PROJECT REPORT

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AGENDA

➢ PROBLEM STATEMENT

➢ ANALYSIS AND INFERENCE

➢ RECOMMENDATONS

PROBLEM STATEMENT

The dataset given contained information about employees who stayed and left in a company.

We are required to answer these questions:

➢ What type of employees are leaving?

➢ Which employees are prone to leave next

ANALYSIS AND INFERENCE

From the Pie chart, we can see that:

➢ The percentage of employees who stayed is 76%, and the percentage of employees who left is 24%. This percentage is large enough to cause concern for the company.

➢ The satisfaction level of employees who stayed is 0.67 which is higher than the satisfaction level of 0.44 of employees who left .

Employee Attrition (%)

Left

24.00%

76.00%
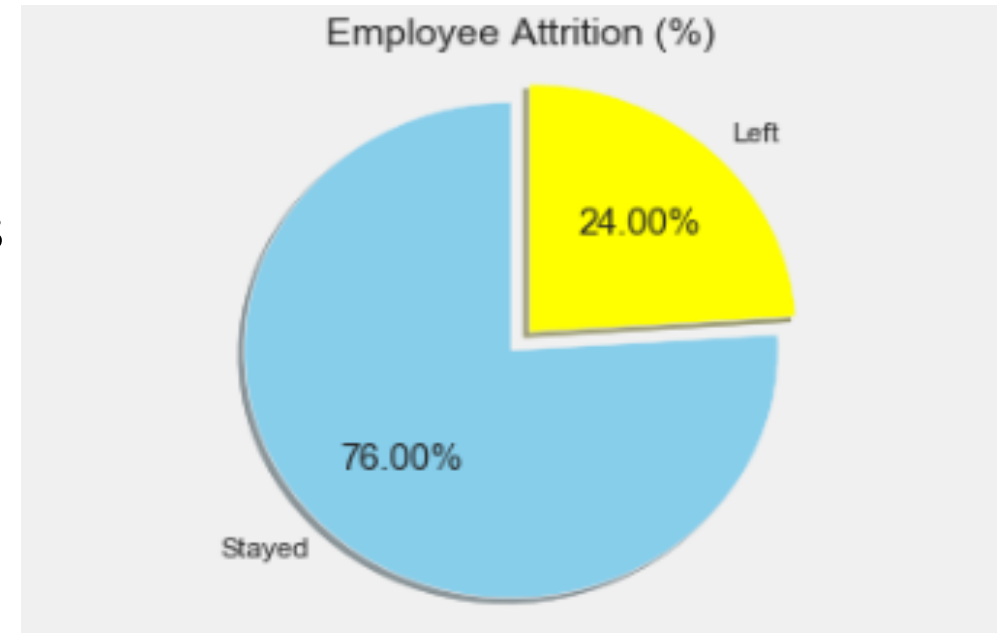
Stayed

The average satisfaction level of employees who left: 0.44
The average satisfaction level of employees who stayed: 0.67

ANALYSIS AND INFERENCE

From the bar plots, these inferences can be drawn:

➢ The employees who left earned a little less in the "medium" and "high" category

➢ The employees who stayed earned more in the "medium" and "high" category

Conclusion: employees who left were earning less than those who stayed.

