

# Contextualizing Employee Turnover

The Data Incubator capstone proposal

Alex Armstrong

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# Why look at turnover?

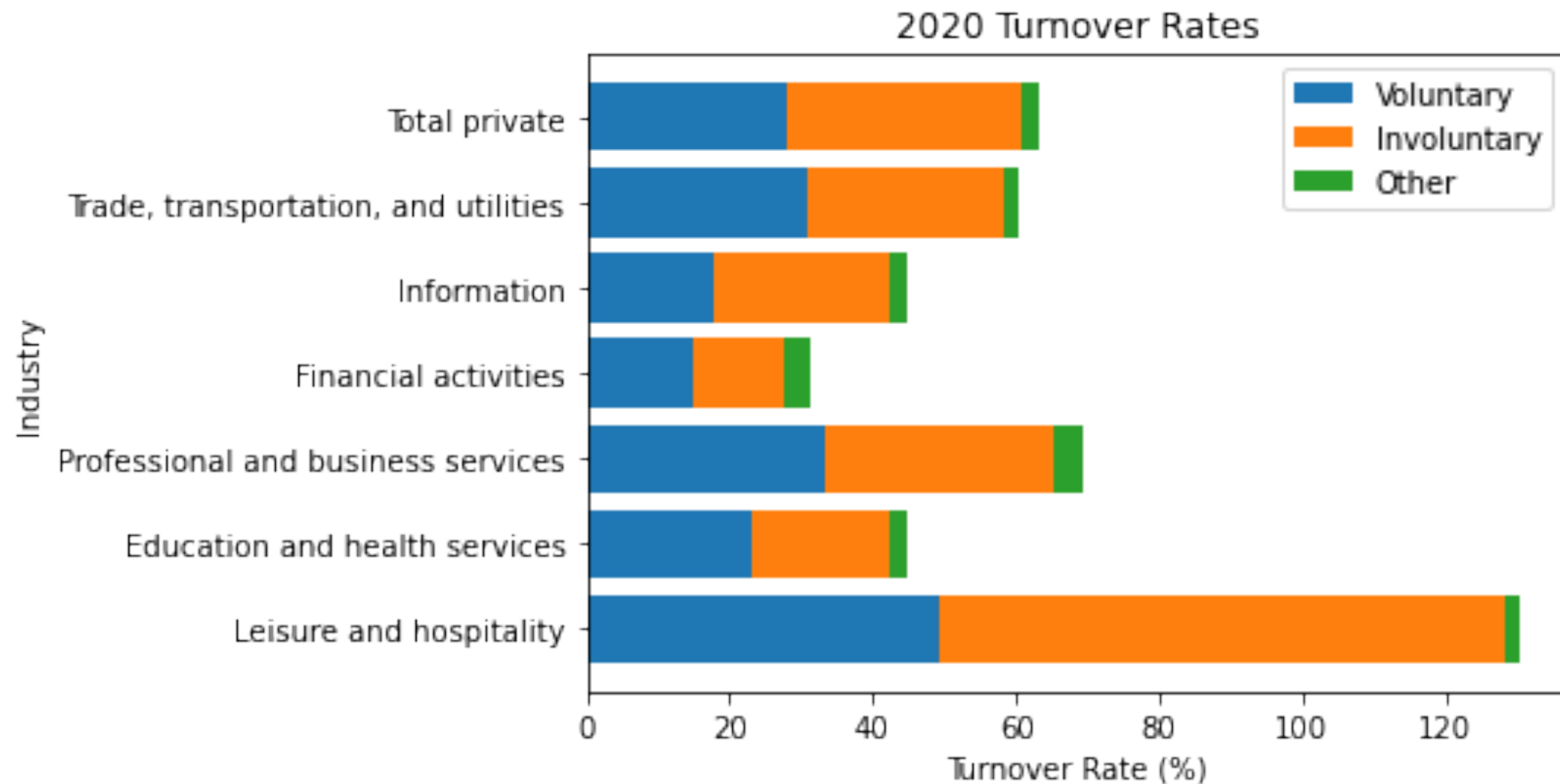
- 47% of HR professionals listed turnover as their top challenge ([SHRM 2018](#))
- Explanations and justifications of measuring turnover are all over the internet



