

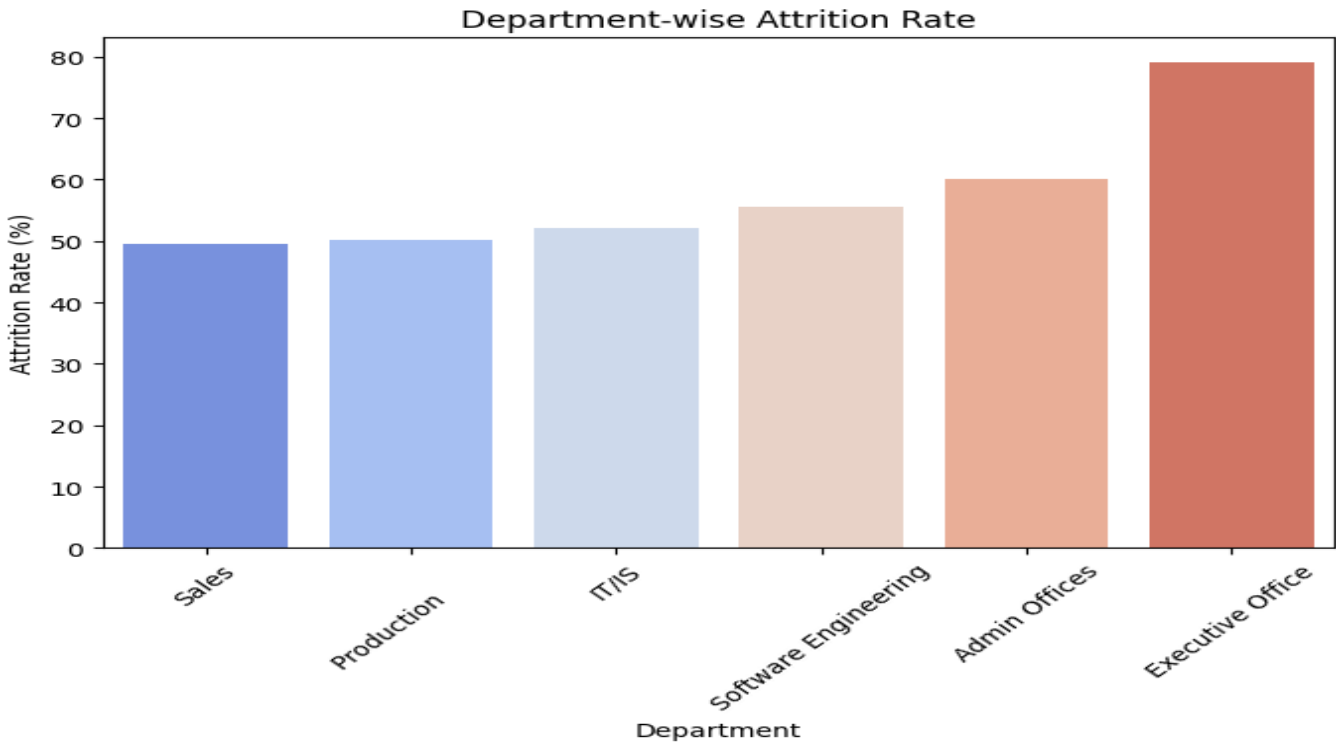
Attrition Analysis Report

Attrition Analysis Report

Overall Attrition Rate: 51.10%

Department-wise Attrition

Department	Attrition Rate (%)
Sales	49.546827794561935
Production	50.198019801980195
IT/IS	52.093023255813954
Software Engineering	55.65217391304348
Admin Offices	60.0
Executive Office	79.16666666666666



