



EMPLOYEE ATTRITION ANALYSIS

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Objectives

- Identify Key Attrition Drivers
- Quantify Attrition Trends
- Predict Future Attrition
- Evaluate Impact on Business
- Recommend Retention Strategies



Data Collection

- The Data has been collected in the form of a xls file named **"attrition.xls"**.
- The xls file has the data (**Market capital and Quarterly Sales**) of top 500 companies.



Data Cleaning

- Identify and deal with missing data appropriately.
- Check for and eliminate duplicate records. Removed the unwanted columns **employee_count**, **over_18**, **standard_hours**.
- Standardised the data formats.



Data Analysis

► Statistical Methods

- Statistical methods such as regression analysis, t-tests, and chi-square tests are used to identify significant factors contributing to employee attrition.
- These methods help determine the relationships between various variables and the likelihood of attrition.

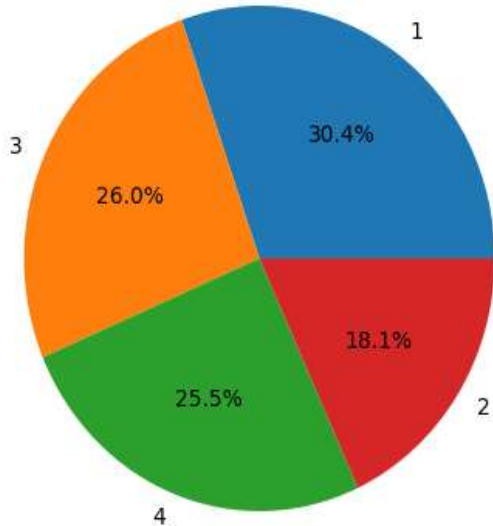
► Data Visualization

- Data visualization techniques such as bar charts, pie charts, and scatter plots are used to visually represent the patterns and trends in the data.
- These visualizations provide a clear understanding of the attrition rates and the factors influencing attrition.

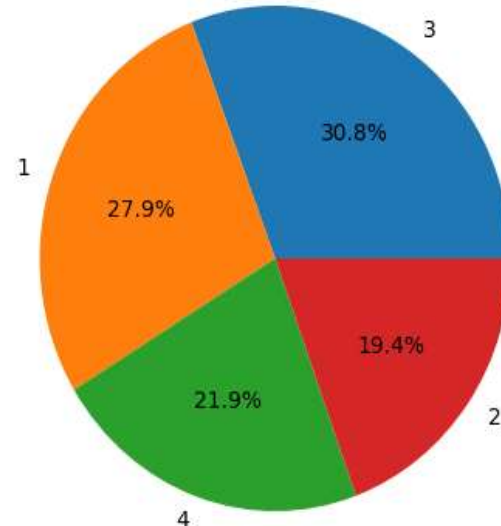
Data Analysis

Attrition of different Employee's

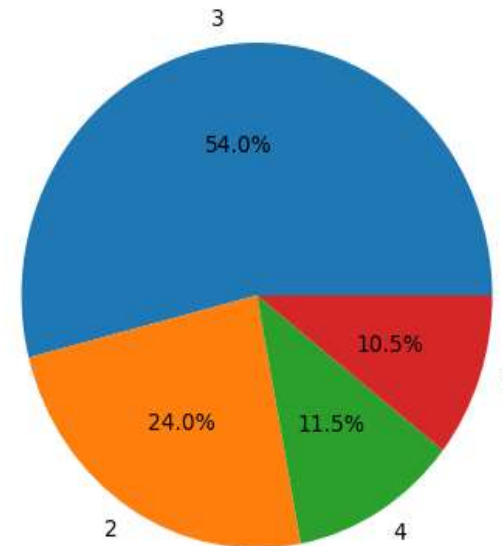
Environment Satisfaction for Employees who Left