They were underappreciated.
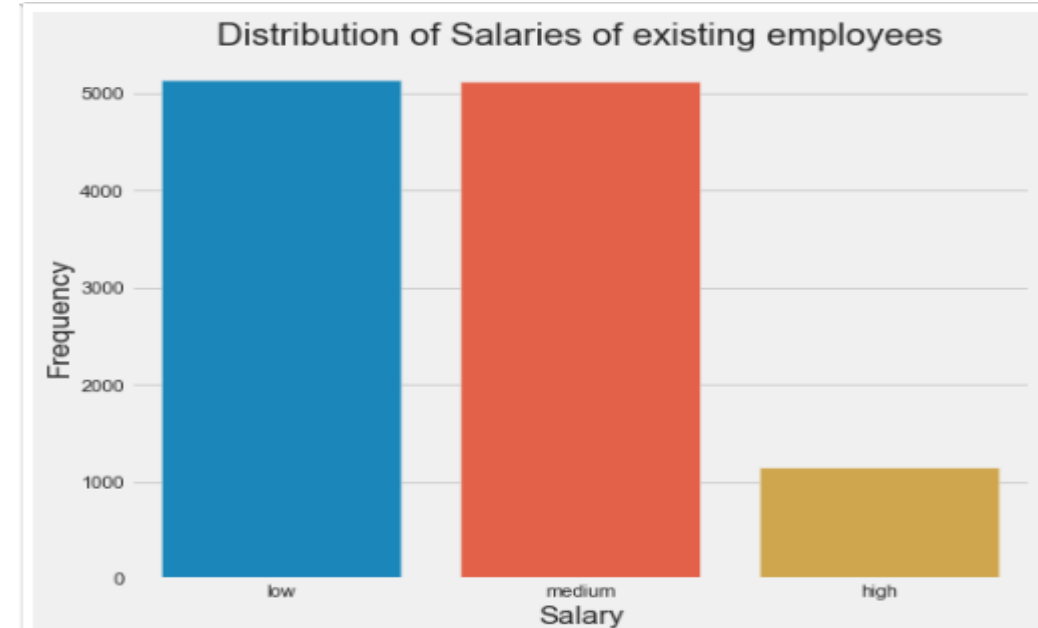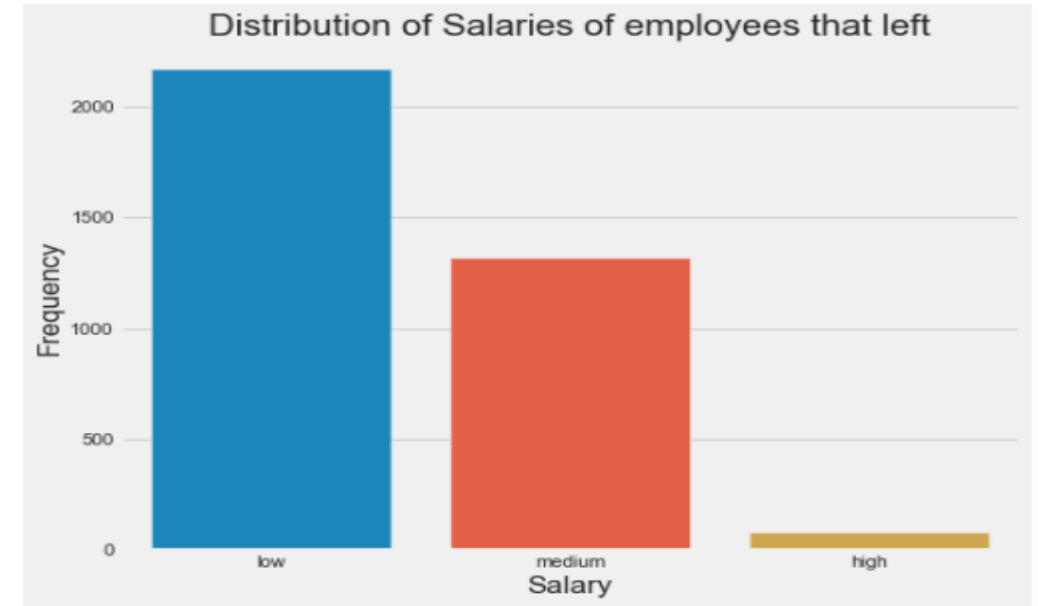
Distribution of Salaries of employees that left

