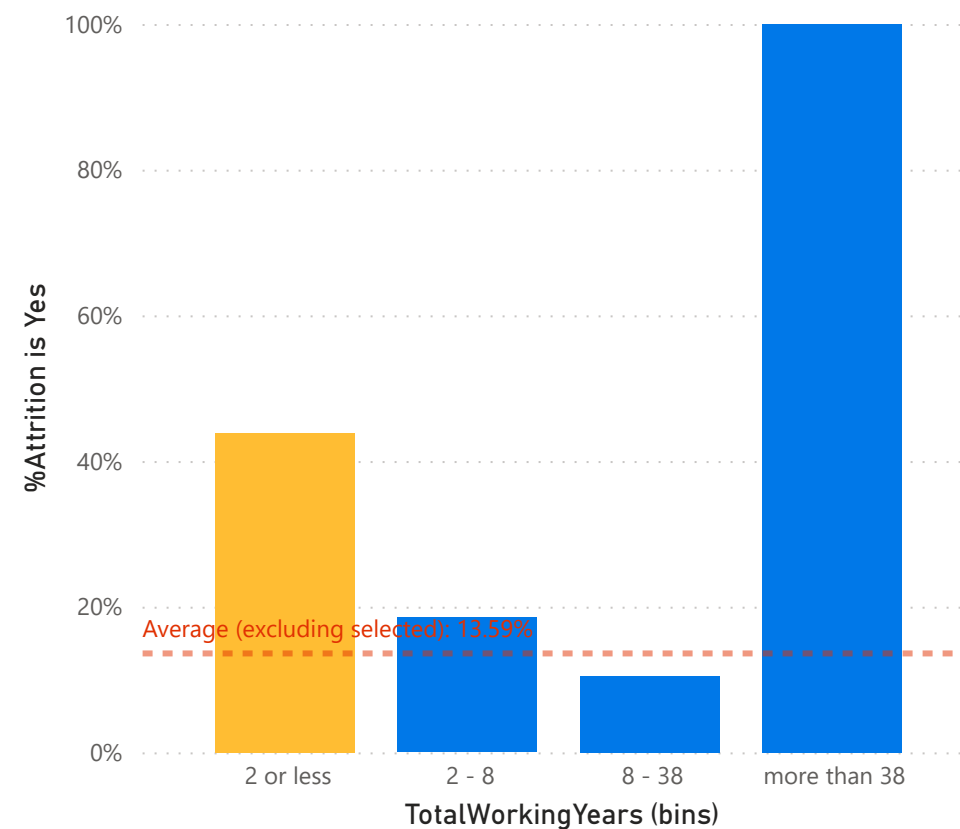→ 1.82x

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).

Average (excluding selected): 13.59%

%Attrition is Yes

TotalWorkingYears (bins): 2 or less | 2 - 8 | 8 - 38 | more than 38
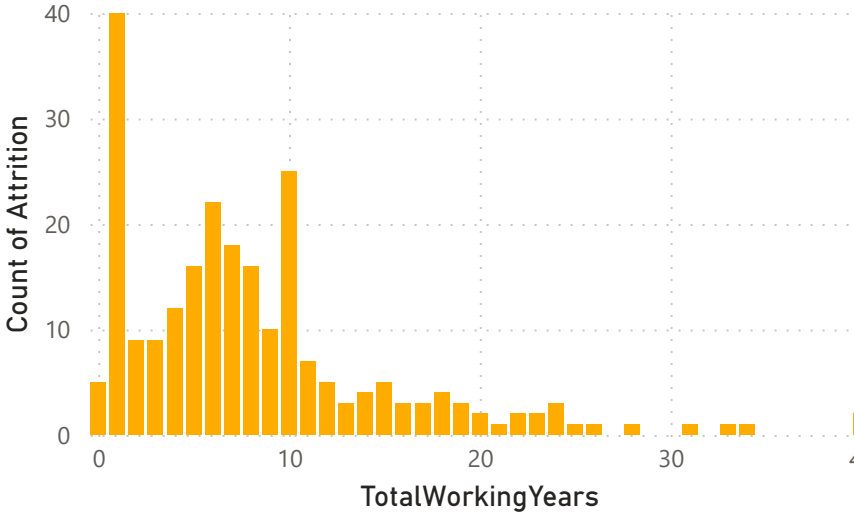
☐ Only show values that are influencers

