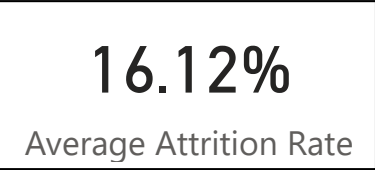
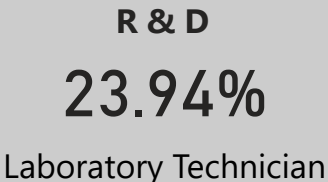
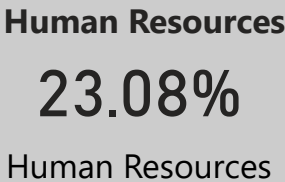


Attrition Rate Dashboard

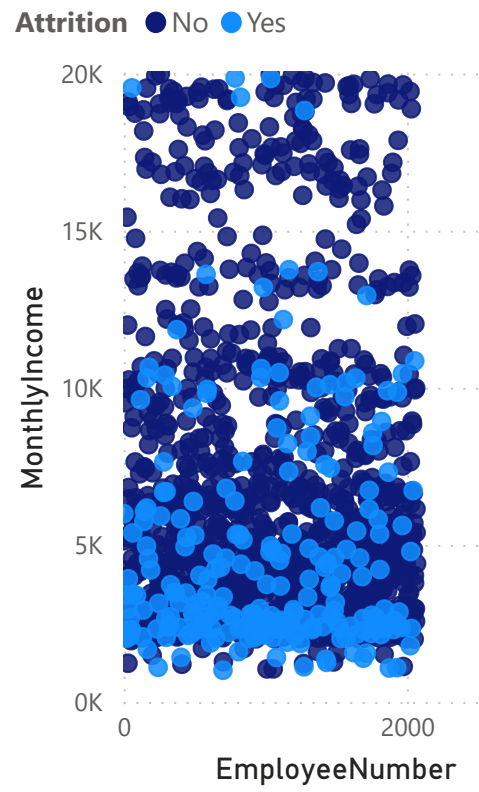
Factors Affecting Attrition Rate



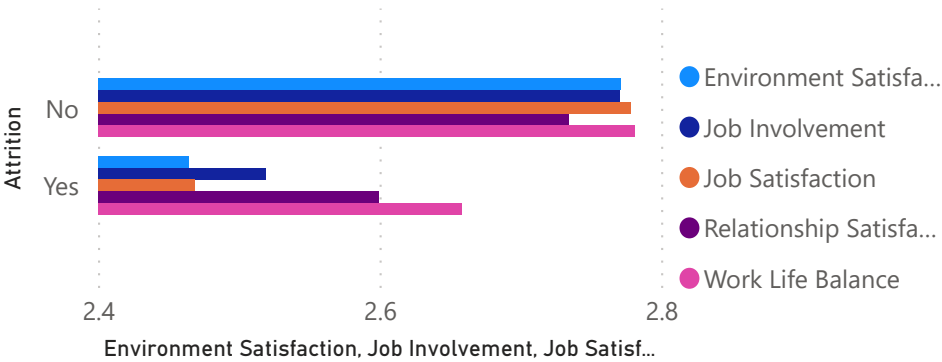
Department and Job Role



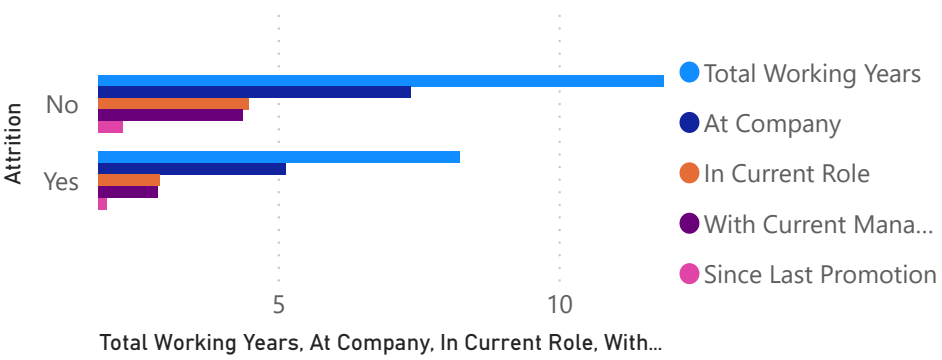
Attrition by Monthly Income



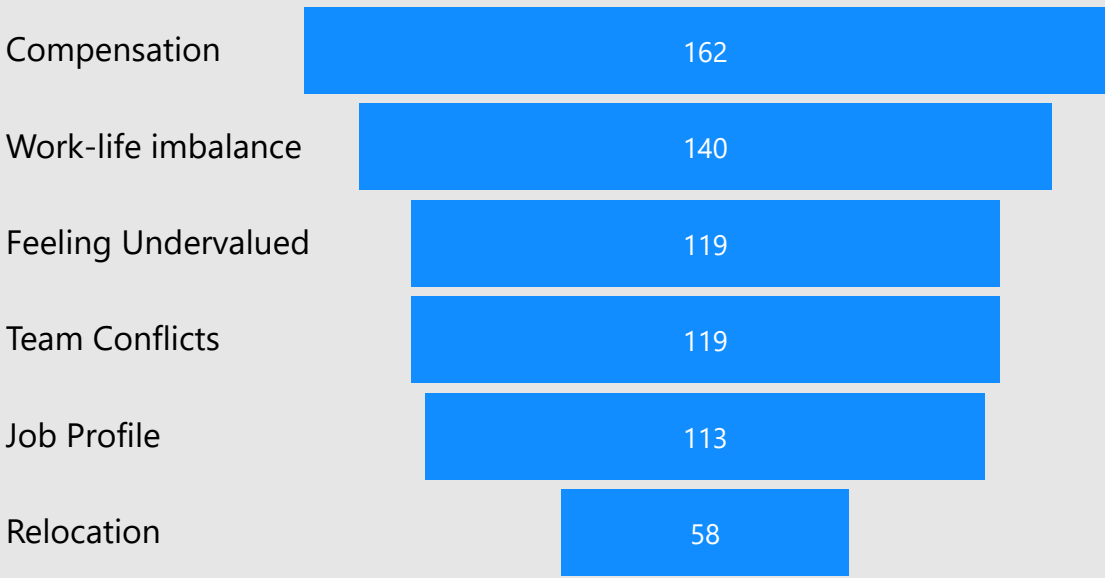
