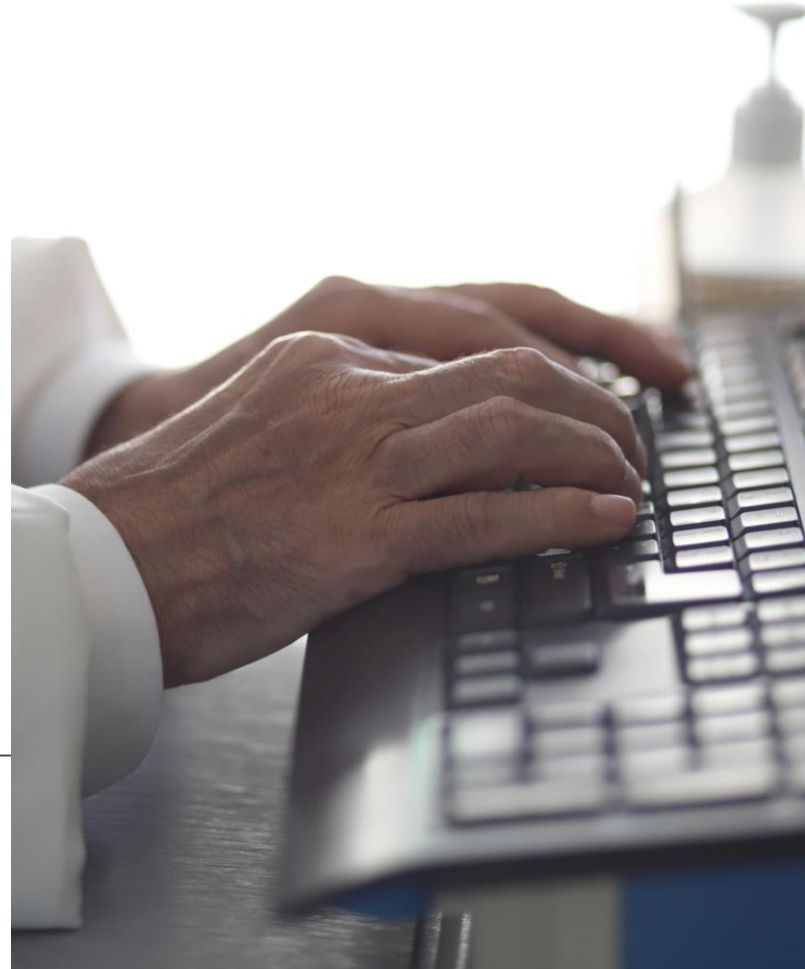


# EMPLOYEE ATTRITION ANALYSIS

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by Alya Nabila Putri



# 1 in 6

employees **left**  
the company,  
**why?**



Most attrition comes from **female** employees **under 30** with tenure **< 3 years**

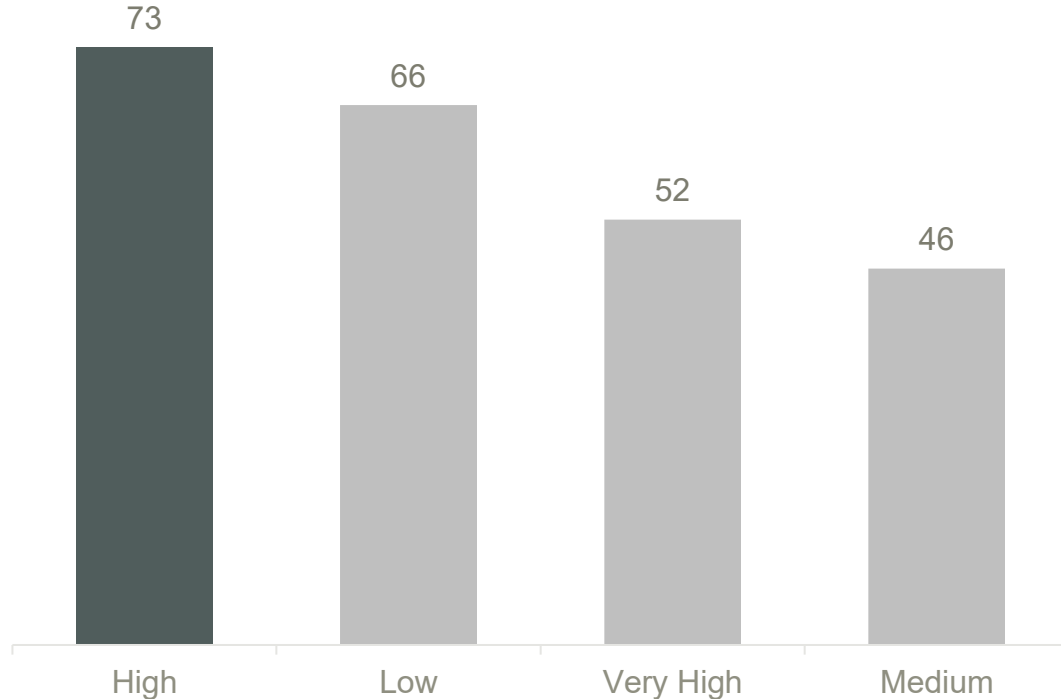
**Female**

	< 30	30-39	40-49	50+
< 3 years	38%	22%	4%	0%
> 7 years	17%	6%	10%	18%
3-7 years	20%	5%	14%	7%