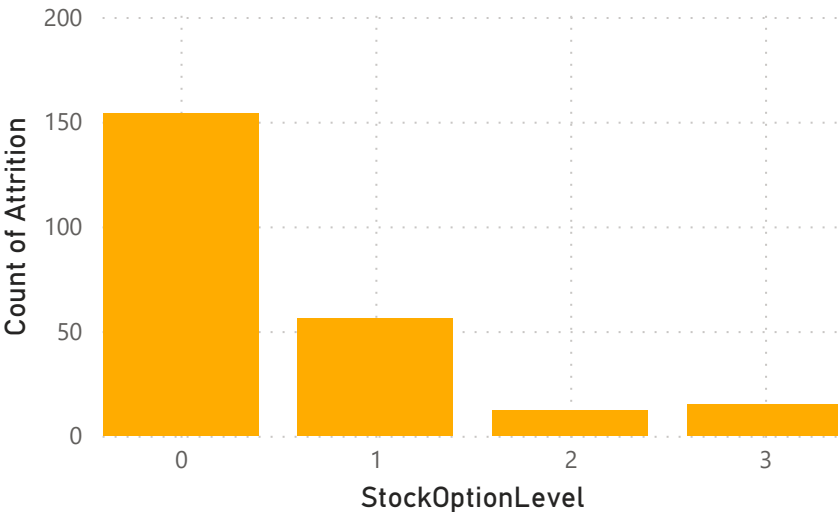# Other Employee Turnover Factors

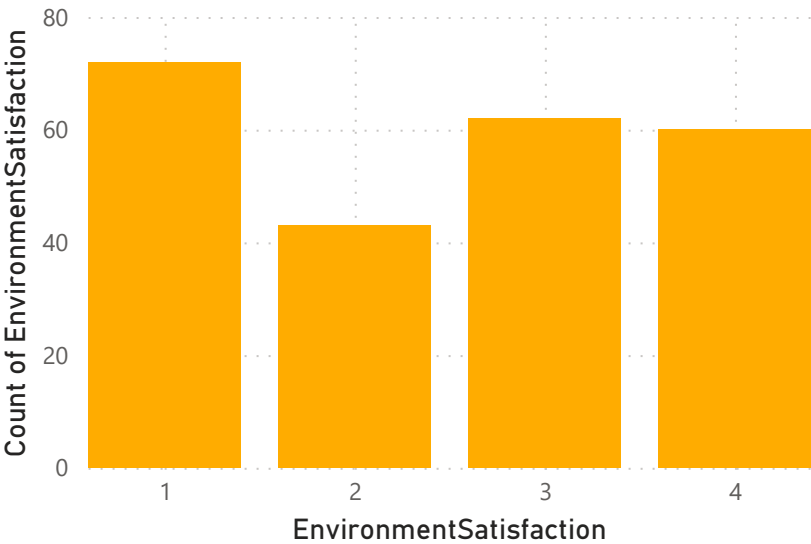This only analyze the data of employees who left the organization.

Total working years

Stock Option Available
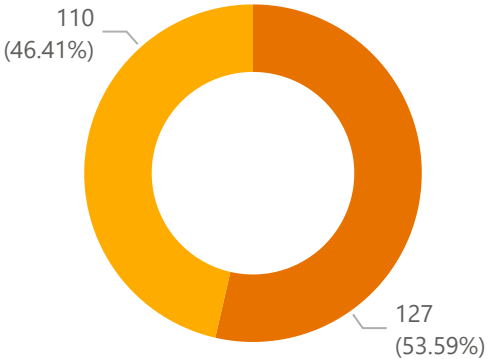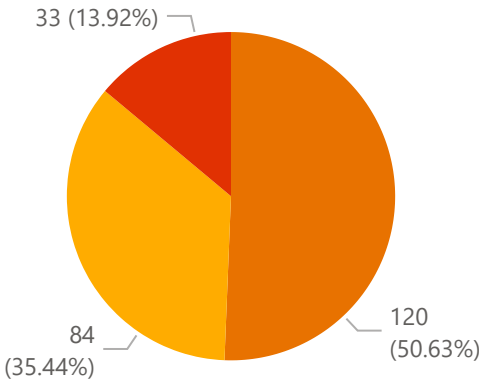

Environmental Satisfaction

Overtime

OverTime
● Yes
● No

110 (46.41%)
127 (53.59%)

Martial Status

MaritalStatus
● Single
● Married
● Divorced

33 (13.92%)
120 (50.63%)
84 (35.44%)

Count of Attrition by DistanceFromHome