Attrition by Satisfaction Parameters



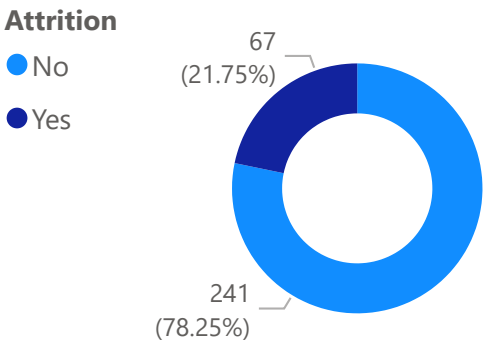
Number of Years Working



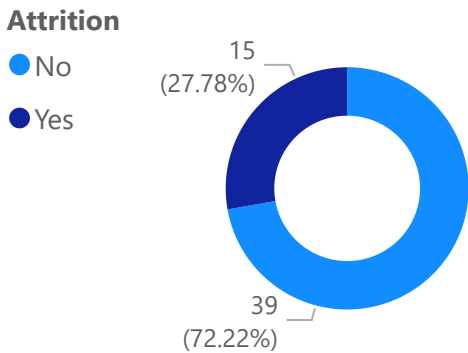
Reasons for leaving the firm



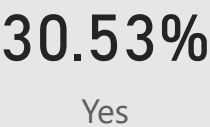
Attrition - No. of Companies greater than 4



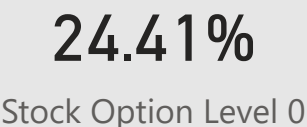
Attrition - Employee did not attend training in current year



