

# Employee Attrition

@ Green Destinations

Done by:  
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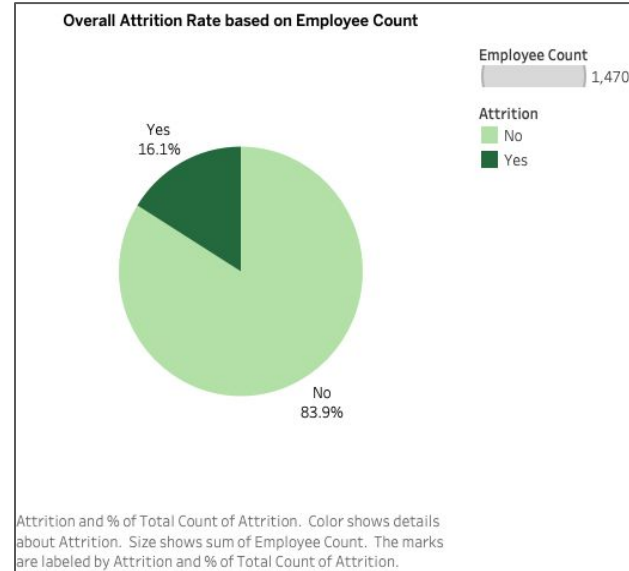
# Objective

- Green Destinations is a well known travel agency. The HR Director has recently noticed an increase in employees leaving (attrition). She would like to figure out any trends or patterns.
- She has surveyed the staff of Green Destinations and provided you with the data.
- She would like to know what the attrition rate is (% of people who have left). She would also like to know if factors like age, years at the company and income play a part in determining if people will leave or not.

# Insights and Observations

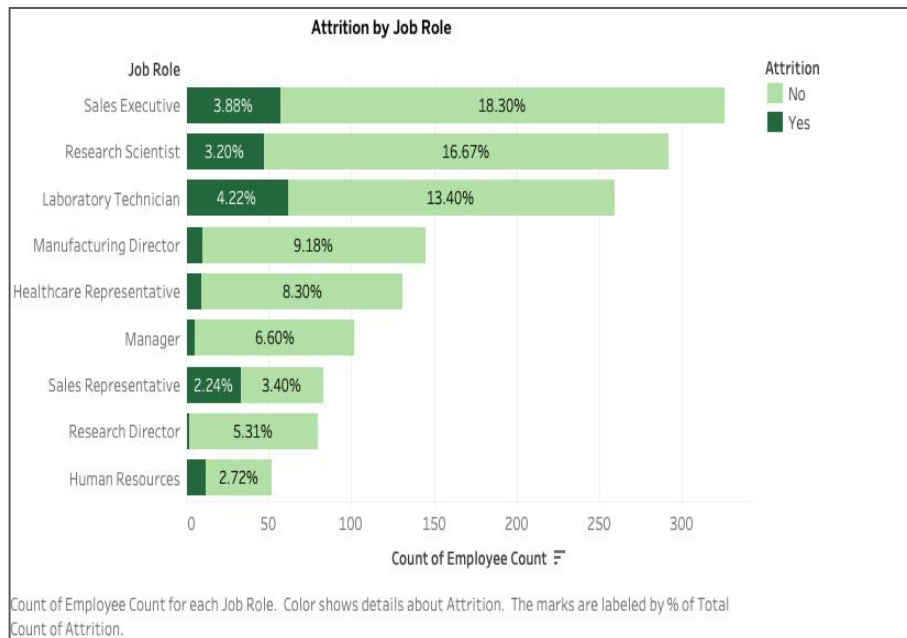
# Overview of Attrition

The overall attrition rate is **16.1%**, meaning that a significant proportion of employees have left the company.



