Background

Tech IT solution is a service based company that provides IT and business
support services across various industries such as finance healthcare and retail.
with a workforce of around 10000 employees, the company noticed increasing employee
turnover affecting project delivery and team stability.

22.47%
Attrition rate

Business Problems

Q1. What is overall attrition rate.

Q2. Which department are facing the highest attrition and why.

Q3. how does job role influence attrition rate.

Q4. is there a correlation between distance from home and attrition rate.

Q5. is overtime contributing to higher attrition.

Q6. how does job satisfaction and environment   affect employee retention.

Q7. Are employees with low work life balance scores more likely to quit.

Q8. Are employees with frequent business travel more likely to leave.

Q9. Does the no. of years in the same role correlate with the likelihood of leaving.

Q10. Are salary hikes influencing employee retention effectively.

HR Analytics Dashboard

Job level: All

Job level: All

Gender: Female | Male

10000	2247	7753	22.47%	40
Total Employees	Total Attrition	Active Employees	Attrition_rate	Average_Age

Job levels

1	2	3	4	5	6	7	8
286	255	263	272	306	293	276	

Job involvement

1	2	3	4	5
654	632	330	309	322

Work life balance

1	2	3	4	5
604	628	375	320	320

Job Satisfaction

1	2	3	4	5
545	541	402	397	362

Job Environment

1	2	3	4	5
604	652	535	234	222

Attrition by Business_Travel

Travel Rarely 1182 (5...)
No Travel 375 (16.69...)

Attrition by Overtime

Yes 1K (3...)
No 1K (64.4...)

Attrition by No_of_years_in_current_role

Values: 208, 210, 190, 192, 227, 235, 191, 205, 202, 213, 174

Attrition by Distance_From_Home

Values: 12, 11, 12, 15, 9, 9, 11, 23, 32, 38, 43, 48, 48, 50, 48, 45, 61, 48, 46, 53, 43, 48, 54, 54, 47, 55

Attrition by Department

Network Admini... 410 (18.2%)
Cyber Security 503 (22.4%)
IT Services 430 (1...)
Software Deve... 462 (20....)
Data Science 442 (19.7%)

Attritio by salary hike in_percent %

226, 214, 224, 212, 255, 222, 253

Attrition by Education

Graduation	Degree	Master's	PhD	Below College
702	686	438	221	200

Attrition by Job_Role

Consultant	IT	Developer	Help Desk	HR
208	198	181	181	181

Director	Software Engineer	Technician	Support
199	186	179	

QA Analyst	Business Analyst	Manager	
199	184	177	174

Business Insights

High Attrition Rate:

Out of 10,000 employees, 22.47% (2247 employees) have left, which is a serious concern. The company needs stronger retention policies.

Department-wise Concern:

Cyber Security (22.4%) and Data Science (19.7%) show the highest attrition. These are critical departments where talent is expensive and hard to replace.

Job Roles Most Affected:

Roles like Consultant, QA Analyst, and IT/Software Engineers have higher attrition. This may indicate workload pressure or better opportunities outside.

Overtime Impact:

Employees working overtime form a large portion of attrition (36%). Long working hours are directly linked with employee exits.

Work-life Balance:

Employees rating work-life balance as 1 or 2 have noticeably higher attrition compared to those rating it 4 or 5. This shows work-life imbalance is pushing employees out.

Distance from Home:

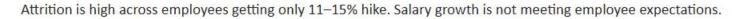Attrition increases when employees live 20–25 km away from office. Travel fatigue may be a factor here.

Job Satisfaction & Environment:

Employees with low job satisfaction (rating 1–2) and poor work environment ratings are more likely to quit. Improving workplace culture could improve retention.

Experience in Current Role:

Attrition peaks at 2–3 years in the same role (around 227–235 exits). Employees may feel stuck or see limited growth opportunities after the initial learning phase.

Salary Hike Dissatisfaction:

Attrition is high across employees getting only 11–15% hike. Salary growth is not meeting employee expectations.

Education-wise Attrition:

Graduates and those with just a Degree form the largest attrition group. This suggests that mid-level skilled employees are the most likely to leave for better prospects.

Conclusion:

Attrition rate is 22.47%, a major concern.

Highest exits in Cyber Security, Data Science, IT Services.

Key reasons: work-life imbalance, overtime, low satisfaction, limited growth (2–3 yrs in role), low salary hikes

Recommendations:

Improve Work-Life Balance → Flexible hours, reduce overtime.

Review Salary Hikes → Match industry standards.

Career Growth → Clear promotion & training paths.

Focus on Critical Depts. → Cyber Security & Data Science retention plans.

Support Long Commutes → Remote work / transport options.