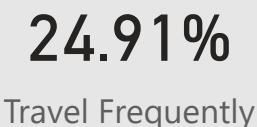
Overtime



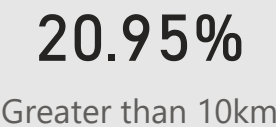
Stock Option Level



Business Travel

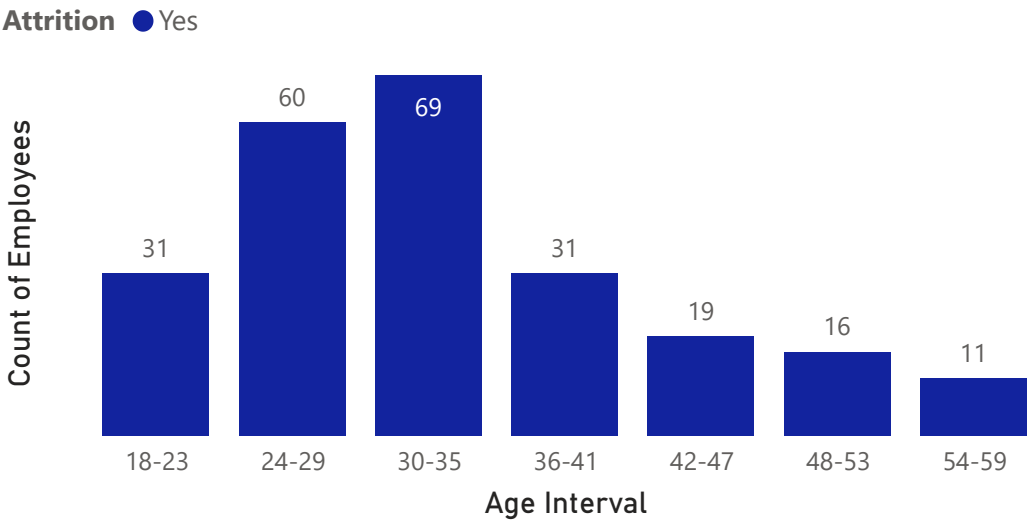


Distance From Home

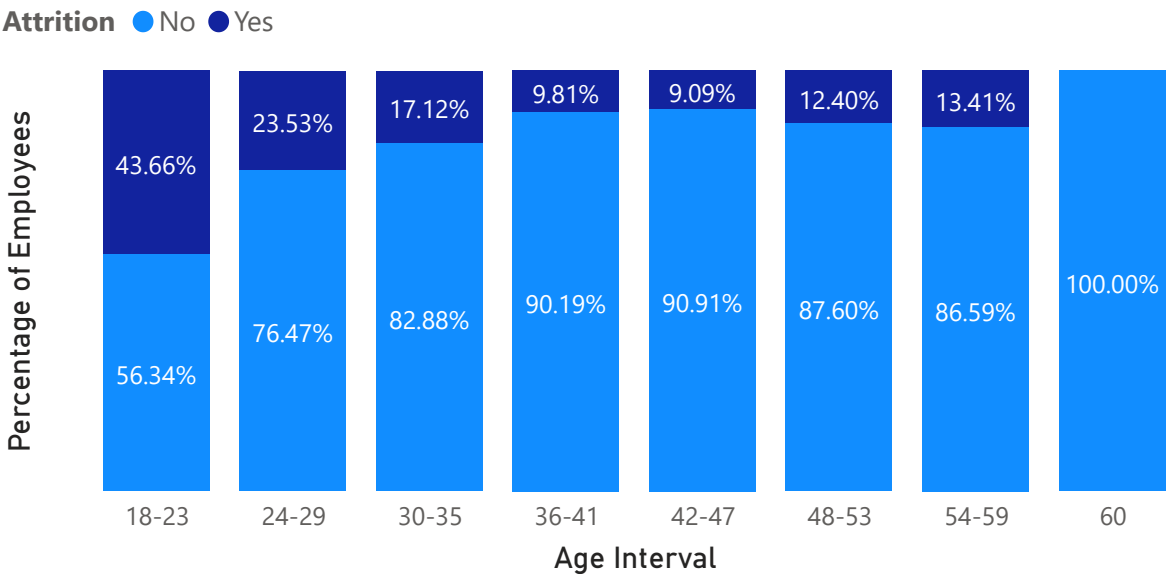


# General Attrition Trends

Count of Employees by Age Interval and Attrition



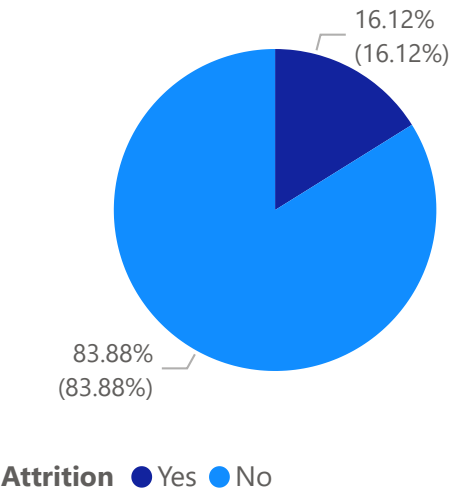
Percentage of Employees by Age Interval and Attrition