Image: Vlacheslav Iakobchuk - stock.adobe.com

# Simple Starter Solution

- Proposal: A web app that calculates your companies turnover rates and contextualizes it

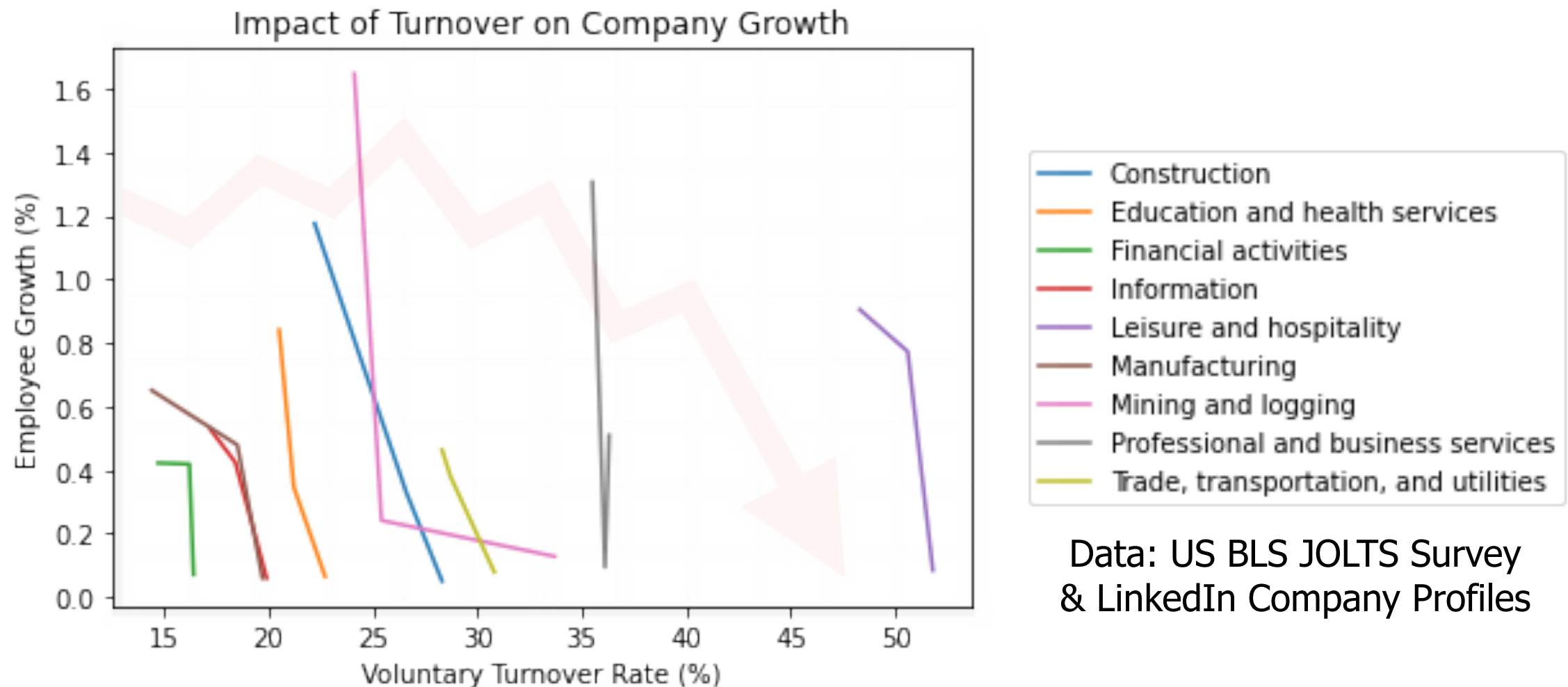


Data: US BLS  
JOLTS Survey

- Is it worth spending money on expensive analytics packages and consulting services?

