

OBSERVATIONS

- The average tenure of employees was largely dependent on their employee classification, full time employees had a longer overall average tenure than part-time and temporary employees.
In addition, employees in the age group (75+) stayed longer in the company than other age groups.
- Involuntary termination, was the major why reason employees left the company during the time frame of the analysis. Pay zone B, had the highest turnover rate of 53% (0.53). Across all the pay zones, Data architects had the highest turnover rate of 100% as no employee with that job title remained in the company at the end of the timeframe of the analysis.
- Employees that performed well, generally stayed longer. Performance rating of 3 and above had a larger number of employees that stayed in the company for a longer time than employees with lower performance ratings.
There wasn't a huge difference in the overall performance rating across the three pay zones, as pay zone B had the slight edge over others. The average tenure rate was also affected by job function, employees in job functions like "project coordinator" stayed in the company the longest while "shop(fleet)" had the lowest average tenure.

RECOMMENDATIONS

- There should be more focus on the employment of full-time staffs, as the full-time staffs, averagely stay longer and perform better than others.
- Involuntary terminations can happen because of a lot of reasons like performance, workplace behavior, training, employee motivation e.t.c. Rewards for high performers in the company can help lead to a lower attrition rate, staff trainings on specific job roles can also help improve performance, Regular feed back on kpis and performance reviews will have employees have a sense of structure and goal.