EMPLOYEE ATTRITION

ABSTRACT

EMPLOYEE ATTRITION HAVE A HIGHT IMPACT IN EVERY BUSINESS ARROUND THE WORLD, THIS PAPER ATTEND TO ANALYZE THE REASONS BEHIND THE ATTRITION OF EMPLOYEES BASED ON THE DATASET THAT WAS PROVIDED BY IBM. MOREOVER, IT WOULD PROVIDE RECOMMENDATIONS FOR THE AUDIENCE.

UNDER THE SUPERVISION OF:

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INTRODUCTION

Attrition is a problem that have an impact on all businesses regardless of the industry, its size, or even its geography location. A high turnover rate in any business have a significant cost this includes the cost of hiring fresh staff, training them, and of course the business disruption that happens. As such the attentiveness of business for minimizing the staff attrition by understanding the reason behind it .

A dataset from IBM the data gathered consists of information related to employee satisfaction, income, seniority, and some demographics this data was gathered trying to understand the factors that might affect the attrition in any company, moreover, to predict and to try to prevent the attrition in the company. As this dataset consists of around 1400 employee the results could be used later on a larger dataset .

OBJECTIVES

1- Should we put the age of candidates when we are recruiting ?

2- Does the managers have any effects on the high level of attrition that we are facing ?

3- Is the overtime is an issue in our organization or employees can accept it ?

4- Should we put in your consideration the location of the employee when we are recruiting

5-Should we actually care our employees satisfaction ?

