**Employee Attrition**

Introduction

Employee Attrition refers to the gradual reduction in a company's workforce due to various reasons, such as resignations, retirements, layoffs, or involuntary terminations. Unlike layoffs, attrition typically happens when employees leave the organization and are not replaced immediately, leading to a decline in the workforce over time.

Aim

The aim of employee attrition analysis is to understand the reasons behind employees leaving an organization, identify patterns and trends, and use this information to reduce turnover

1. Improve Retention: By understanding why employees leave, companies can address underlying issues and improve employee satisfaction and retention.

2. Enhance Productivity: High attrition rates can disrupt productivity. Addressing the causes of attrition ensures that teams remain stable and productive.

3. Cost Reduction: Recruiting, hiring, and training new employees can be expensive. Reducing attrition can lead to significant cost savings.

Objectives

The objectives of employee attrition management typically focus on understanding and mitigating the factors contributing to employee turnover.

1. Identifying Causes of Attrition: Analyze data to determine why employees are leaving, such as job dissatisfaction, lack of growth opportunities, or inadequate compensation.

2. Predicting Future Attrition: Develop models to predict which employees are likely to leave, allowing for proactive measures.

3. Improving Employee Retention: Implement strategies to address the root causes of attrition, such as enhancing job satisfaction, improving work-life balance, and offering career development opportunities.

4. Reducing Recruitment and Training Costs: Minimize the financial burden associated with constantly hiring and training new employees by retaining existing talent.

Data Overview



