# HR ANALYTICS

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# Agenda

➤ What is HR analytics and Attrition

➤ Impact of Attrition

➤ Data Overview and Analysis

➤ Detailed analysis

　➤ City Index

　➤ Education level & relevant experience

　➤ Education Level Vs company

　➤ Training & last change

➤ Suggestions based on Analysis

➤ Questions

# HR analytics & attrition

## HR analytics

HR analytics (also known as people analytics) is **the collection of talent data to improve critical talent and business outcomes**. HR analytics enable HR leaders to develop data-driven insights to inform talent decisions, improve workforce processes and promote positive employee experience

## Attrition and Impact

Percentage of employee leaving an organization within year .

### Critical project delivery
If a person with knowledge leaves the company it will not only impact the business continuity but can also have an impact on critical projects

### Brand Image of the company
If there are more attrition this may tarnish the image of company in social media which will impact the overall brand image of company

### Acquired Knowledge
There is a significant investment in terms of knowledge that company does on an employee to get him up to speed, with employee leaving all is gone

### Team Dynamics
If a critical team member leaves the team this impacts the overall dynamic in term of coordination , momentum and environment

### Culture
There is always a risk of cultural mis fitment when a new employee is recruited. With high attrition this becomes more critical

# Data Overview



Raw data columns:
- enrollee_id
- city
- city_development_index
- gender
- relevent_experience
- training_hours
- enrolled_university
- education_level
- major_discipline
- experience
- company_size
- company_type
- last_new_job
- target

Raw data

Data cleanup

| | |
|---|---|
| enrollee_id | 0 |
| city | 0 |
| city_development_index | 0 |
| gender | 4508 |
| relevent_experience | 0 |
| enrolled_university | 386 |
| education_level | 460 |
| major_discipline | 2813 |
| experience | 65 |
| company_size | 5938 |
| company_type | 6140 |
| last_new_job | 423 |
| training_hours | 0 |
| target | 0 |
| dtype: int64 | |

Data cleanup

Final data columns:
- enrollee_id
- city
- city_development_index
- **Index Group**
- gender
- relevent_experience
- training_hours
- **Training Hrs (Range)**
- enrolled_university
- education_level
- major_discipline
- experience
- **exp level**
- company_size
- company_type
- last_new_job
- target

Certain attributes are group in range for better Analysis:

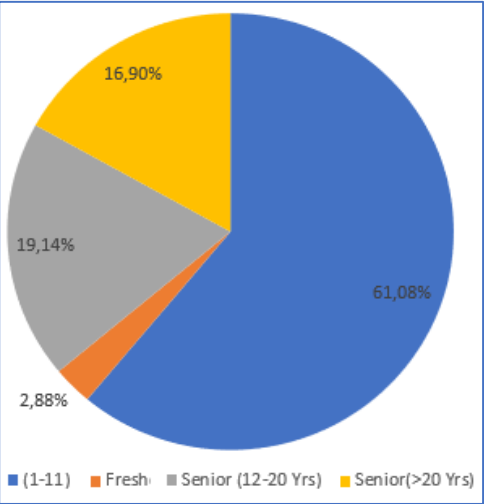# Overview & Attrition ( City Index)