1470 237

Total Employees Attrition Count

Attrition Rate



Gender

☐ Female

☐ Male

MaritalStatus

☐ Divorced

☐ Married

☐ Single

JobLevel

☐ 1

☐ 2

☐ 3

☐ 4

☐ 5

Department, JobRole

☐ Human Resources

☐ Human Resources

☐ Manager

☐ Research & Development

☐ Healthcare Representative

☐ Laboratory Technician

☐ Manager

☐ Manufacturing Director

☐ Research Director

☐ Research Scientist

☐ Sales

☐ Manager

☐ Sales Executive

☐ Sales Representative

EducationField

☐ Human Resources

☐ Life Sciences

☐ Marketing

☐ Medical

☐ Other

☐ Technical Degree

Education

☐ 1

☐ 2

☐ 3

☐ 4

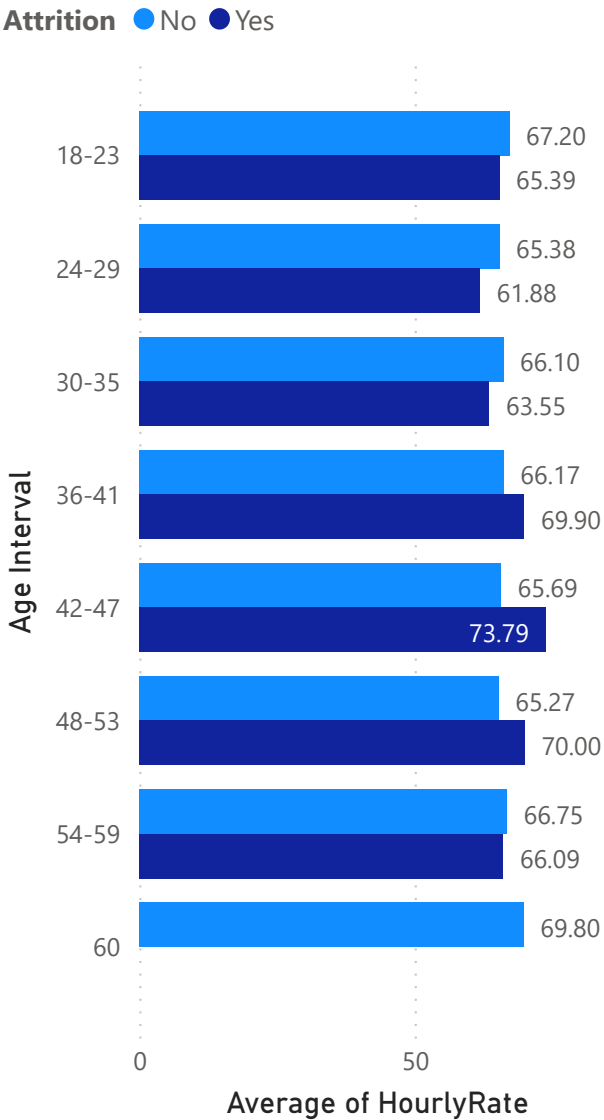
☐ 5

Analysis:  
Client has an average attrition rate of 16.12%  
The general trend shows that attrition rate is highest in the age group 18 to 36.  
Gender and Education Level do not affect attrition rate significantly.  
Single employees have high attrition rate of 25.53%  
Job level 1 has highest attrition rate of 26.34%  
Employees with Human Resources role have high attrition rate 23.08%  
In Research and Development Department, Laboratory Technicians have high attrition rate 23.94%  
In Sales Department, Sales Representatives have high attrition rate 39.76%