# Low hanging fruit

- Compare turnover rates with various company health metrics to focus turnover mitigation strategies



- Company growth may be hurt by high turnover rates

# Appendix

# Processed Data

- JOLTS Survey Data

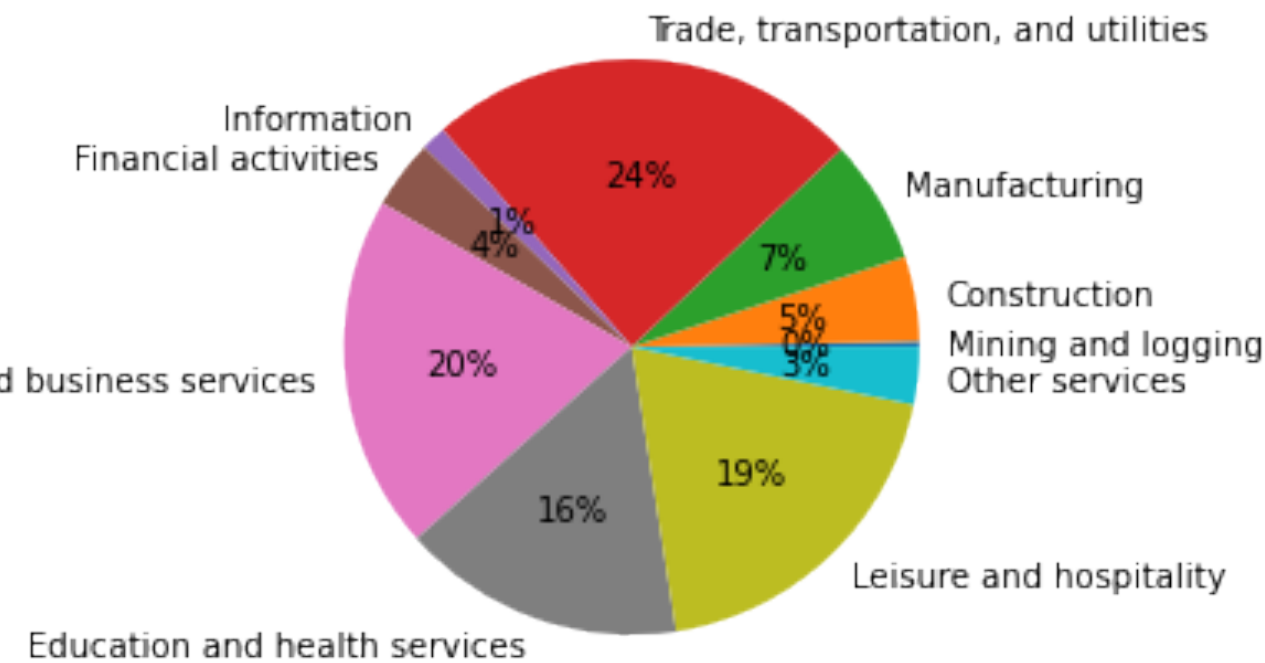
Seasonal	Industry	State	Area	Size Class	Data Element	Rate/Level	Date	year	period	value
U	710000	00	00000	00	TS	L	2000-12-01	2000	M12	99.0
S	230000	00	00000	00	OS	L	2016-01-01	2016	M01	13.0
S	100000	00	00000	05	LD	L	2009-09-01	2009	M09	82.0
U	420000	00	00000	00	JO	R	2013-04-01	2013	M04	2.5
S	620000	00	00000	00	OS	L	2019-02-01	2019	M02	44.0

- LinkedIn Company Profile Data

	bls_industry	year	n_employees	company_growth	company_growth_perc	turnover
	Construction	2016	299532	161861.0	1.175709	22.2
	Construction	2017	397558	98026.0	0.327264	26.6
	Construction	2018	417700	20142.0	0.050664	28.3
	Education and health services	2016	714999	326671.0	0.841224	20.5
	Education and health services	2017	962445	247446.0	0.346079	21.2
	Education and health services	2018	1024910	62465.0	0.064902	22.7
	Financial activities	2016	3287991	975651.0	0.421932	14.7

# JOLTS Survey EDA

Composition of 2020 Voluntary Turnover Levels  
in Private Sector Industries



Change in Voluntary Turnover Rates

