Analysing Employee Attrition

Data Management
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Information Technology Institute

Analysing Employee Attrition

Total Employees
4410

% Attrition
16.1%

% Attrition by Age Group

Age Group	%
18-25	35.8%
26-35	19.1%
56 plus	17.0%
46-55	11.5%
36-45	9.2%
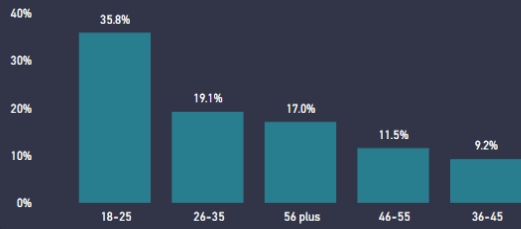
% Attrition by MaritalStatus

MaritalStatus	%
Single	25.5%
Married	12.5%
Divorced	10.1%
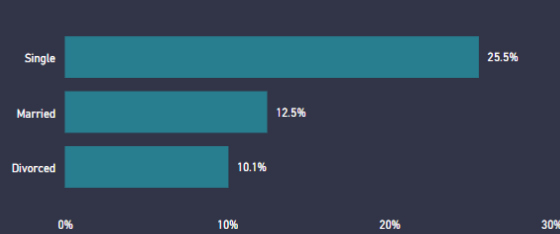
Department
- Human Resources
- Research and Development
- Sales

% Attrition by TotalAbsentDays
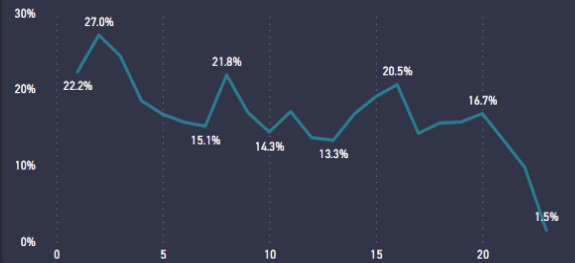
AbsentDays	%
0	22.2%
(peak)	27.0%
	15.1%
8	21.8%
	14.3%
	13.3%
16	20.5%
20	16.7%
	1.5%

Gender
- Female
- Male

% Attrition by EducationField

EducationField	%
Human Resourc...	40.7%
Life Sciences	16.7%
Medical	16.2%
Marketing	15.7%
Other	12.2%
Technical Degree	11.4%

Average of OverTime by Attrition

Attrition	Value
Yes	0.80
No	0.38
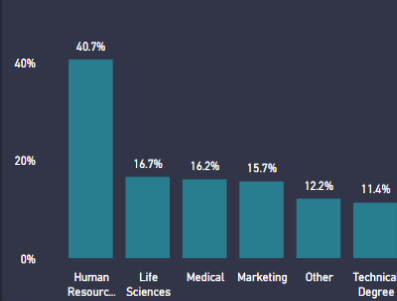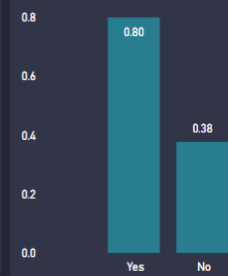
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% Attrition by JobRole

JobRole	%
Research Director	23.8%
Research Scientist	18.2%
Sales Executive	16.9%
Laborat... Technici...	16.2%
Healthca... Represe...	14.5%
Sales Represe...	14.5%
Mager	13.7%
Human Resourc...	13.5%
Manufac... Director	11.0%
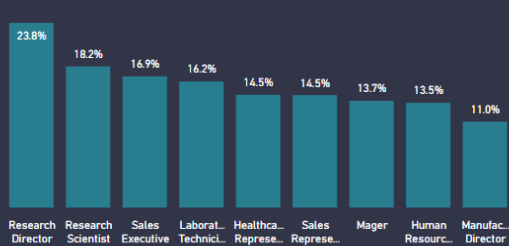
% Attrition by Distance Status

Distance Status	%
Far	18.3%
Near by	16.3%
Very Far	12.7%
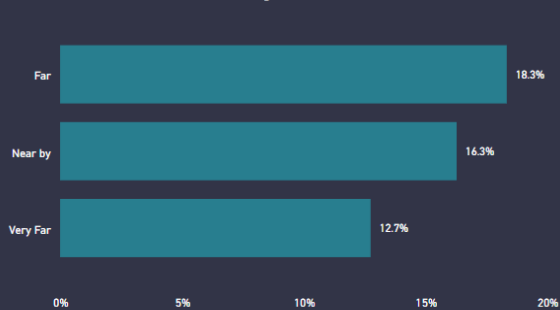
Department
- Human Resources
- Research and Development
- Sales

Gender
- Female
- Male

Attrition by Department

Department	Value
Sales	201
R&D	453
HR	57

Total Attrition by Working Years Group

Working Years Group	Value
between 0-10	546
between 11-20	117
between 21-30	33
31 plus	15
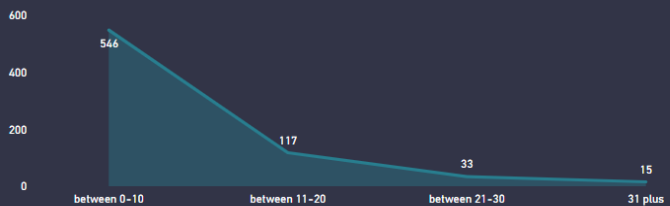
Analysing Employee Attrition