HR ATTRITION ANALYSIS

IBM

DEPARTEMENTS

16.1%

DEPARTURE

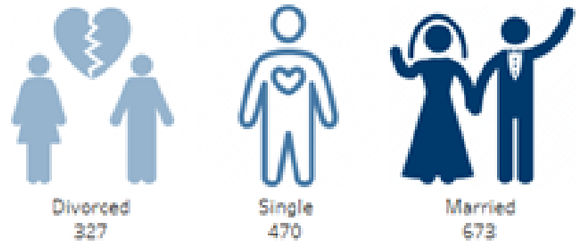
- BASED ON A SURVEY OF 1470 EMPLOYEE

GENDER

JOP ROLES

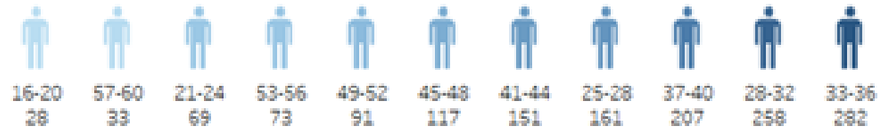
SATISFACTION

MARITIAL STATUS



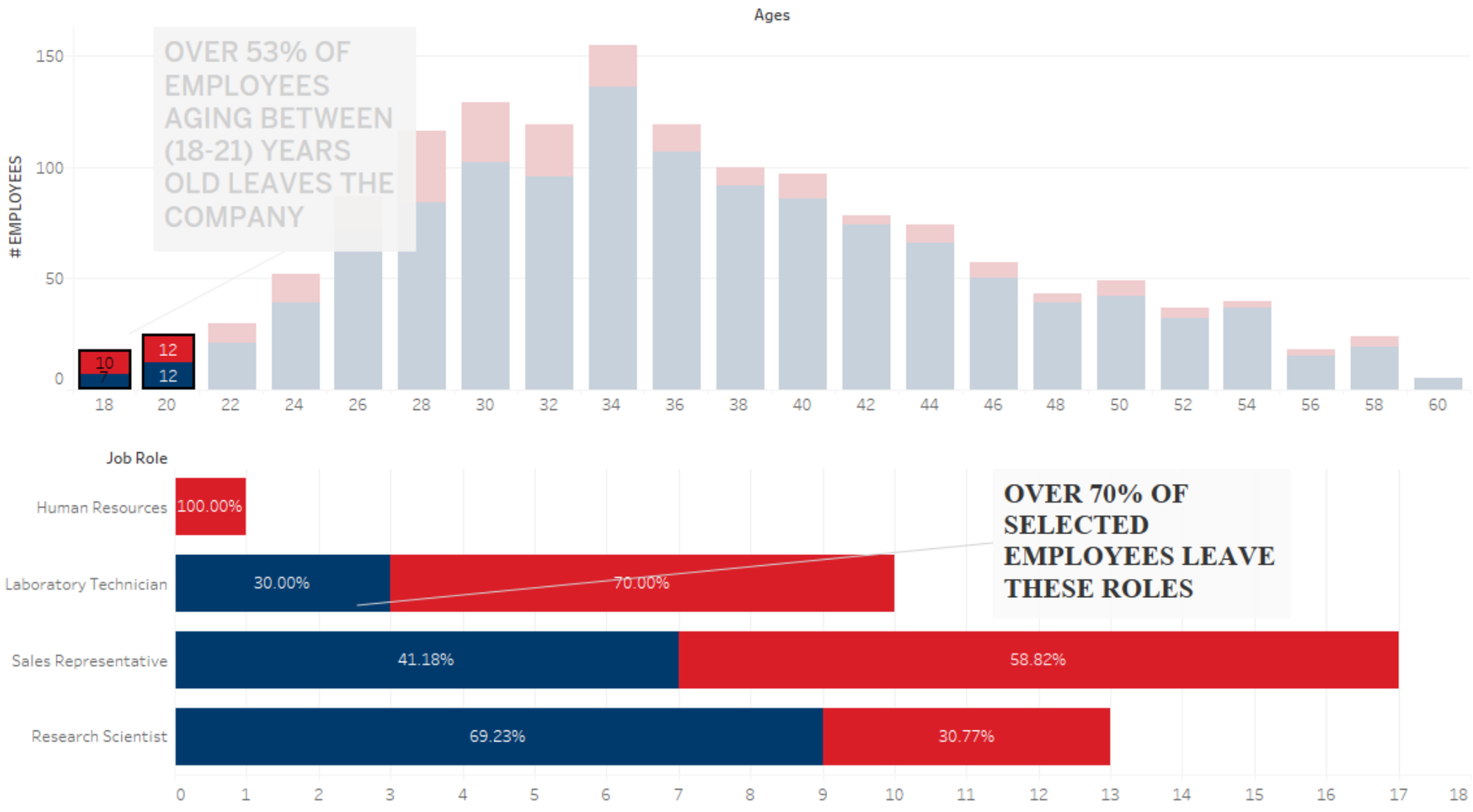
DISTANCE FROM HOME

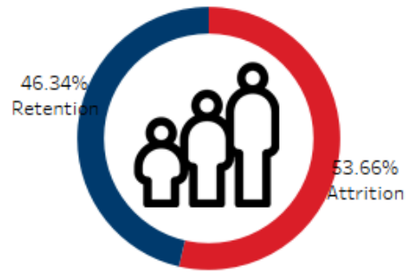
AGE RANGE



HR ATTRITION ANALYSIS

EMPLOYEES AGE AND THE ATTRITION RATE