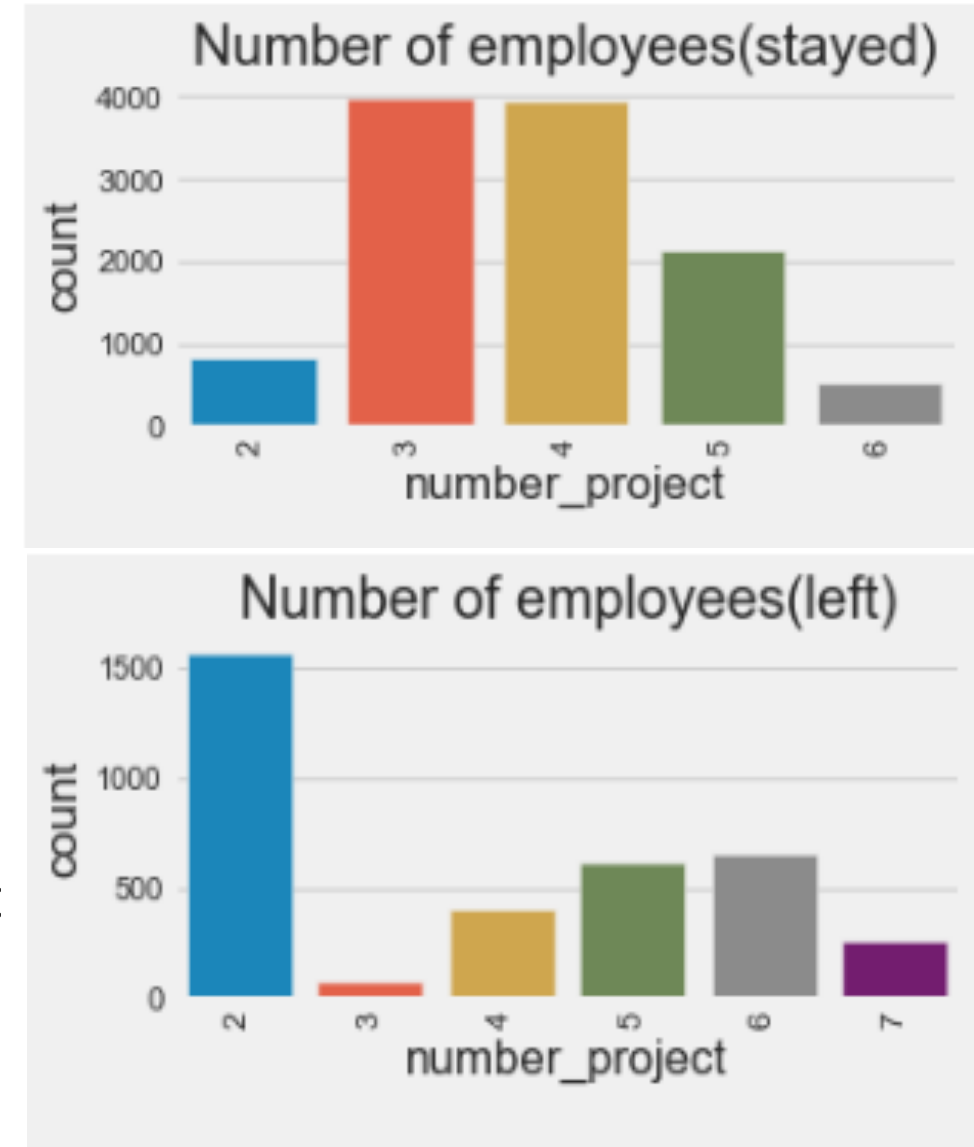Distribution of Salaries of existing employees

ANALYSIS AND INFERENCE

From the bar plots, these inferences can

be drawn:

➢ The employees who left worked on less or too

   much projects

➢ The employees who stayed mostly did 3-5

   projects

Conclusion: employees who left were being under

And overworked. In other words, their ability wasn't
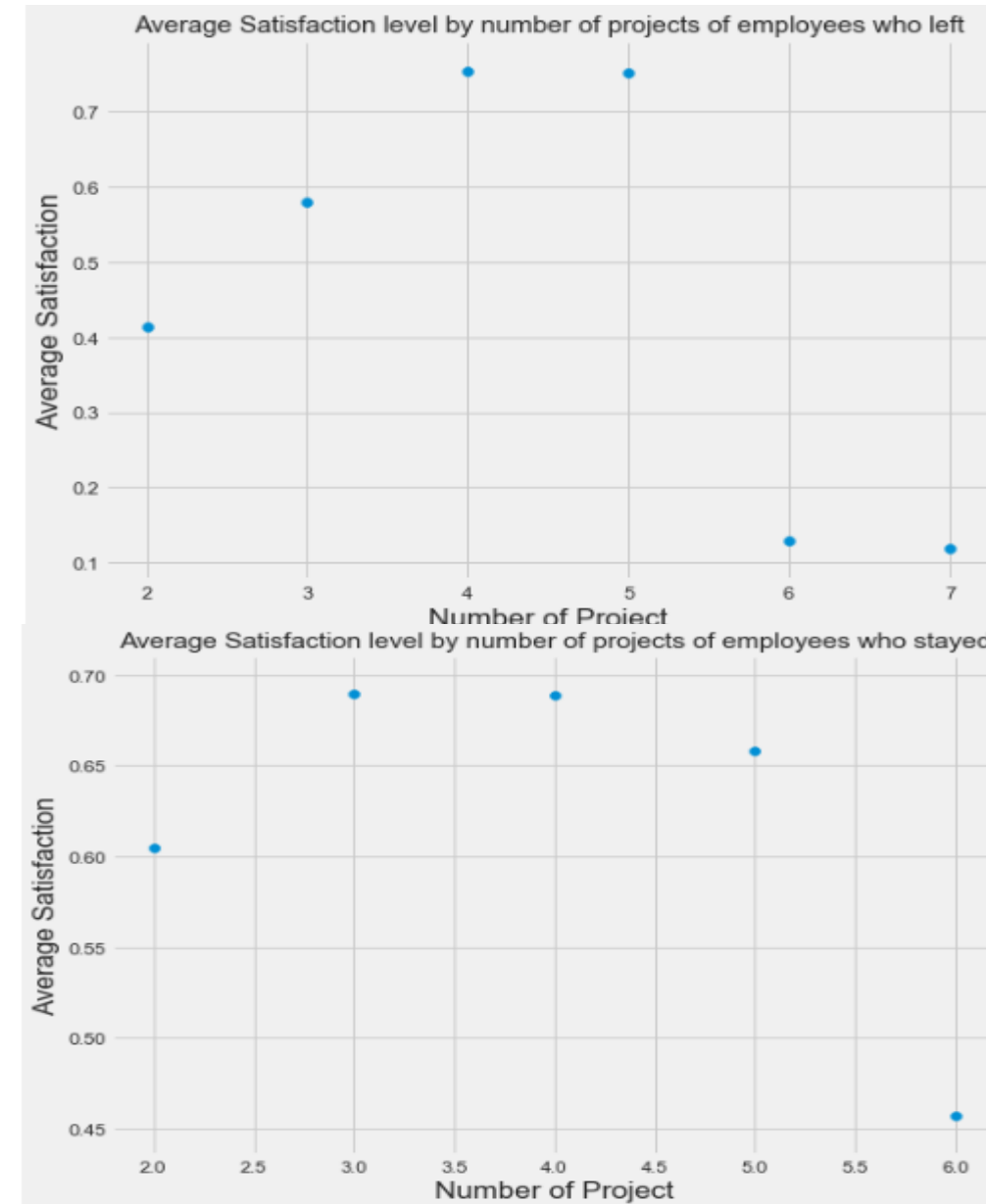
optimised.

ANALYSIS AND INFERENCE

From the scatter plots, these inferences can be drawn:

➢ The employees who left had a higher level of satisfaction when they did 4- 5 projects, and lower level of satisfaction when they did any project higher or lower than that.

➢ The employees that stayed had a higher level of satisfaction when they did 3-5 projects, and low level of satisfaction when they did any project higher or lower than that.

Conclusion: for better employee satisfaction, the number of projects should be between 3-5.


Average Satisfaction level by number of projects of employees who left

Average Satisfaction level by number of projects of employees who stayed

ANALYSIS AND INFERENCE

From the scatter plots, these inferences can be drawn:

➤ The employees who left had steady decline in the level of satisfaction from 2-4 years, and rose significantly from 5-6 years.
➤ The employees that stayed had steady decline in the level of satisfaction from 2-5 years, and rose significantly from 7-10 years

