

# ***Employee Attrition Analysis at XYZ Organization***

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# Introduction

XYZ, a company experiencing high turnover rates, is particularly concerned about new hires who leave within the first 6 months ("Quick Quits"). The management seeks insights into the factors contributing to these Quick Quits and strategies to improve retention.



# Objective:

Analyze the employee turnover data to identify patterns and trends related to Quick Quits. Provide actionable insights and recommendations for reducing turnover.

## Tasks:

### 1. Data Cleaning and Preparation:

- Handle any missing or inconsistent data.
- Import the data into Power BI/Excel.

### 2. Exploratory Data Analysis (EDA):

- Calculate Quick Quit rates.
- Analyze turnover rates by position, gender, age, education level, and recruitment source, career graph, promotions etc.

### 3.Data Visualization/Trend & Pattern Analysis:

- Develop comprehensive visualizations/analysis to illustrate trends and patterns in turnover and Quick Quits, including comparisons across departments and positions, impact analysis using histograms and charts, and exploration of correlations among employee data variables related to Quick Quits.

### 4. Predictive Analytics:

- Using BI Tools/Excel prepare a predictive model to estimate the likelihood of an employee being a Quick Quit based on the provided features.

5.Provide actionable recommendations to reduce Quick Quits and improve employee retention, including suggestions for enhancing recruitment, onboarding, and support processes, and present your findings through a Power BI/Excel dashboard and a summary report with key insights.

6.Sample data is attached in the excel sheet.

7. Prepare graph where it is required.

# data cleaning and prepration

*New columan are added:*

- **Employee\_count** - This columan contain number employee in the company
- **attrition1**- This column contain emplyee which are coming from job portal and are bachelor indicated as “1” otherwise “0”
- **emp\_tenure** -This column data contain the duration of employee
- **emp\_turnover**-This column contain total income of each employee. This data is on yearly basis
- **comp\_turnover**-This columan provide the company turnover by each employee and note this data is on yearly basis
- **red\_turnover** -This column contain loss in company turnover due leaving of employee

# Power bi dashboard

## Employee Attrition Analysis at XYZ Organization

Position

Bachelor's Job Portal

Bachelor's Recruit...

Bachelor's Referral

High School Job Po...

Master's Job Portal

Master's Recruitme...

Master's Referral

Experience

All

Employee_ID	Sum of emp_turnover	Sum of red_turnover
1001	300000	300000
1002	720000	0
1003	330000	330000
1004	260000	364000
1005	696000	0
1006	636000	0
1007	744000	0
1008	294000	294000
1009	648000	0
1010	300000	300000
Total	13008000	3696000