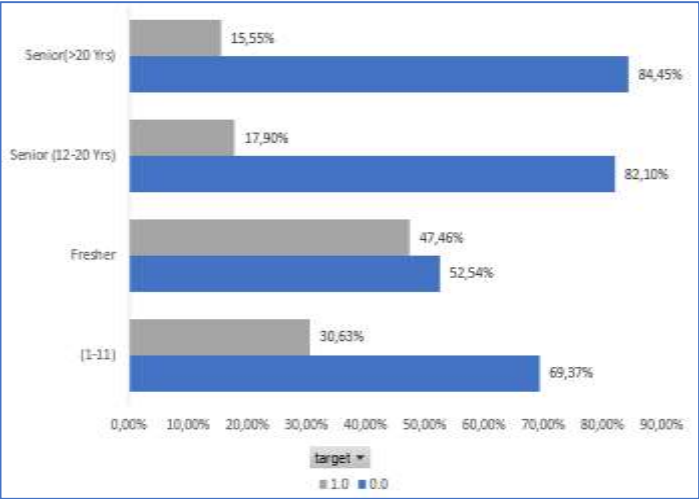| Leave/Stay | Number | %age |
|------------|--------|------|
| Stay | 14381 | 75% |
| Leave | 4777 | 25% |
| Total | 19158 | |
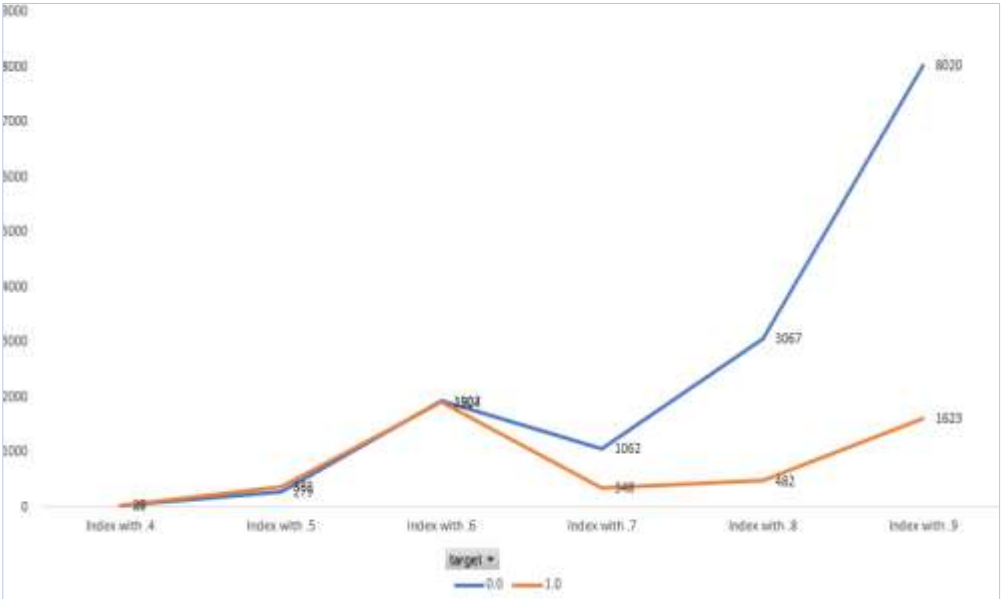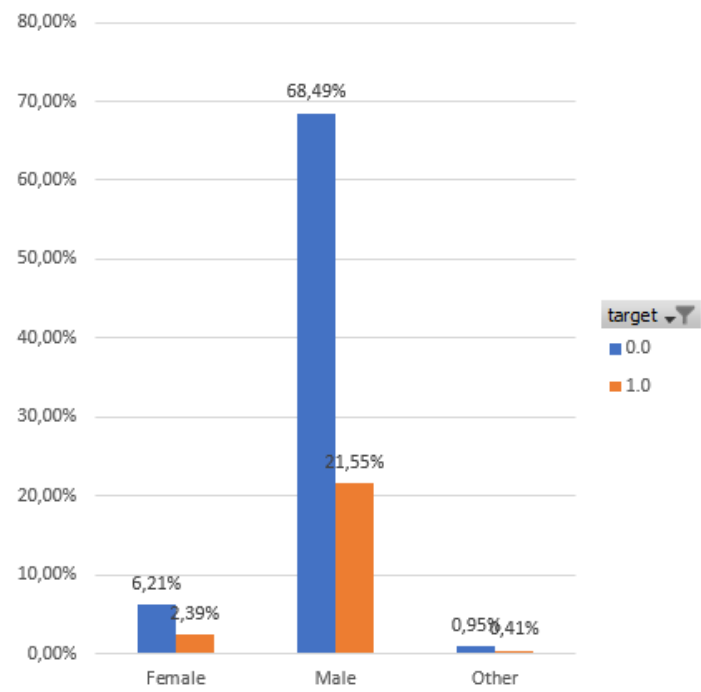