Conclusion: those employees prone to leave the Company are those that have spent between 3-5 years
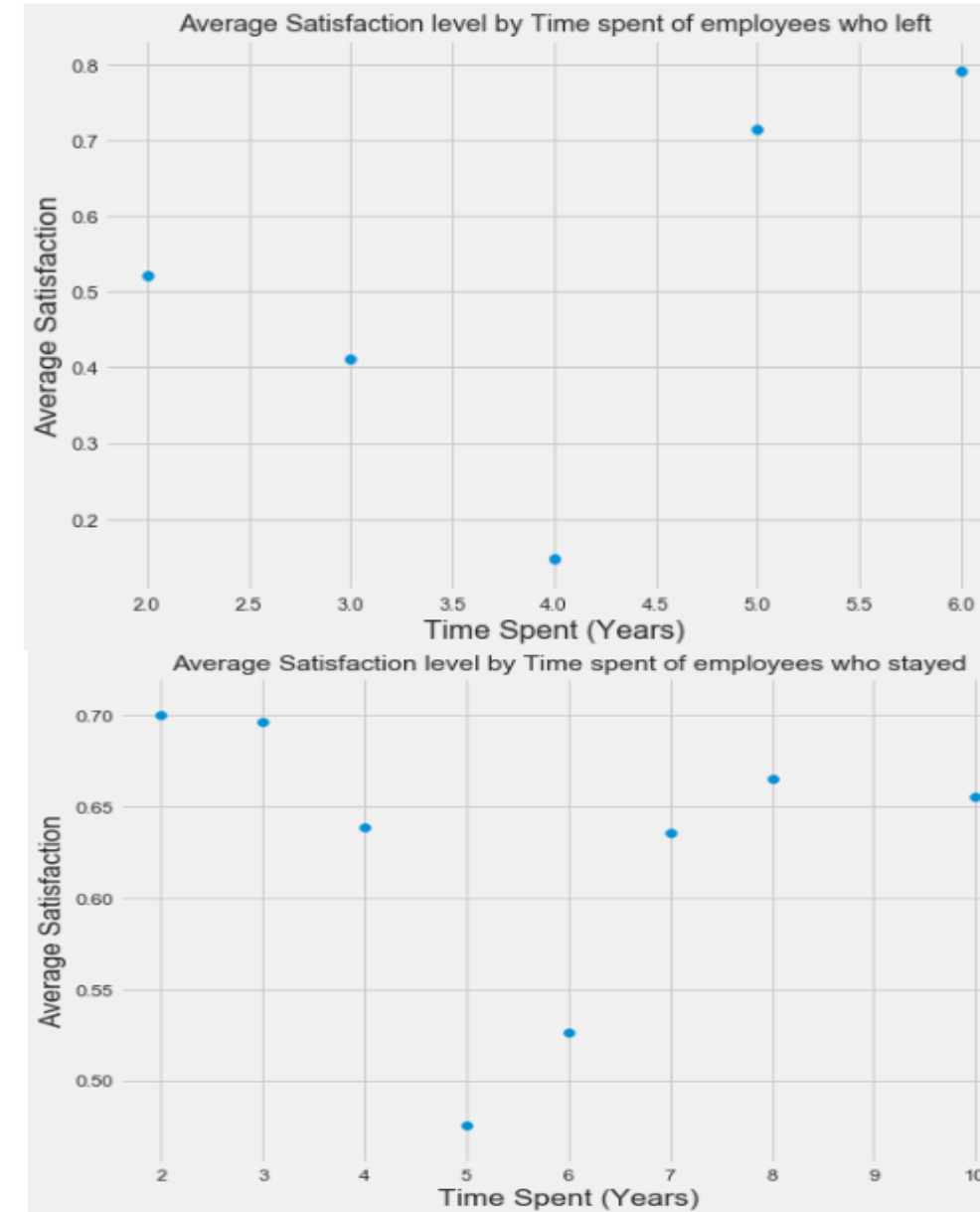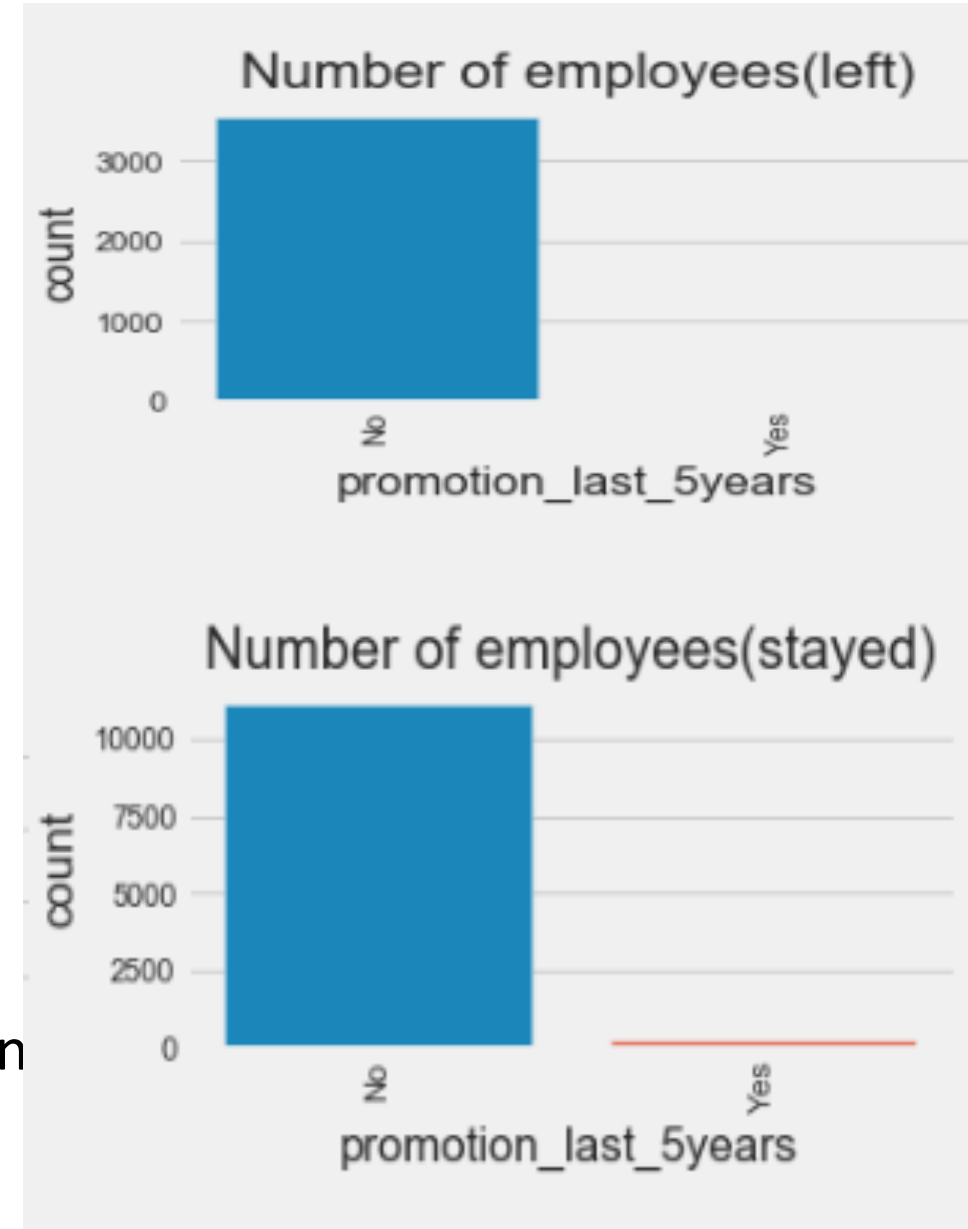
ANALYSIS AND INFERENCE

