

Report - Employee Attrition Analysis and Prediction

Key Metrics:

Total number of Employees	1470
Total number of Employees that left the company	237
Total Number of Employees that remained	1233
Overall Attrition Percentage Rate	16.12 %
Average Monthly Income of all the employees	6.50k
Average Job Satisfaction of all the employees	2.73
Average Work-life balance satisfaction of all the employees	2.76
Average Job Involvement	2.73
Average Relationship Satisfaction	2.71

More Insights:

- Total attrition = 237 [150 Males and 87 Females]
- Based on Department: Attrition rates vary across departments, with the highest in R & D and the lowest in HR.
- Based on job Role, Laboratory technicians had the highest attrition of 62 employees leaving.
- The 25-34 age group had the highest attrition, with 112 employees leaving.
- The education field of life science had the highest attrition, with 89 employees leaving.
- Employees who stayed at the company for one year had the highest attrition, with 59 employees leaving.
- Based on Business Travel, employees who Travel Rarely had the highest attrition, with 156 employees leaving.
- Based on the Last training time,
Employees who did not receive training in the last two or three years tended to leave the company.
Specifically, 98 Employees who left the company and did not receive any training in the last two years.
Therefore, we need to improve this factor and provide employees with opportunities to upgrade their skills.
- Based on Marital Status, single employees had a high attrition rate, with 120 out of 237 leaving.
- Based on Stock Option Level, Employees with fewer Stock options had higher attrition rates.

Job Satisfaction:

- 66 employees who were not satisfied with their jobs left the company, resulting in a 27% attrition rate.
On the other hand,
52 employees who were highly satisfied with their jobs still left the company, resulting in a 22% attrition rate.
- Therefore, job satisfaction is a major factor in employee attrition.
- If Management finding out the reasons why employees are not satisfied with their jobs and then put efforts to reduce them then definitely we can reduce attrition rate in future.

Work-Life Balance :

- Based on the analysis,
work-life balance is not a very effective factor in reducing attrition, as 127 employees who had the best work-life balance still left the company, resulting in a 53% attrition rate.
- Therefore, it can be concluded that your company already provides a good work-life balance.

Job Involvement:

Training times and Job Involvement:

- Training times of employees are highly affected by employee's job involvement. So we need to arrange more career development programs and training.
- It's 868 Employees who attend high training sessions and their job involvement ratings are also good.

Distance Factor and Job Involvement:

- Analysis indicates that if employees' average distance from home is 9.5 km, their chances of higher job involvement significantly increase.

Relationship Satisfaction:

- The highest number of employees dissatisfied with their relationships are in the Sales department.
- So, We need to arrange activities to help them engage with each other and improve their relationships.

Over-Time:

- Employees who worked overtime have the highest attrition rates.
- Employees who worked overtime have a very poor work-life balance.

Years At Company :

- Employees who work for one year or less have a high attrition rate. (25%)
- Also, Employees with Managerial Positions spend Highest years in the company.

Other Recommendations:

- Organize team-building activities and workshops to better relationships, especially in the Sales department.
- Support work-life balance through flexible scheduling options. Also Implement remote work options.
- Focusing on freshers and giving them opportunities to work with experienced employees increases the chances of them staying with the company.
- Develop targeted retention programs for high-risk groups, such as those in the 25-34 age group, Laboratory Technicians, and single employees. Personalized retention strategies can be more effective.

Those insights will help improve employee retention and satisfaction.

Thank you.