Female	Male
48.780%	51.220%

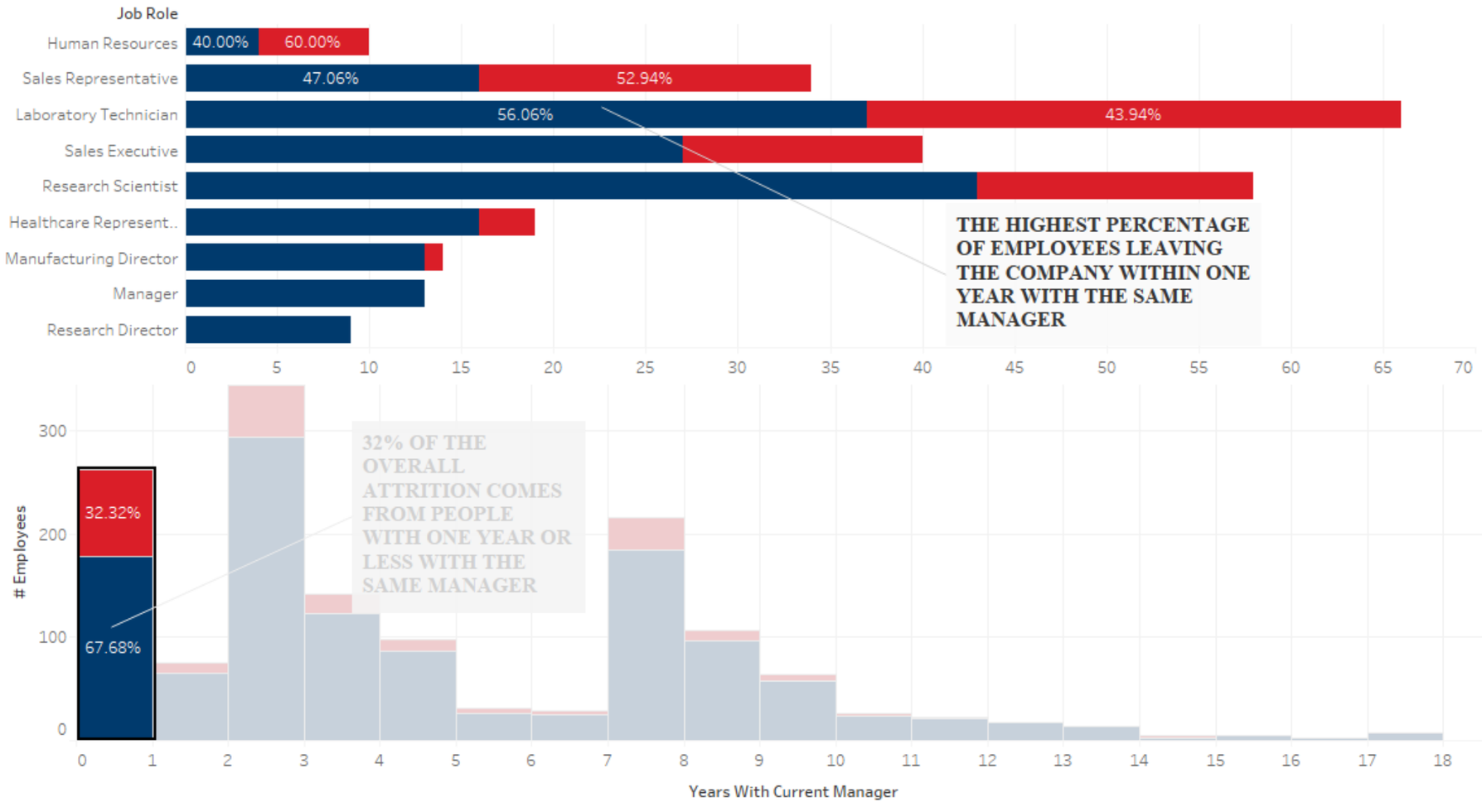
RECOMMENDATION

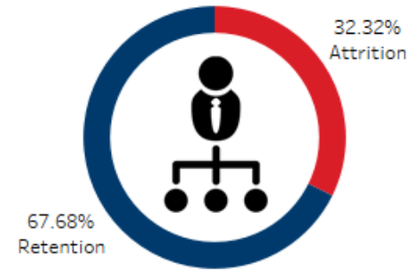
1- WE WOULD LIKE TO CHANGE THE RECRUITING CRITERIA FOR EMPLOYEES AGING BETWEEN 18 TO 21

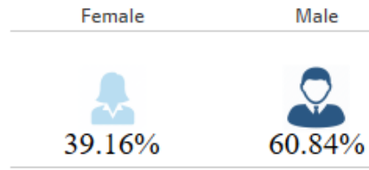
2-FOR THAT SELECTED AGE IF THEY ARE APPLYING FOR ONE OF THE TREE MENTIONED ROLES THEY SHOULD BE UNDER TRAINING BEFORE SIGNING THE CONTRACT FOR AT LEAST 45 DAYS