Department

| Human Resources | Research and Development | Sales |

% Attrition by EnvironmentSatisfaction Status

- Low: 25.2%
- Medium: 15.0%
- High: 13.8%
- Very High: 13.5%

% Attrition by JobSatisfaction Status

- Low: 22.9%
- High: 16.6%
- Medium: 16.4%
- Very High: 11.3%
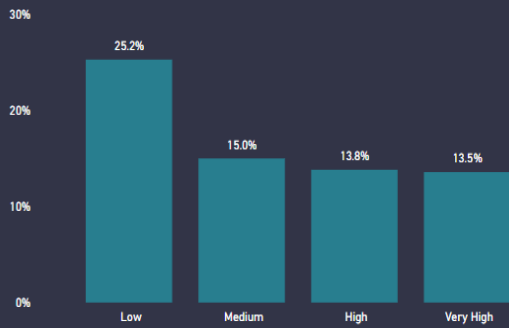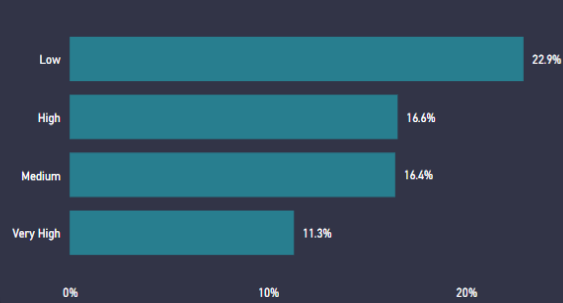
Gender

- Female
- Male

% Attrition by JobInvolvement Status

- Low: 21.7%
- Very High: 18.1%
- Medium: 16.0%
- High: 15.3%

% Attrition by WorkLifeBalance Status

- Bad: 31.4%
- Best: 17.3%
- Good: 16.8%
- Better: 14.3%
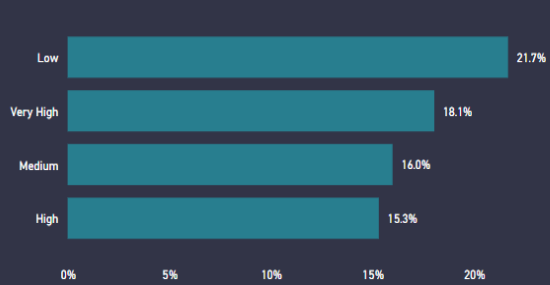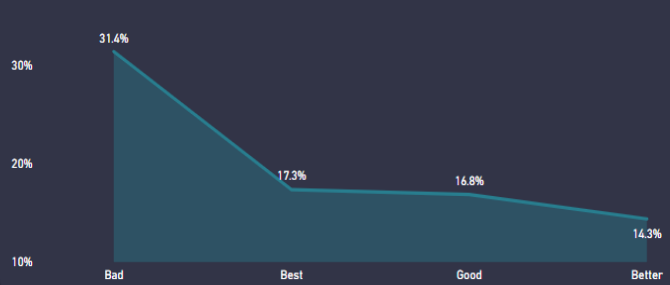
1- Attrition by Age Group:

- The highest attrition rate is observed in the age group of 18-25, with a staggering 35.8%.
- As age increases, attrition decreases, with the lowest rate observed in the age group of 46-55 (9.2%).

Recommendations:-

- Focus on Retention Strategies for Young Employees: Implement programs or policies tailored to engage and retain younger employees. This could include mentorship programs, career development opportunities, and work-life balance initiatives.

2- Attrition by Education Field:

- Employees in the Human Resources field have the highest attrition rate at 40.7%.
- Other fields such as Life Sciences, Medical, and Marketing also show relatively high attrition rates, ranging from 15.7% to 16.7%.
- Technical Degree holders have the lowest attrition rate at 11.6%.

Recommendations:-

- Address Attrition in High-Rate Education Fields: Identify the reasons behind the high attrition rates in fields such as Human Resources, Life Sciences, Medical, and Marketing. Implement measures to improve job satisfaction, career growth opportunities, and work-life balance specifically tailored to these fields.

3- Average of Overtime by Attrition:

- Employees who experience attrition have a notably higher average overtime of 0.80 compared to those who don't experience attrition, who have an average overtime of 0.38.

Recommendations:-

- Manage Overtime Effectively: High average overtime hours among employees experiencing attrition suggest a potential burnout factor. Implement strategies to manage workload more effectively, encourage breaks, and promote a healthy work-life balance to mitigate the risk of attrition.

4- Total Attrition by Working Years Group:

- Employees with 0-10 working years have the highest total attrition count at 546.
- The attrition count decreases as the working years increase, with the lowest count of 15 observed in the group with 31 or more working years.

Recommendations:-

- Focus on Retention Strategies for Early Career Employees: Provide support, mentorship, and career development opportunities to employees with fewer working years to increase their engagement and commitment to the company. By investing in their growth and development, the company can potentially reduce attrition rates among this group.

5- % Attrition by JobSatisfaction Status:

- Employees with low job satisfaction have the highest attrition rate at 22.9%.
- Attrition rates decrease as job satisfaction increases, with the lowest rate observed among employees with very high job satisfaction (11.3%).

Recommendations:-

- Enhance Job Satisfaction: Identify factors contributing to low job satisfaction, such as workload, compensation, recognition, and career growth opportunities. Implement strategies to address these factors and enhance overall job satisfaction among employees.

6- % Attrition by WorkLifeBalance Status:

- Employees with bad work-life balance have the highest attrition rate at 31.4%.
- Attrition rates decrease as work-life balance improves, with the lowest rate observed among employees with better work-life balance (14.3%).

Recommendations:-

- Improve Work-Life Balance: Provide resources and support to help employees achieve a better work-life balance, such as flexible work arrangements, time-off policies, and stress management programs. Encourage a culture that values and promotes work-life balance to reduce burnout and attrition rates.