# Attrition by Job Role

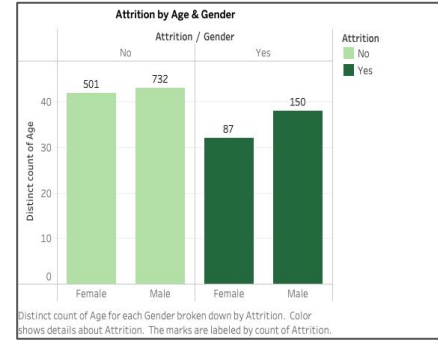
Job roles like **Sales Executive (18.3%)** and **Research Scientist (16.67%)** have the highest attrition rates, while roles such as **Human Resources (2.72%)** and **Sales Representatives (3.4%)** experience lower attrition.



# Demographic Trends

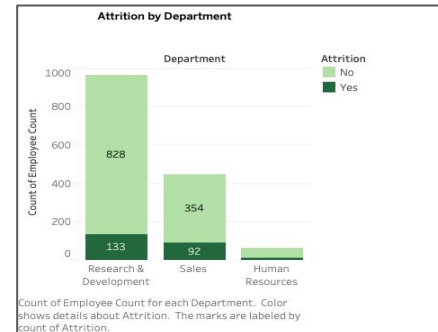
## Age and Gender:

Younger employees (20–30) have a higher attrition rate compared to older age groups. Women seem to leave slightly more often than men.



## Department:

The **Sales Department (26%)** and **Human Resources (20%)** have higher attrition compared to Research & Development.



# Work-Related Factors

## Travel Frequency:

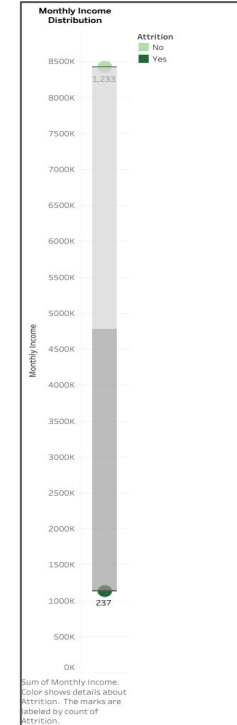
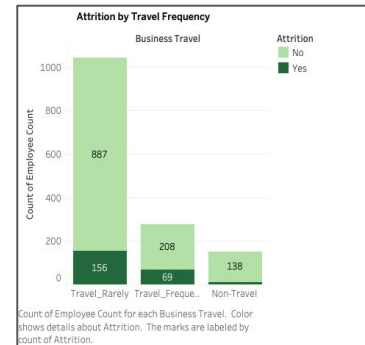
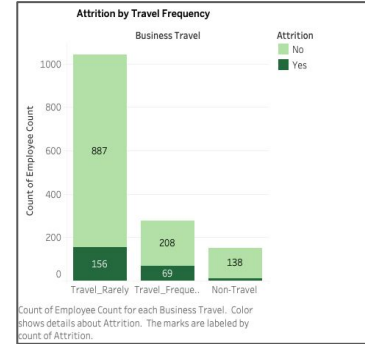
Employees who **travel frequently (14%)** or rarely (10%) show a higher attrition rate compared to non-travelers.

## Years Since Last Promotion:

Employees with **more years since their last promotion** show a higher attrition rate.