HR ATTRITION ANALYSIS

THE MANAGER'S EFFECT ON THE ATTRITION





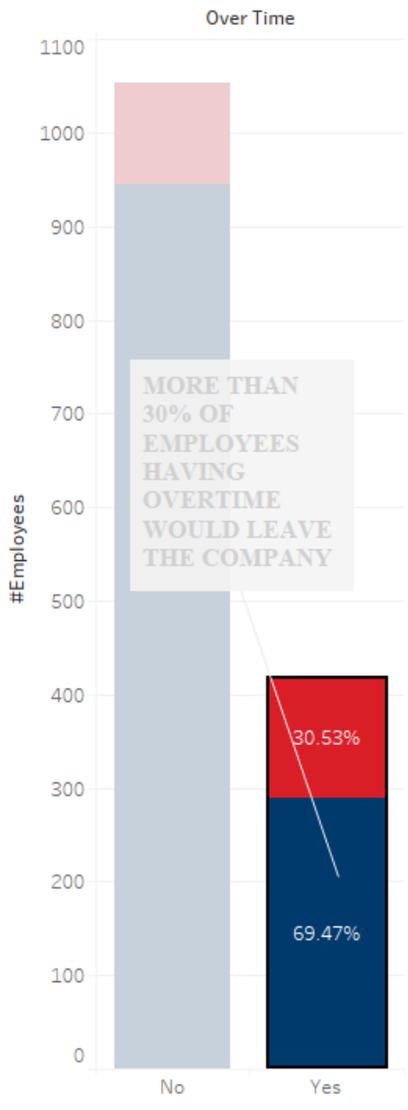


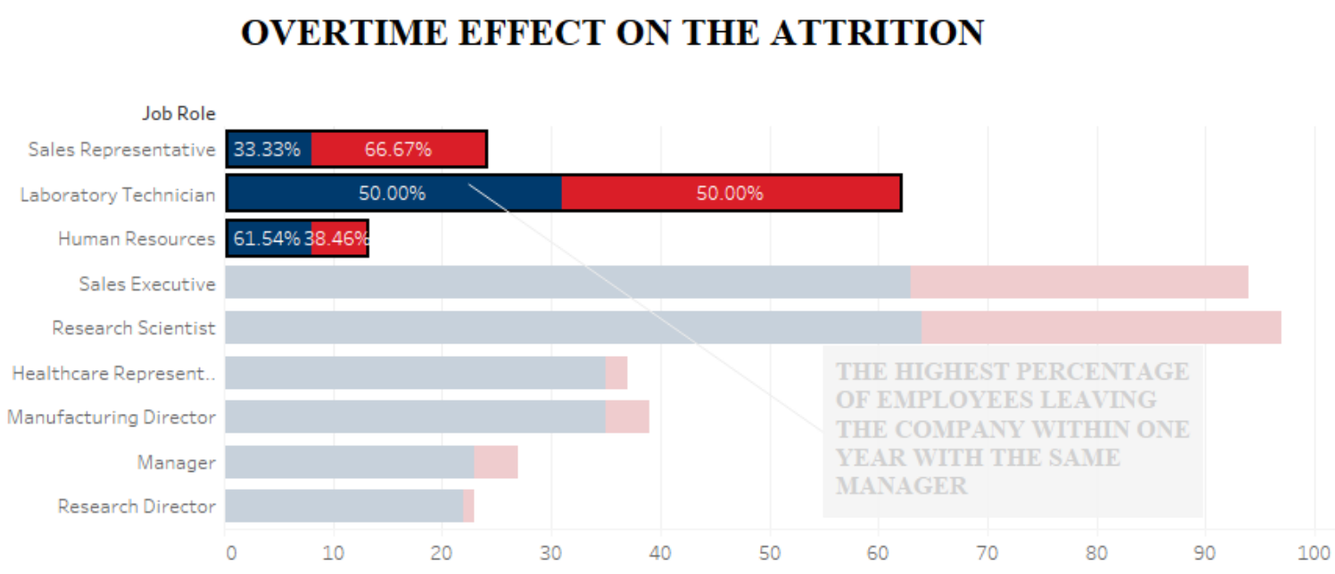
RECOMMENDATION

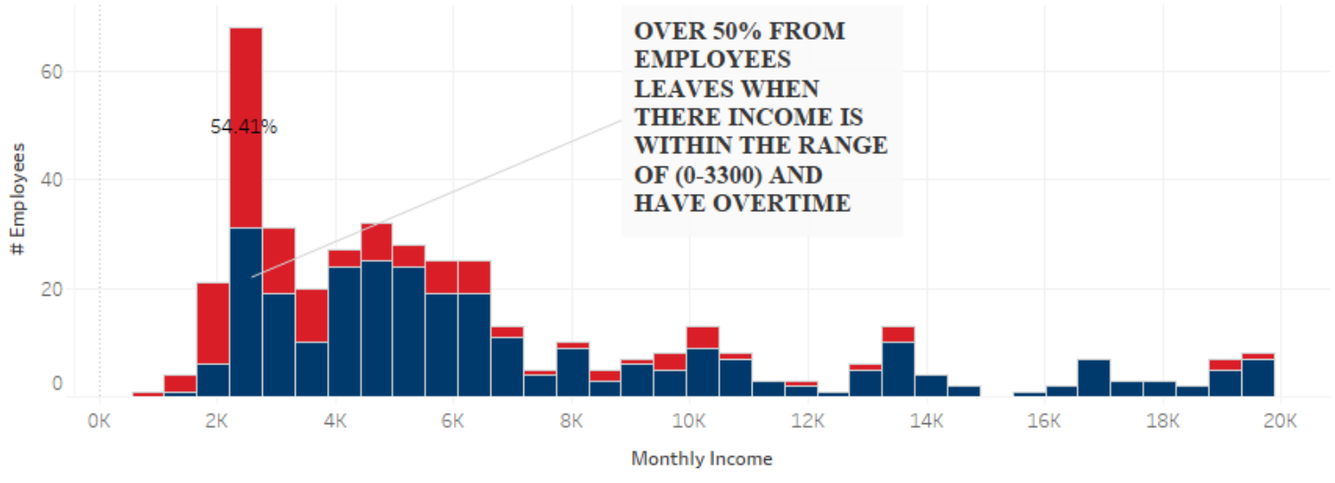
1- AN INTENSIVE LEADERSHIP PROGRAM SHOULD BE GIVEN FOR ALL (HR, SALES REPRESENTATIVE, AND LABORATORY TECHNICIAN) MANAGERS

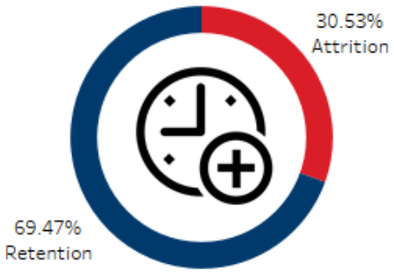
2-A REGULAR SURVEY SHOULD BE CONDUCTED FOR EMPLOYEES WITH A ONE YEAR OR LESS ASKING FOR FEEDBACK ON THE MANAGER