People leaving in cities with better quality of life are seen more stable in their job
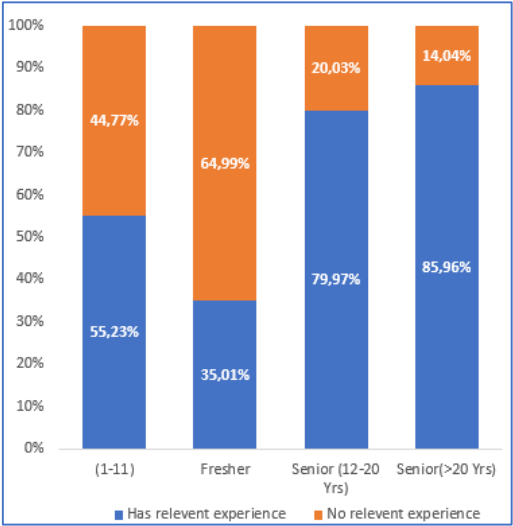
# Analysis – Experience & relevant experience



Out of total survey the critical mass is with Mid level (1-11yrs ) **61%** & more the 20 Yrs which is **19%**



Senior level is more stable with **84%** wants to stay while mid level is vulnerable for **30%** Attrition



Mid level the percentage of people leaving/stay with relevant experience is nearly same while senior about **85%** with relevant experience wants to leave the job

Inference :
1. Mid level is a major proportion of working group also the attrition is more hence become critical mass for analysis
2. The bigger percentage of people leaving w/o relevant experience is fresher which is not a near future threat and can be mitigated easily
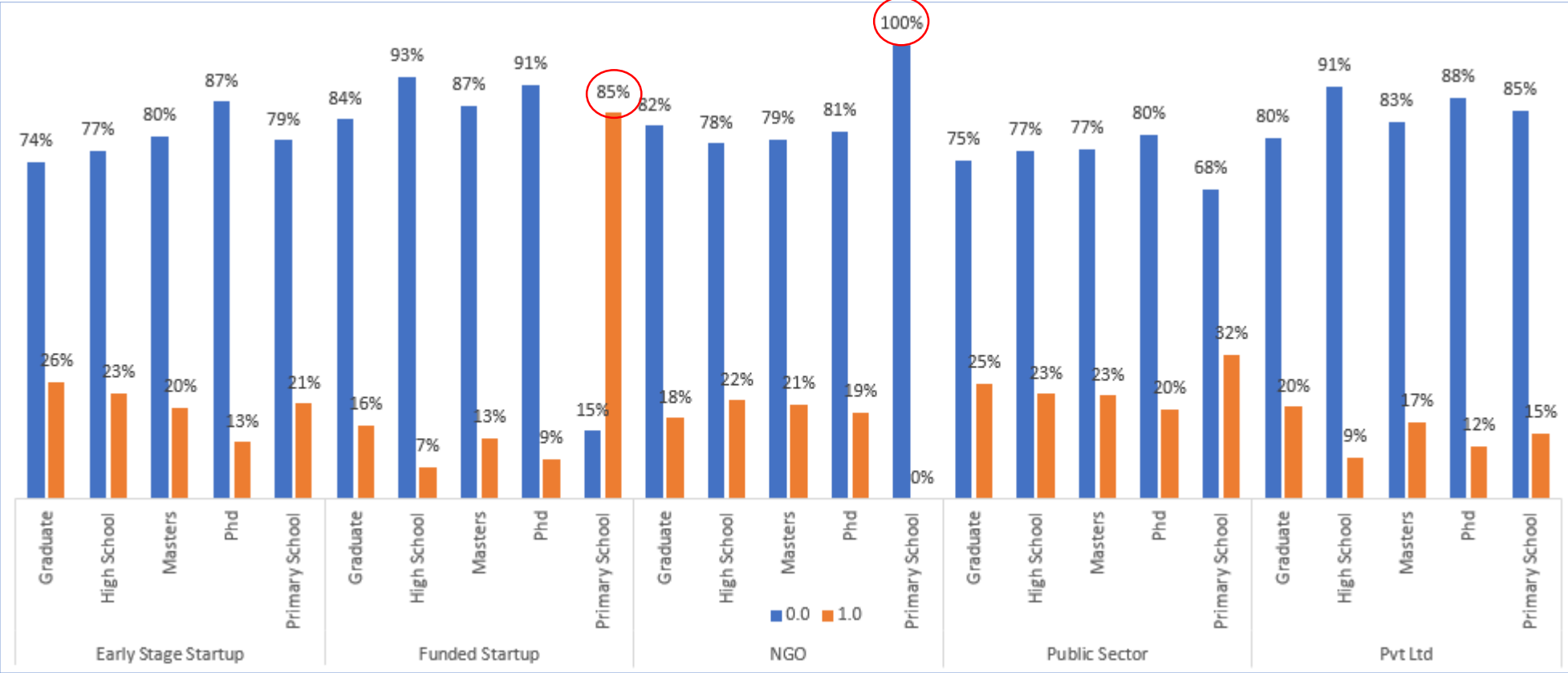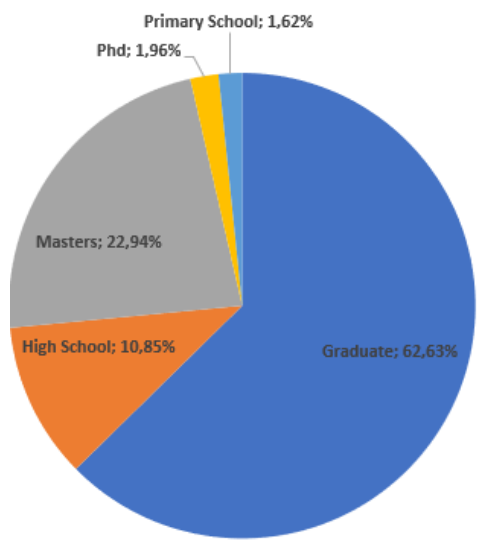3. Out of 40% of senior (12-20 &>20) about 80% with relevant experience wants to leave the job which can be a potential issue.
4. Out of 60% of Mid level executives 30% wants to leave, in this 44% has no relevant experience