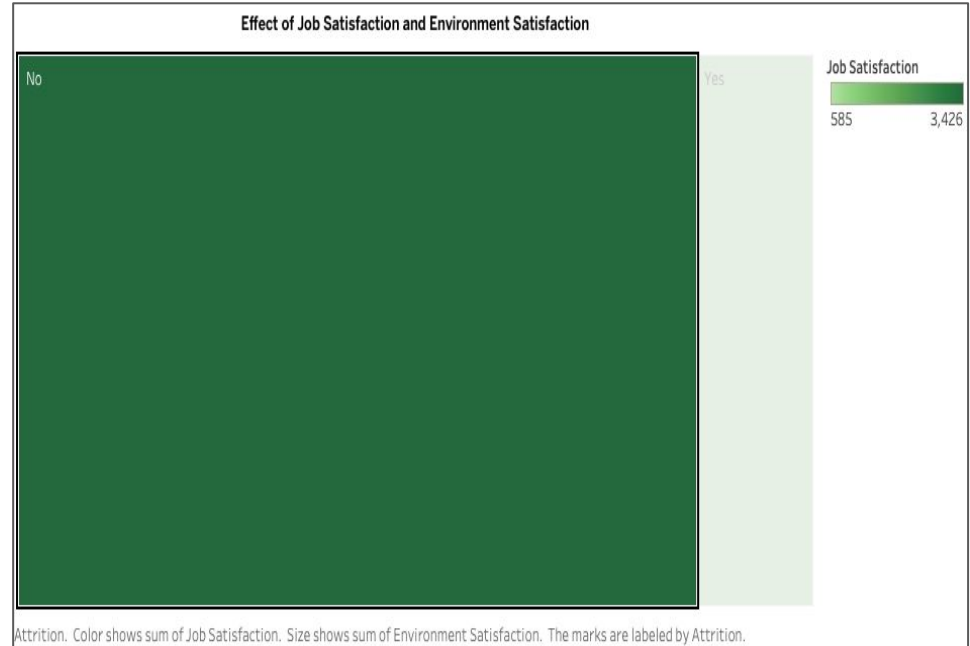
## Monthly Income:

Employees with lower incomes are more likely to leave.



# Satisfaction Metrics

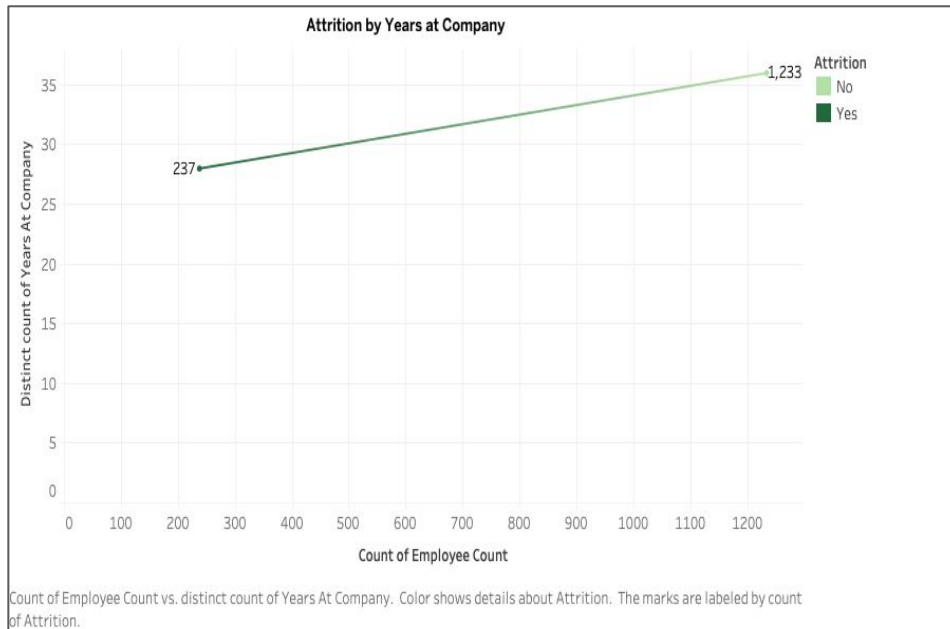
Lower **Job Satisfaction** and **Work-Life Balance** are correlated with higher attrition rates.





# Tenure Trends

Employees in their **initial years at the company (0–5 years)** have higher attrition rates.



# Recommendations

- Enhance career progression opportunities with clear promotion criteria.
- Increase focus on job roles and departments with high attrition (e.g., Sales Executives, Research Scientists).
- Introduce targeted retention programs for younger employees and those with lower monthly incomes.
- Invest in work-life balance and job satisfaction improvement initiatives.
- Evaluate and address travel-related stress or dissatisfaction.