HR ATTRITION ANALYSIS









Female	Male
43.27%	56.73%

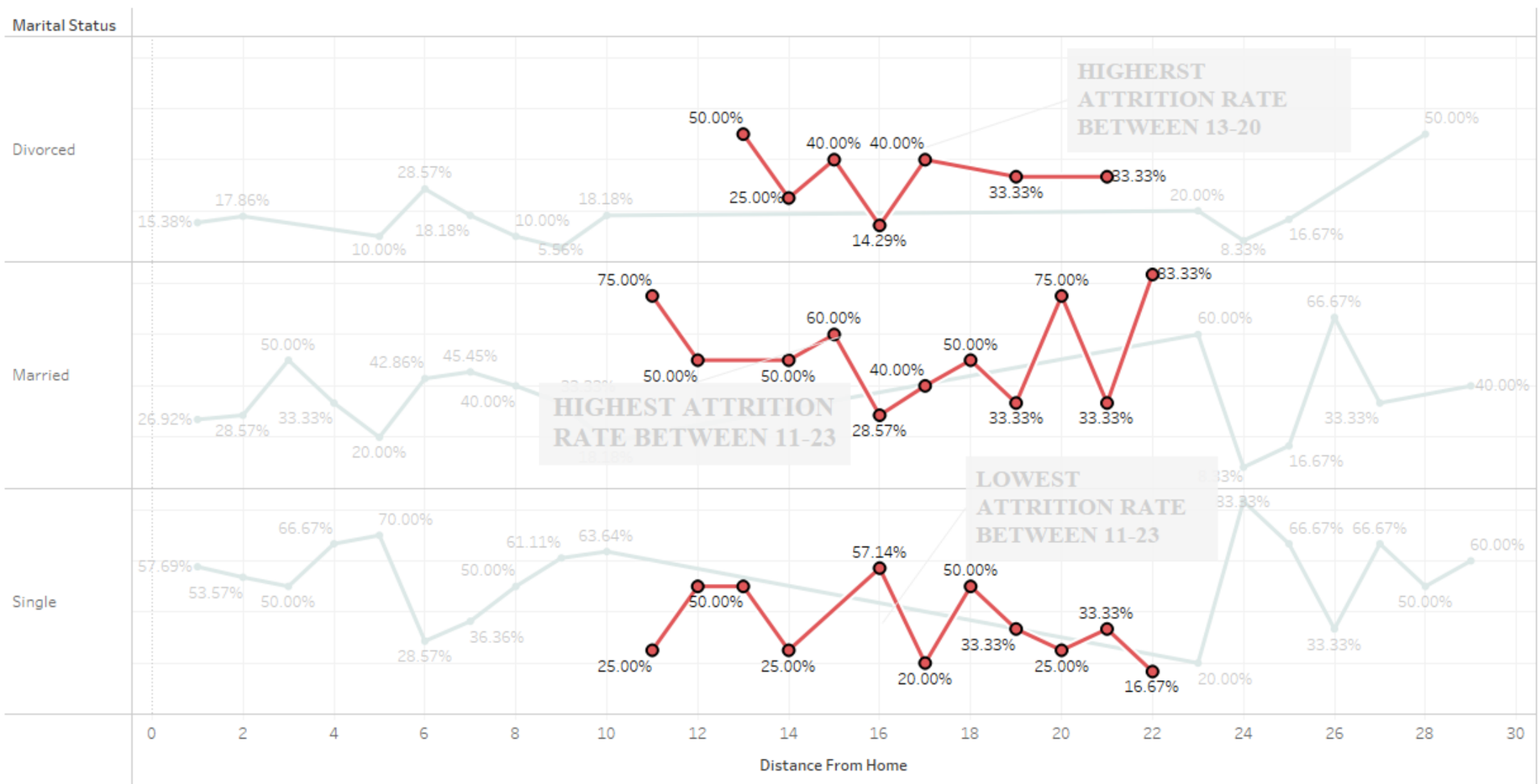
RECOMMENDATION

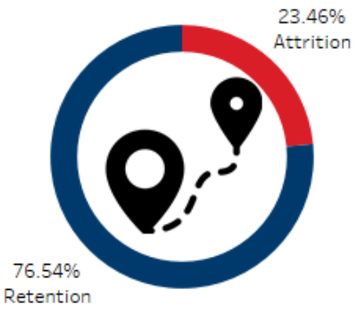
1- WE SHOULD RECRUIT MORE PEOPLE FOR THE JOB ROLES OF (SALES REPRESENTATIVE, LABORATORY TECHNICIAN, AND HUMAN RESOURCES)

2- THERE SHOULD BE AT LEAST 20% INCREASE IN THE SALARY FOR EMPLOYEES FROM THESE 3 ROLES IF THEY ARE HAVING INCOME LESS THAN $3300

