

HR Insights

Overview:

1. Total Employees = 1470.
2. Males:651 (44%).
3. Females: 675 (46%).
4. Technology Department :961.
5. Sales Department :446.
6. Human Resources Department: 63.
7. AVG Age: 28.99.
8. AVG Salaries:112.96.
9. Attrition Rate: 16.12 %.
10. AVG Years at the company: 4.56
11. AVG Manager Rating: 3.47
12. AVG Self Rating: 3.98
13. AVG Job Satisfaction: 3.41
14. AVG Relationship Satisfaction: 3.44
15. AVG Environment Satisfaction: 3.84

Attrition:

There is a clear direct correlation between a decrease in salary and leaving the job in this role.

Age groups

1. Highest Attrition Rate: Young people 20-29 (around 21%),
2. Lowest Attrition Rate: 40-49 (around 7%).

Departments

3. Highest Attrition Rate: Sales Department (around 21%).
4. Lowest Attrition Rate: Technology Department (around 14%).

Job Roles

5. Highest Attrition Rates: Sales Representative (around 40%) and Recruiter (37.5%) positions.
6. Lowest Attrition Rates: Engineering Manager (around 3%).

Travel Factor

7. Highest Attrition Rates: Frequent travelers (around 24.91%).
8. Lowest Attrition Rates: non-travelers (around 8%).

Marital Status

9. Highest Attrition Rates: Single employees.
10. Lowest Attrition Rates: Divorced employees.

Salary Analysis:

Job Role

1. The highest salary : HR Manager (around 449K).
2. The lowest salary: Recruiters (around 39k).

Ethnicity

3. The highest salaries: for white people (average 115k).
4. The lowest salaries: for other people (average 101k).

Education Level

5. The highest salaries: for Doctorate (average 154k).

6. The lowest salaries: for No formal qualification (average 94K).

Departments

7. The highest salaries: for Human Resources (average 120K).

8. The lowest salaries: for Technology (average 110K).

Performance & Satisfaction:

Employees tend to rate themselves higher than managers, with an average gap of 0.51.

Job Role

1. Highest Manager Rating: for Recruiter (3.65).

2. Lowest Manager Rating: for HR Business Partner (3.13).

Age Group

3. Highest Manager Rating: Employees are less than the age of 20 (4.30).

4. Lowest Manager Rate: Employees over the age of 50 (2.83).

Promotion Analysis

Departments

1. Highest percentage of promotions: Technology Department (81%).

2. Lowest percentage of promotions: Human Resource Department (73%).

Age Group

3. Highest percentage of promotions: 40-49 group (93%).

4. Lowest percentage of promotions: less than the age of 20 (22%).

AI Prediction Model:

1. **The** goal of this AI component is to predict the number of years an employee is expected to stay in the company based on historical employee data.

2. Target

Years at the company

3. Data Used:

- Job Role
- Salary
- Age
- Education Level
- Overtime
- Gender
- Marital Status
- DistanceFromHome (KM)
- Department
- Education Field
- Business Travel
- Stock Option Level
- Years In Most Recent Role
- Years Since Last Promotion
- Years With Curr Manager

4. Business Impact:

- Anticipate potential staff turnover.
- Identify employees at risk of early departure.
- Improve employee retention strategies.
- Support decision-making regarding promotions, workload allocation, and career planning.
- Expedite job interviews or provide training opportunities in cases of impending departure.

Recommendations

1. Review the salary and commission structure for sales representatives immediately, as their current salary is not keeping them.
2. Limiting employees to a certain percentage of travel per month or implementing a job rotation policy to reduce the travel burden on the same people or offering extra vacation days or higher allowances to frequent travelers.
3. Investigate the reason for the lower rate of older employees (>50) to ensure there is no bias or provide them with technical training if the reason is a lack of modern skills.

4. Establish a mentorship program for new and young employees to connect them with experienced staff and increase their engagement with the company, as they tend to leave quickly or review flexible working and remote work policies.
5. Holding listening sessions with HR Business Partners to understand their challenges (work pressure, lack of tools, work environment) and resolve them.
6. Implement periodic monitoring of the AI tenure-prediction model to highlight employees with low predicted tenure and enable timely HR interventions.

Summary

1. the company has good overall stability (Retention 84%), but there are weaknesses in the sales department and among younger, more frequent travelers.
2. Focusing on reforming sales compensation and travel policies will yield the greatest quick return on investment in human resources.
3. Having an AI model helps HR in decision making processes.