Attrition\_rate

46.15%

AVG\_emp\_turnover

500.31K

reducing turnover

142.15K

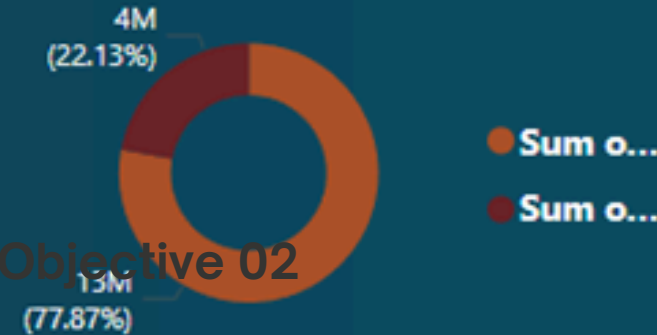
Employ\_count

26

Quick quit

12

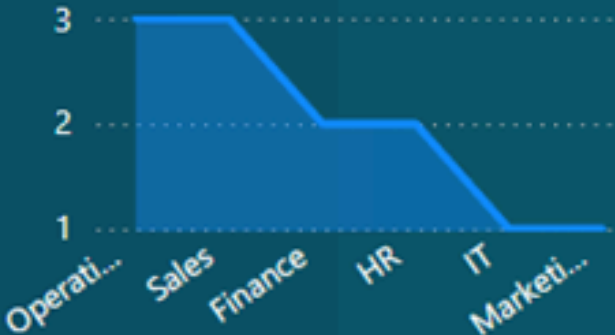
emp\_turnover by red\_turnover



Objective 02

03

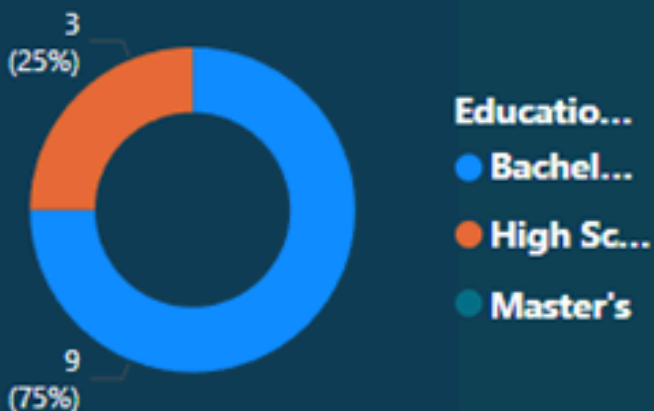
Quick\_Quit by Department



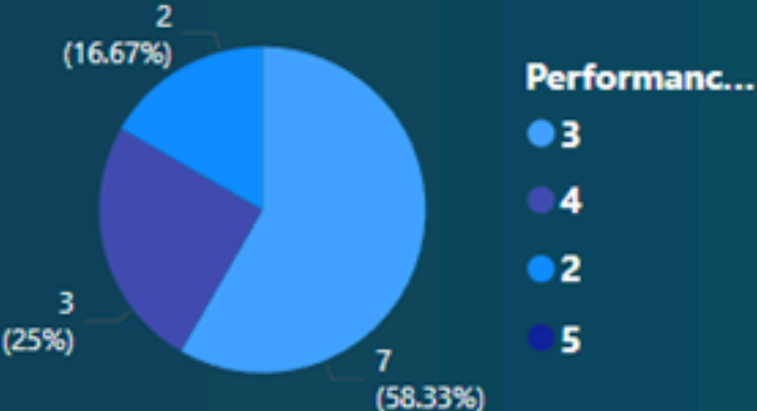
quick\_quit by recruitment\_source



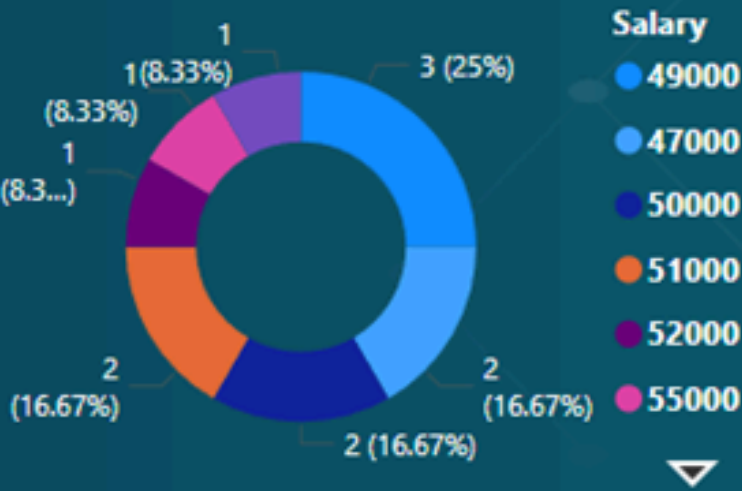
Quick\_Quit by Education\_Level



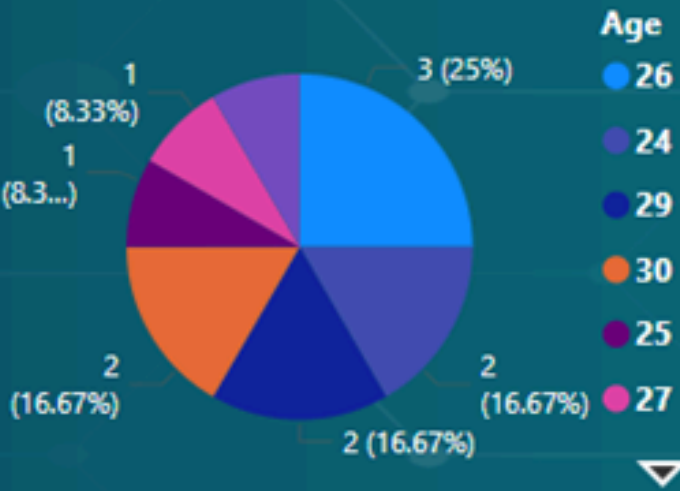
Quick\_Quit by Performance\_Rating



Quick\_Quit by Salary



Quick\_Quit by Age





# Identify Root Causes of attrition:

Based on your analysis, identify the key factors contributing to turnover. Common causes include:

- Low compensation and benefits
- Lack of career development opportunities
- Employee which are coming from job portal , maximum leave the company
- Employee who's performance rating is average ,leave the company
- May be work environment are not suitable
- Leadership be a cause of attrition of employee

## Develop Action Plans:

Based on the identified root causes, develop targeted action plans to address them. Examples include:

- Reviewing compensation and benefits packages
- Offering career development programs
- Implementing flexible work arrangements
- Improving recruitment source
- Increase interaction between employees by providing some fun activity
- Building a positive work culture
- Providing leadership training

# ThankYou



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