From the bar plots, these inferences
can be drawn:

➢ The employees who left had not received any
  promotion in the last 5 years.

➢ The employees that stayed had received
  promotion in the last 5 years.

Conclusion: those employees prone to leave the
Company are those that have not received promotion
In the last 5 years.

ANALYSIS AND INFERENCE

From the bar plots, these inferences
can be drawn:

➤ Most of the employees who left came from
   sales, technical and support departments

➤ Most of the employees that stayed came from
   the sales, technical and support departments

Conclusion: special attention should be given to these
departments; sales, technical and support
Departments i.e. people whose functions
has to do with dealing with clients or customers

Number of employees(left)

Number of employees(stayed)
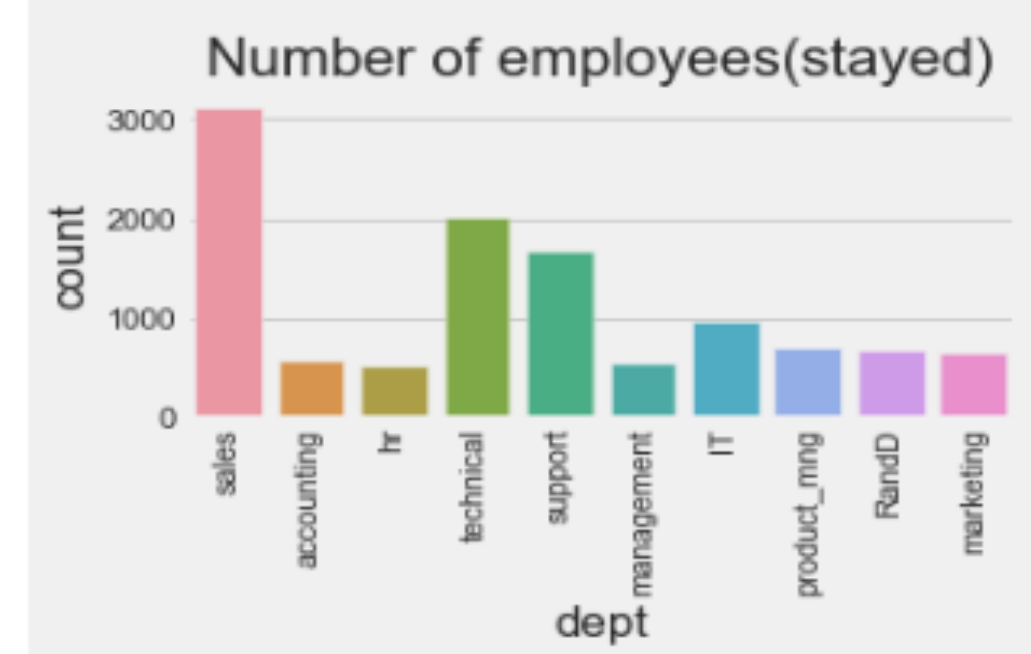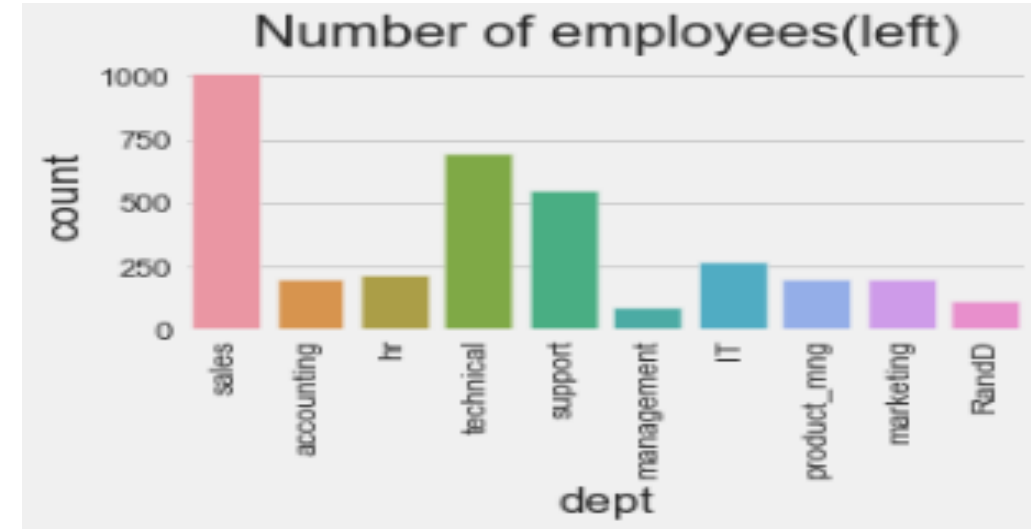
ANALYSIS AND INFERENCE

From the scatter plots, these inferences can be drawn:

➢ For the employees who left, they had high satisfaction level when the average monthly hours was between 175 -225 hours. Anything else gives a low satisfaction level

➢ For the employees who stayed, they had high satisfaction level when the average monthly hours was between 130 -275 hours. Anything else gives a low satisfaction level

Conclusion: for best satisfaction level, employees shouldn't work less or more than 175 – 225 hours on an average per month

Average Satisfaction level by average monthly hours of employees who left

Average Satisfaction level by average monthly hours of employees who stayed

INFERENCE

What type of employees are leaving?

➢ Those who weren't promoted in the last 5 years

➢ Those whose are low to medium salary earners

➢ Those who belonged to a department whose functions had to do with dealing with clients

➢ Those who did too little or too much projects

➢ Those who had spent between 2-4 years in the company

➢ Those whose average monthly hours is below or above 175 - 225 hours

INFERENCE

Which employees are prone to leaving?

➢ Those who weren't promoted in the last 5 years

➢ Those whose are low to medium salary earners

➢ Those who belonged to a department whose functions had to do with dealing with clients

➢ Those who are doing less or more than 3-5 projects

➢ Those who had spent between 3-5 years in the company

➢ Those whose average monthly hours is below or above 130 - 275 hours

RECOMMENDATIONS

➢ Employees should be given 3-5 projects to avoid decrease in satisfaction level.

➢ Faster promotions needs to be given to deserving employees.

➢ The average monthly hours for the employees should be between 130-275 hours to avoid under and over utilization.

➢ Better incentives and salary structures needs to be implemented to avoid decrease in satisfaction level.

➢ Retraining and incentives should be given to employees whose function has to do with dealing with clients.

➢ The company values and culture needs to be stated every now and then, so employees can have long term career plans in the company.

THANK YOU

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