

# EnergiX Innovations

## Analysing Key Factors Influencing Employee Attrition

### Introduction

The objective of this project was to discern critical factors influencing employee departure at EnergiX. Leveraging a comprehensive HR dataset, the analysis aimed to pinpoint the primary variables significantly impacting attrition rates.

### Key Findings

Through robust data analysis and modelling techniques, the project identified the top five features contributing to employee attrition.

#### Satisfaction Level

A crucial determinant, showcasing a strong negative correlation with attrition. Employees with lower satisfaction levels were more prone to leave the organisation.

#### Number of Projects

Employees handling an excessive number of projects exhibited a higher likelihood of attrition, indicating a potential link between workload and turnover.

#### Last Evaluation

Employees with a low or exceptionally high recent performance evaluations were more susceptible to attrition, suggesting dissatisfaction or burnout.

#### Employment Duration

Shorter tenure within the organisation was associated with increased attrition rates, indicating the significance of employee retention over time.

#### Average Monthly Hours

High average monthly working hours correlated positively with attrition, potentially signalling burnout or dissatisfaction due to workload.

### Recommendations

#### Address Job Satisfaction

Implement strategies to enhance employee satisfaction levels, including fostering a positive work environment, recognition programs, and regular feedback mechanisms.

#### Optimise Workload

Review workload distribution to ensure employees are not overwhelmed by excessive project assignments, promoting a better work-life balance.

#### Retention Strategies

Develop initiatives to retain talent, emphasising long-term career growth, and creating a conducive work culture.



## Conclusion

The identified top features contributing to employee attrition, notably satisfaction level, workload, employment duration, performance evaluations, and working hours, provide valuable insights into potential areas for intervention. Implementing targeted strategies to improve job satisfaction, manage workload, and focus on employee retention can significantly mitigate attrition rates and foster a more engaged and productive workforce.