Job Satisfaction for Employees who Left

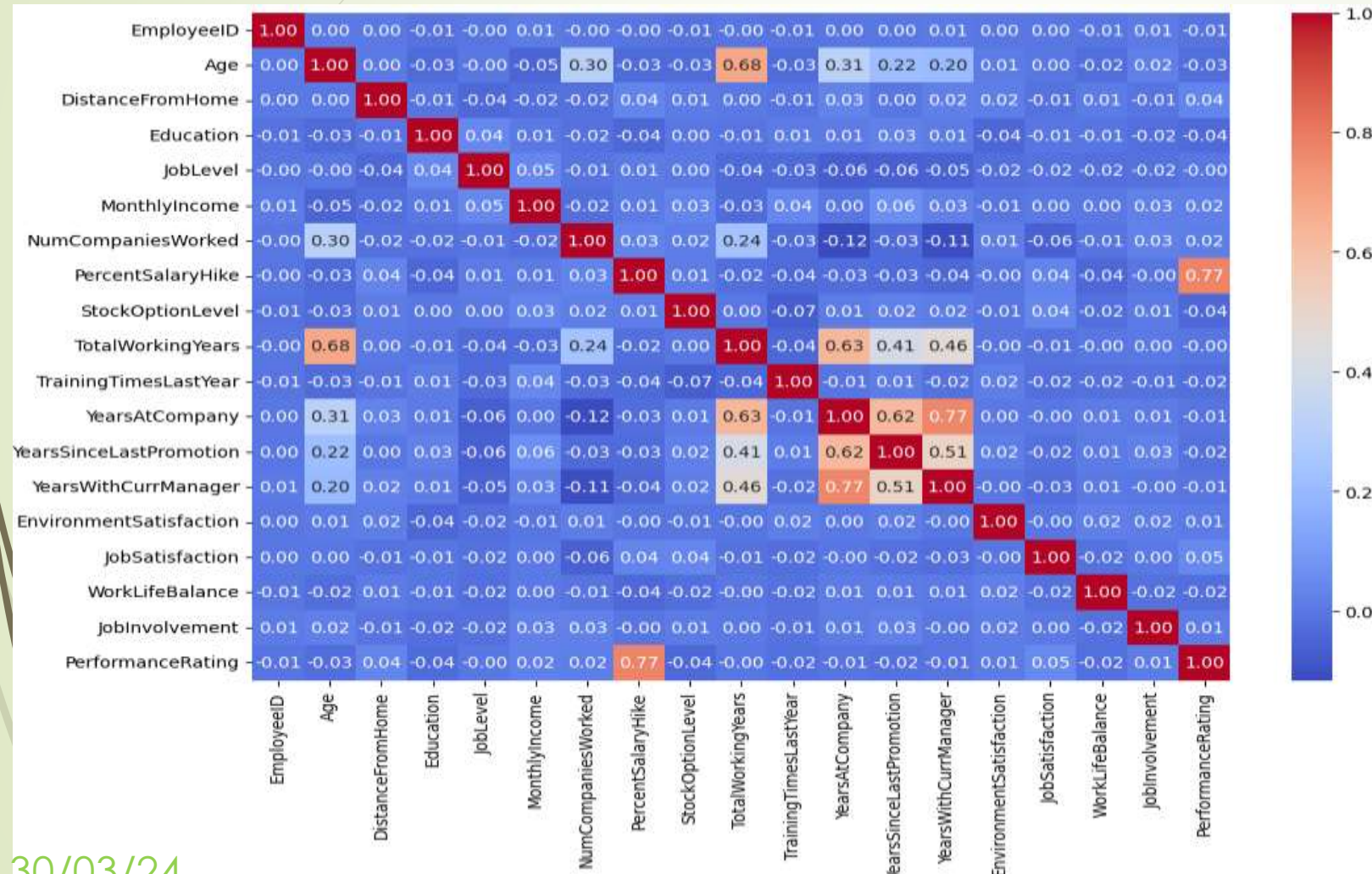


Work Life Balance for Employees who Left



Data Analysis

Correlation Matrix of Numerical Features





Recommendations

1. Improve Onboarding Process

1. Enhance the onboarding experience to ensure new employees feel valued and supported from day one.
2. Provide clear expectations, training, and resources to help new hires succeed.

2. Career Development Opportunities

1. Implement a career development program to help employees grow and advance within the company.
2. Offer training, mentorship, and opportunities for skill development.

3. Competitive Compensation and Benefits

1. Conduct a comprehensive review of compensation and benefits packages to ensure they are competitive in the market.
2. Consider offering additional perks and incentives to attract and retain top talent.



THANK YOU