**Male**

< 3 years	34%	23%	8%	28%
> 7 years	0%	7%	4%	8%
3-7 years	16%	11%	15%	14%

**30%** of resign employee were **highly-satisfied** with their job

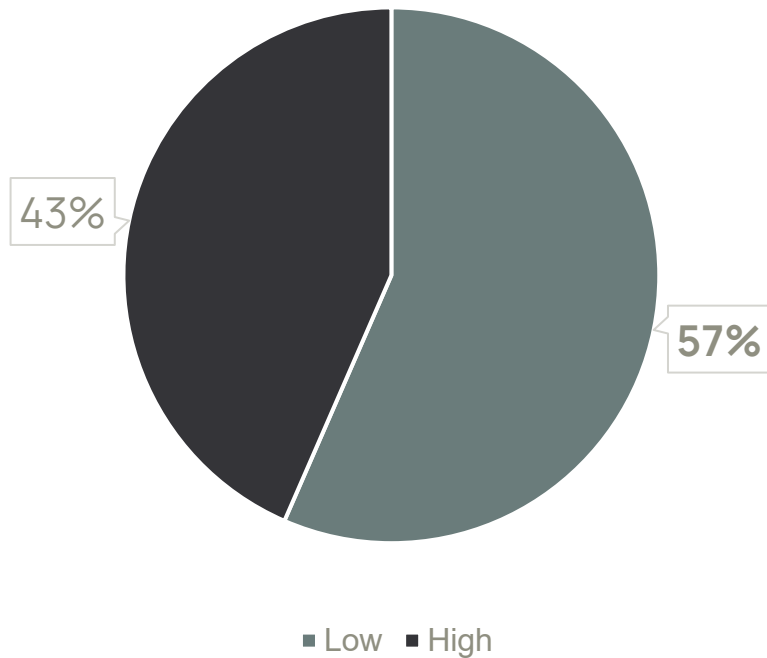


**Insight:**

Job Satisfaction is not the main reason of attrition

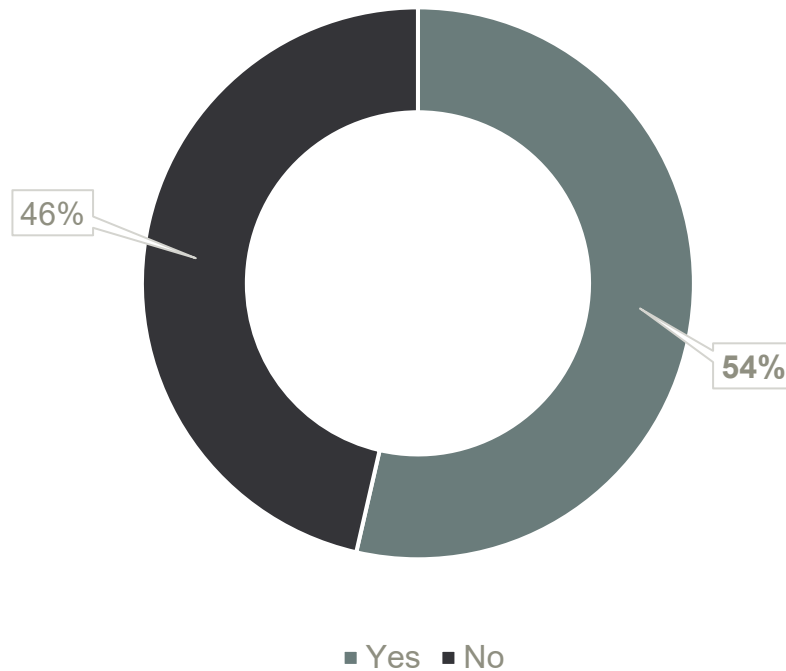
# Work Environment drives attrition

More than **half** resign employees leave due to **low satisfaction** with the work environment



# High Overtime, High Attrition

53% of resign employees report **excessive overtime**



# CONCLUSION

Attrition is **highest** among **young females** with **short tenure**.  
**Work environment** and **overtime** play major roles, even for satisfied employees.

# Recommendation



## **Improve Work Environment**

Enhance workplace comfort and culture to boost satisfaction.



## **Manage Overtime**

Monitor workloads to prevent excessive overtime.



## **Focus on Young Female Employees**

Provide mentoring and development programs for employees under 30 with short tenure



# Dashboard for further insight per department



## HR DASHBOARD - ATTRITION ANALYTICS

1470

Employee

237

Total Attrition

16%

Attrition Rate

5.13

Average Work Years

Deselect all

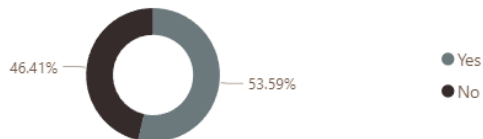
Human Resources

Research & Development

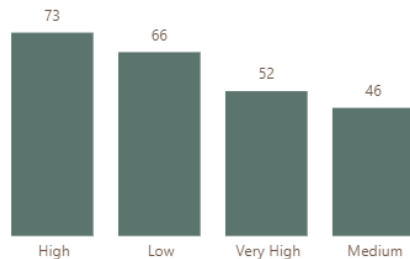
Sales

	Gender	<30	30-39	40-49	50+
⊞	Female				
	< 3 years	0.38	0.22	0.04	
	> 7 years	0.17	0.06	0.10	0.18
	3-7 years	0.20	0.05	0.14	0.07
⊞	Male				
	< 3 years	0.34	0.23	0.08	0.28
	> 7 years		0.07	0.04	0.08
	3-7 years	0.16	0.11	0.15	0.14

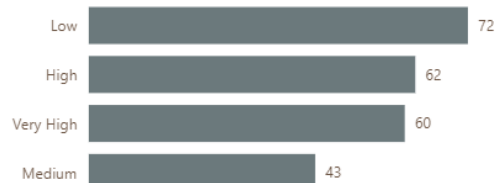
Total Attrition by Over Time



Total Attrition by Job Satisfaction



Total Attrition by Environment Satisfaction



**THANK YOU**