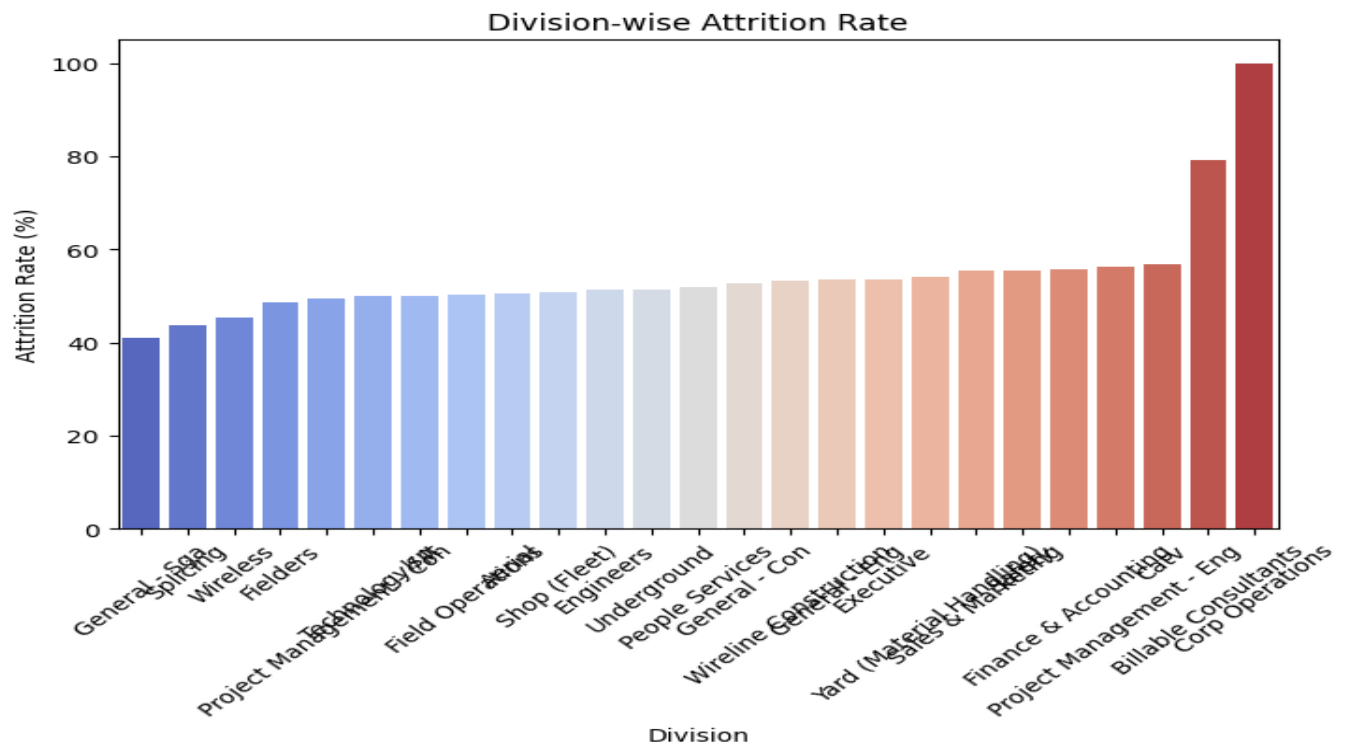
Division-wise Attrition

Attrition Analysis Report

Division	Attrition Rate (%)
General - Sga	41.02564102564102
Splicing	43.63636363636363
Wireless	45.45454545454545
Fielders	48.78048780487805
Project Management - Con	49.43820224719101
Technology / It	50.0
Isp	50.0
Field Operations	50.31685678073511
Aerial	50.51020408163265
Shop (Fleet)	50.877192982456144
Engineers	51.272727272727266
Underground	51.515151515151516
People Services	52.0
General - Con	52.848722986247544
Wireline Construction	53.333333333333336
General - Eng	53.48837209302325
Executive	53.48837209302325
Yard (Material Handling)	54.23728813559322
Sales & Marketing	55.55555555555556
Safety	55.55555555555556
Finance & Accounting	55.714285714285715
Project Management - Eng	56.25
Catv	56.896551724137936
Billable Consultants	79.16666666666666

Attrition Analysis Report

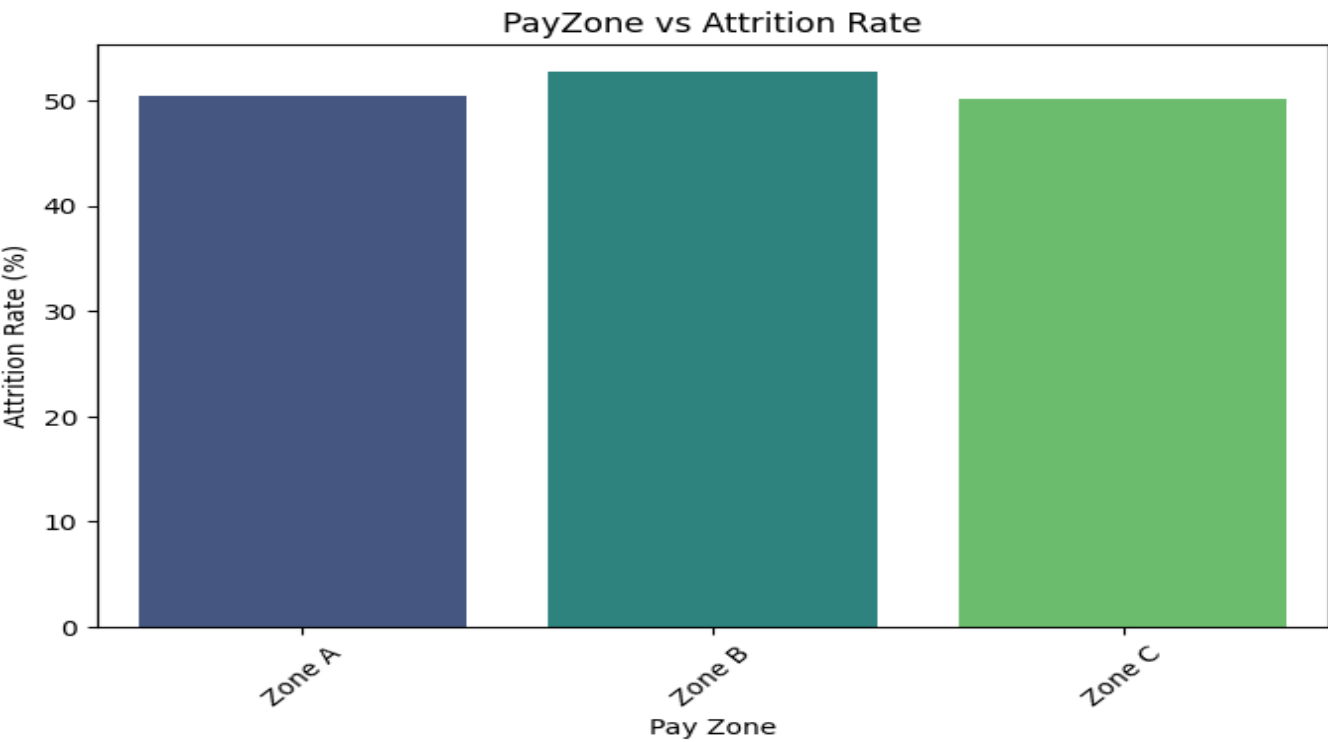
Corp Operations	100.0
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PayZone vs Attrition