HR ATTRITION ANALYSIS

DISTANCE EFFECT ON THE ATTRITION RATE





Female	Male
42.39%	57.61%

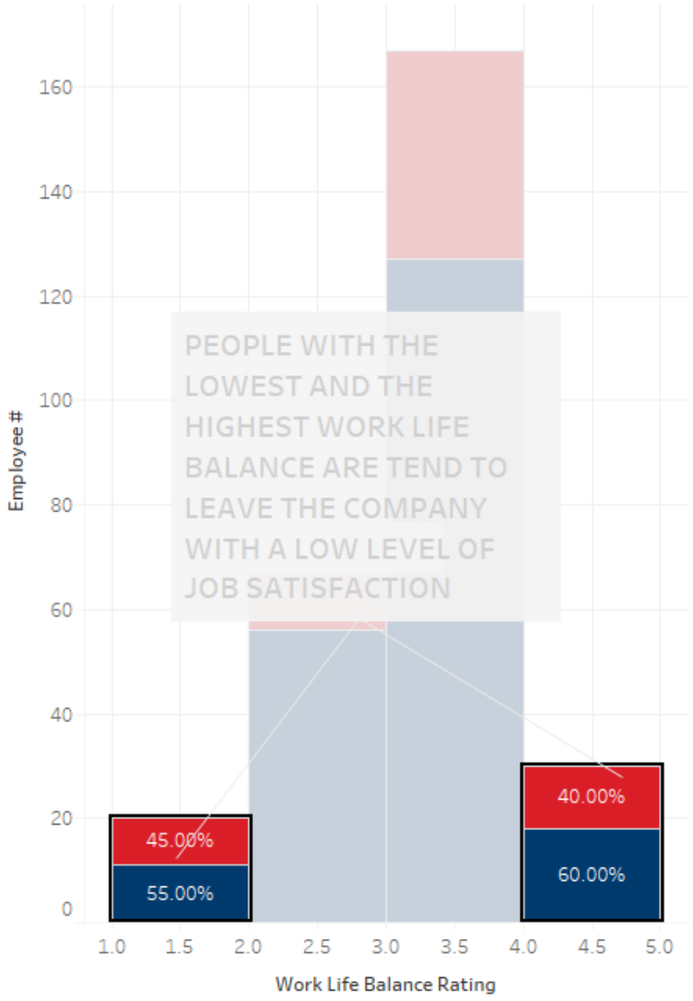
RECOMMENDATION

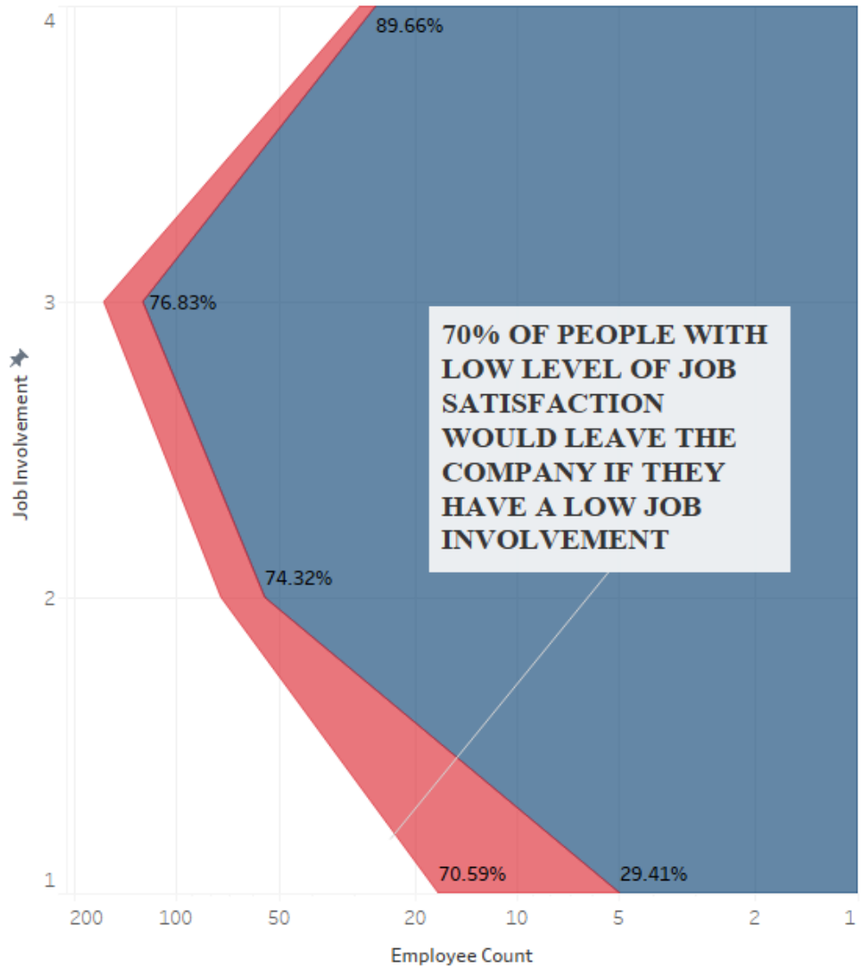
1- FOR SINGLES IF THEY ARE NEAR TO THE OFFICE, WE SHOULD WORK ON DOING JOB ROTATIONS FOR PUTTING THEN IN ANOTHER OFFICES THAT IS IN THE RANGE OF DISTANCE 11-23 AND FOR SINGLES THAT ARE FAR AFTER 23 DISTANCE TRANSPORTATIONS SHOULD BE PROVIDED