# Reason for Attrition – Edu Level Vs Company type



**Inference**

- Primary education comprises of least number of people while they are no so good fit in Funded startup they do enjoy working in NGOs

- The NGOs compared to other sector have more stability

- The high school enjoy more in Funded startup (93% not leaving) and Pvt Sector (91% not leaving)

- People with Masters degree rate fairly in All type of Job sector

# Reason for Attrition – Training & Last change
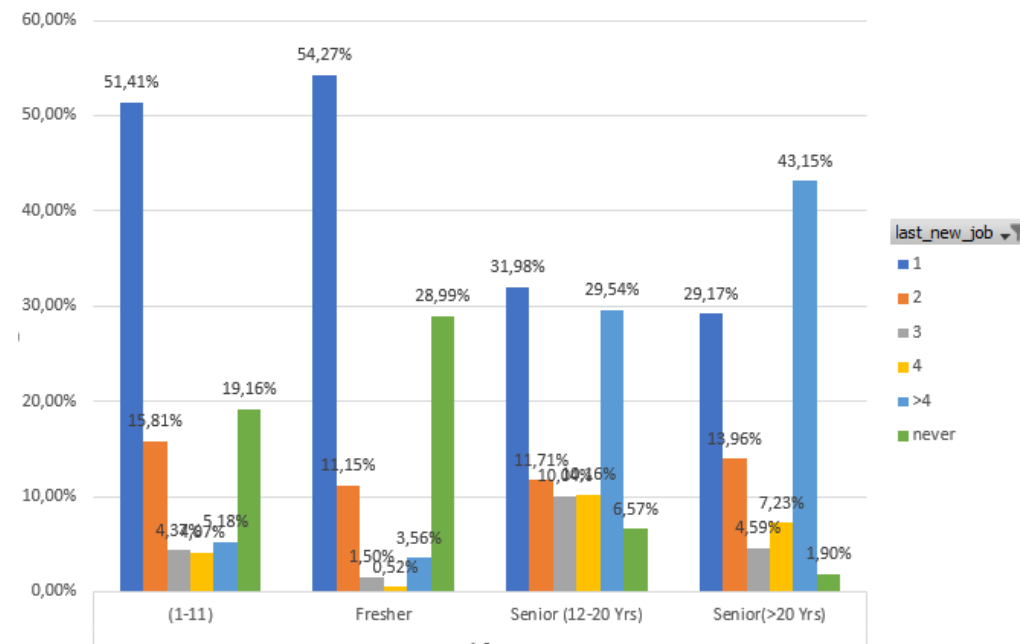




**Last change Vs Experience (Attrition)**

- Between Fresher and 1-11 Yrs About 51% people who have change the job last 1 year are likely to leave the job again
- More seniors who have not change the job oin last 4 years (about 40%) or have change th ejob in last 1 year (about 30%) are likely to leave the job
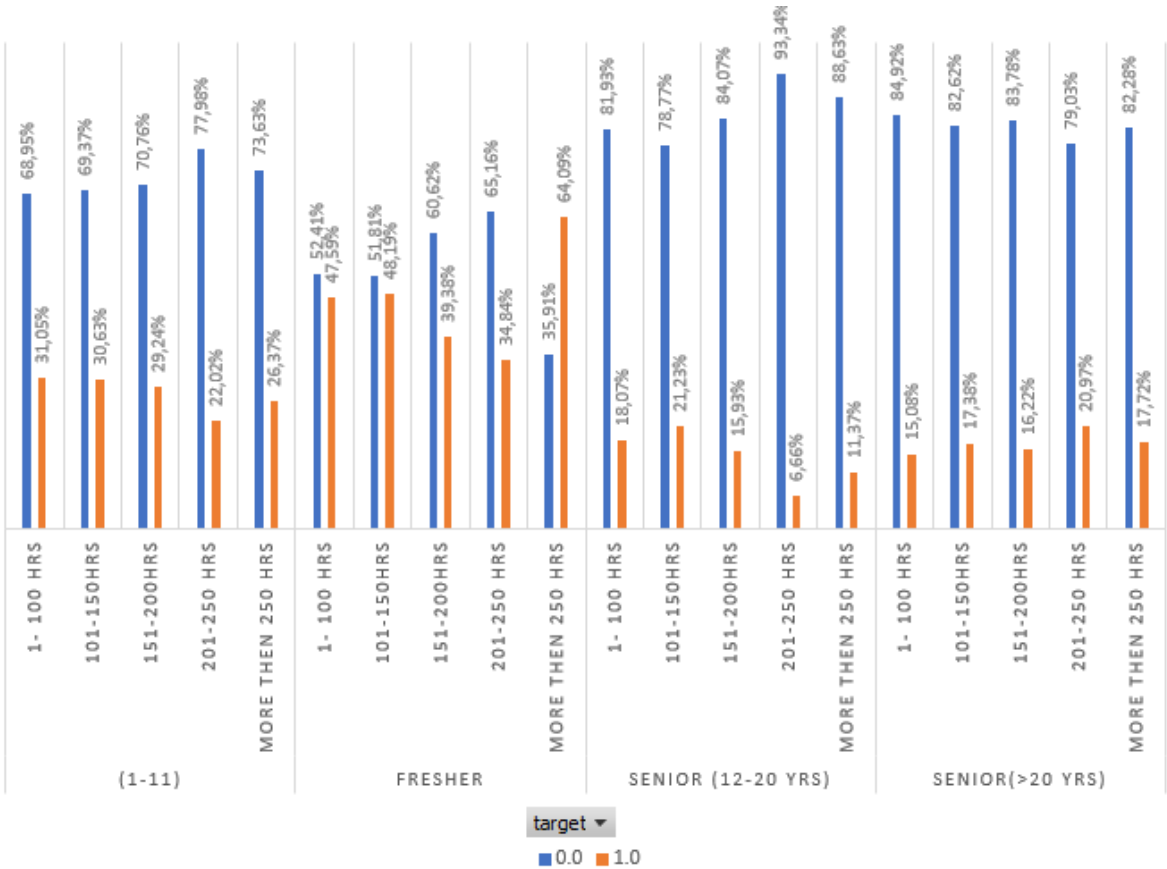
**Training vs Attrition**

- In 1-11 and senior and fresher group the training between 201-250 Hrs seems to be idle to encourage people to stay.
- Seniors with experiance more then 20 Yrs training doesnt seem to create any impact.
- For fresher with more then 250 Hrs training the attrition is more

# Possible suggestions



- A balance should be kept while recruitment where the critical people should be kept in cities with better living conditions

- The mid level is a critical mass and for the people without relevant experience should be trained to lower the attrition

- Although the number of seniors leaving is low however 85% have a relevant experience . Steps should be taken to stop them to leave the organization

- The departure of senior member can also trigger more attrition on freshers as they also act as mentor and without mentor a fresher can be lost ( we have seen inverse graph)

- The recruitment within all type of job sectors should be done carefully, for example people with primary education are better fit in NGOs...

- The ideal training hrs is between 200-250 Hrs. The training modeule should be carfully designed with respect to job level (example: for any fresher with more then 250 hrs training and agreement or alignment should be done to protect the investment

Questions?