Capstone HR Project Summary

# Business Problems

1. High employee attrition is increasing hiring and training costs.  
2. Lack of clarity on whether low satisfaction, salary, or workload is the key driver.  
3. No structured way to predict which employees are at risk of leaving.  
4. HR lacks data-backed insights to make retention-focused decisions.

# Data Analysis & Insights

## Insight 1: Satisfaction Level vs Attrition

Employees with low satisfaction levels are more likely to leave the company. The analysis showed that employees who left had average satisfaction scores below 0.5, while those who stayed had average scores above 0.6.

## Insight 2: Salary and Workload Impact

Employees with lower salaries and higher average monthly working hours tend to have lower satisfaction levels. These factors are significantly associated with a higher probability of attrition. Employees experiencing higher workloads are nearly twice as likely to leave.

## Insight 3: Overutilization and Burnout

Overutilized employees (above 75th percentile in monthly hours) showed a satisfaction score of 0.55 compared to 0.63 for others. Their attrition rate was 37% versus 19% for others, indicating a strong relationship between overwork and employee churn.

# Recommendations to Reduce Attrition

1. Balance workloads to prevent burnout among overutilized employees.  
2. Conduct regular salary reviews to ensure fair and competitive compensation.  
3. Use satisfaction scores as a proactive indicator to identify and support at-risk employees.