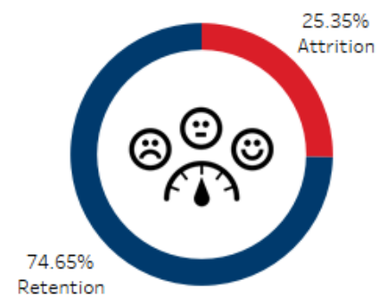
2- FOR MARRIED AND DIVORCED EMPLOYEE WE SHOULD PROVIDE PICKING FROM HOME TRANSPORTATIONS IF THEY A..

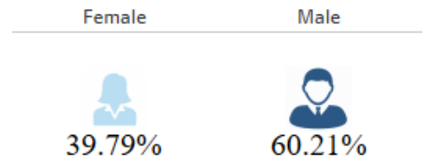
HR ATTRITION ANALYSIS

SATISFACTION EFFECT ON EMPLOYEE ATTRITION









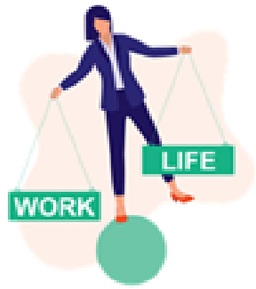
RECOMMENDATION

1-OFFER FLEXIBLE WORKING HOURS
2-ENCOURAGE MANAGERS TO FOCUS ON RESULTS, NOT HOURS
3-MAKE SURE EMPLOYEES TAKE BREAKS
4-CHECK THE AMOUNT OF WORK ALLOCATED TO AN EMPLOYEE
5-MAKE SURE EMPLOYEES TAKE THEIR HOLIDAYS
6-TAKE CARE OF EMPLOYEES' MENTAL HEALTH
7-ORGANISE SOCIAL EVENTS

RECOMMENDATIONS

The proposed recommendations are meant to decrease the overall attrition rate from 16.1% to 9.8%

A) 1-Offer flexible working hours
2-Encourage managers to focus on results, not hours
3-Make sure employees take breaks
4-Check the amount of work allocated to an employee
5-Make sure employees take their holidays
6-Take care of employee's mental health
7-Organise social events



B) 1-For singles if they are near to the office, we should work on doing job rotations for putting then in another offices that is in the range of distance 11-23 and for singles that are far after 23 distance transportations should be provided
2-For married and divorced employee we should provide picking from home transportations if they are away from the office by 11 distance or more

C) 1-We should recruit more people for the job roles of (sales representative, laboratory technician, and human resources)
2- There should be at least 20% increase in the salary for employees from these 3 roles if they are having income less than $3300

D) 1-An intensive leadership program should be given for all (hr, sales representative, and laboratory technician) managers
2-A regular survey should be conducted for employees with a one year or less asking for feedback on the manager

E) 1-We would like to change the recruiting criteria for employees aging between 18 to 21
2-For that selected age if they are applying for one of the tree mentioned roles they should be under training before signing the contract for at least 45 days

THANK YOU