PayZone	Attrition Rate (%)
Zone A	50.470809792843696
Zone B	52.690355329949234
Zone C	50.15739769150053

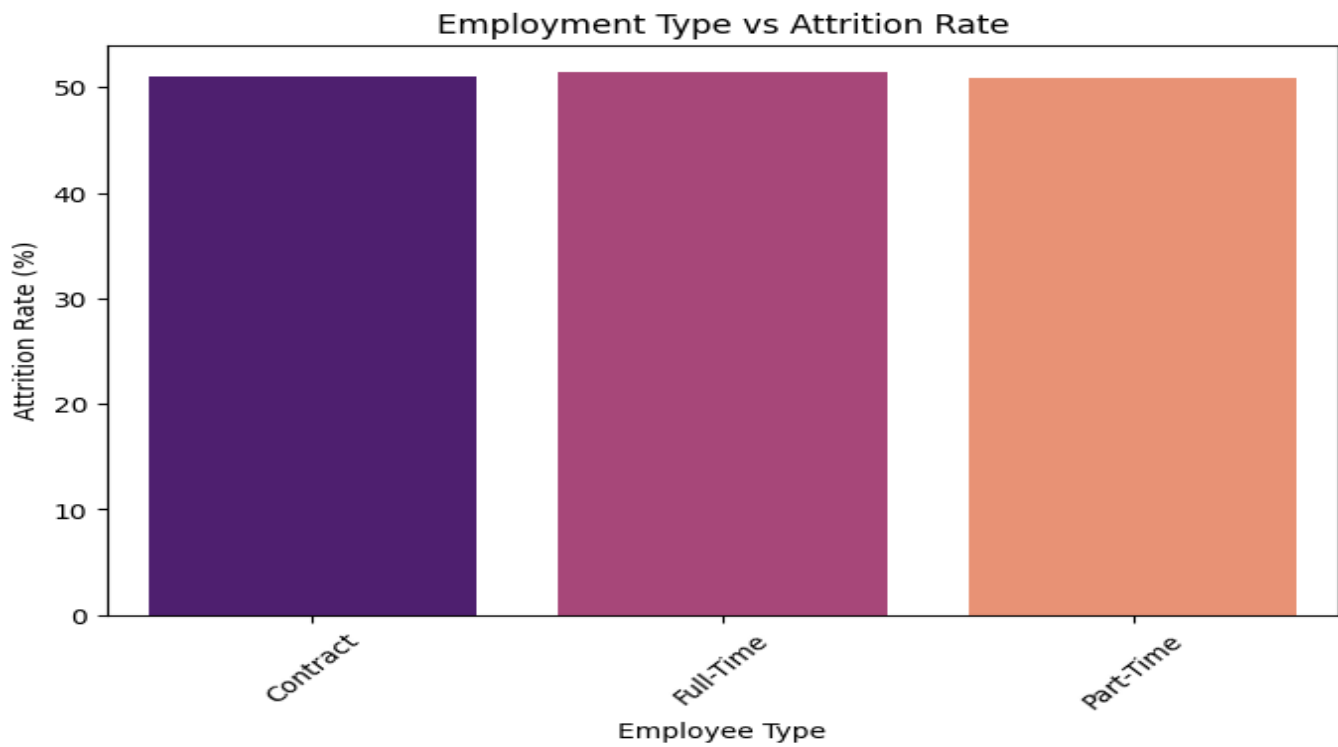
Attrition Analysis Report



Employment Type vs Attrition

Employee Type	Attrition Rate (%)
Contract	50.99206349206349
Full-Time	51.445086705202314
Part-Time	50.83857442348009

Attrition Analysis Report



Key Insights

- Departments with the highest attrition should be investigated.
- Certain divisions have higher attrition rates, requiring HR intervention.
- Employees in specific PayZones may leave more frequently.
- Employment Type also plays a role in attrition patterns.

Recommendations

- Implement strategies to retain employees in high-attrition departments.
- Offer competitive pay to reduce attrition in certain PayZones.
- Enhance employee engagement and job satisfaction programs.