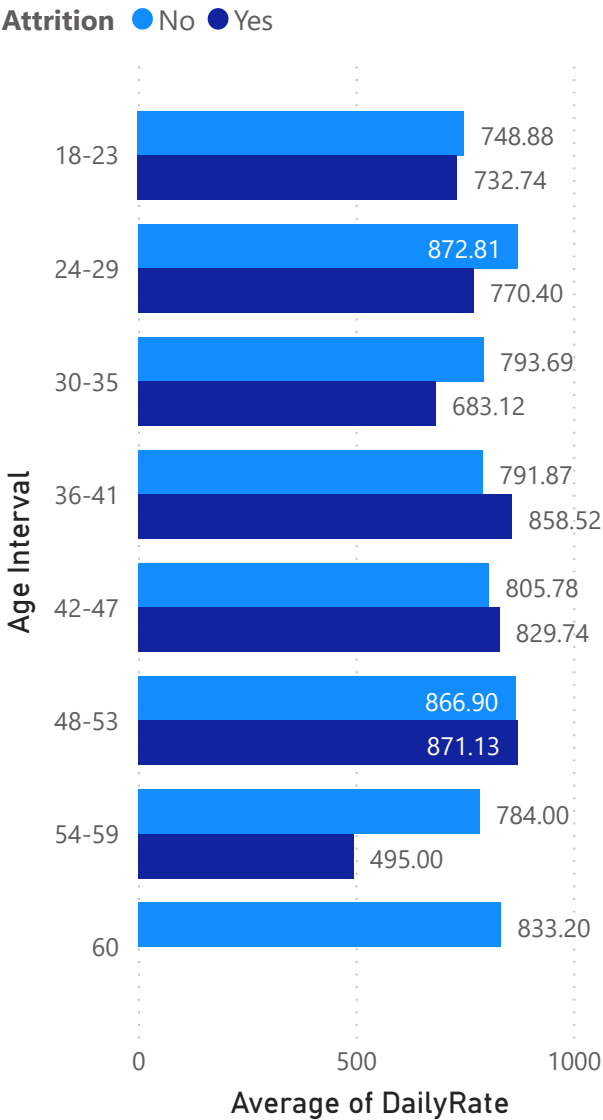
# Attrition because of Salary

Analysis:  
Attrition cannot be explained using hourly rate, daily rate and monthly rate of employees as the rates of both attrited and retained employees are more or less the same.  
The average Monthly Income of attrited employees is less than that of retained employees.

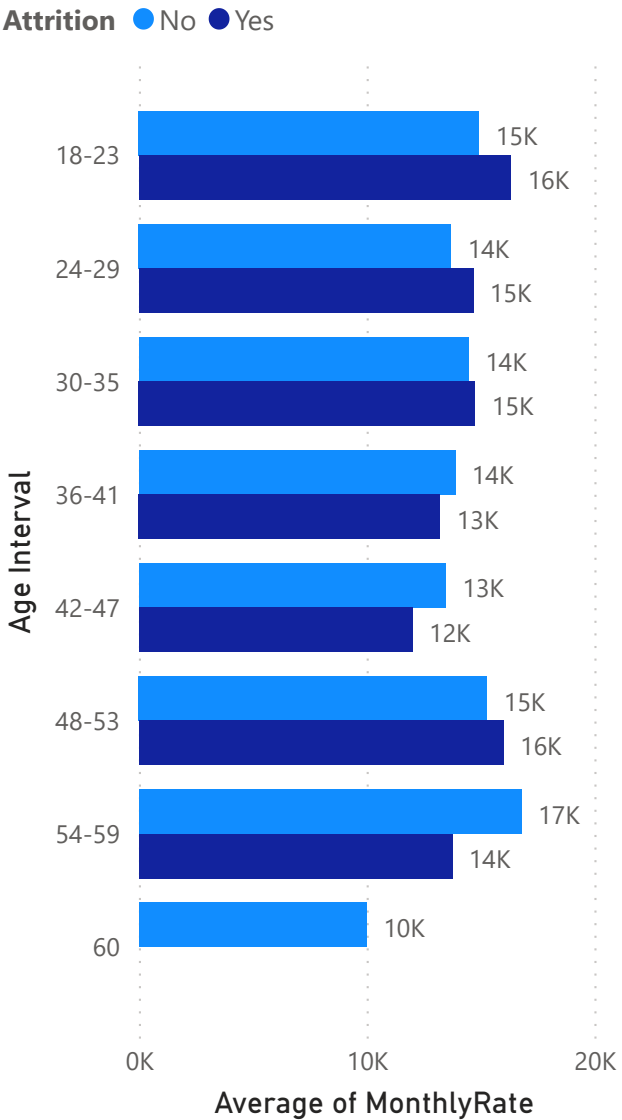
Average of HourlyRate by Age Interval and Attrition



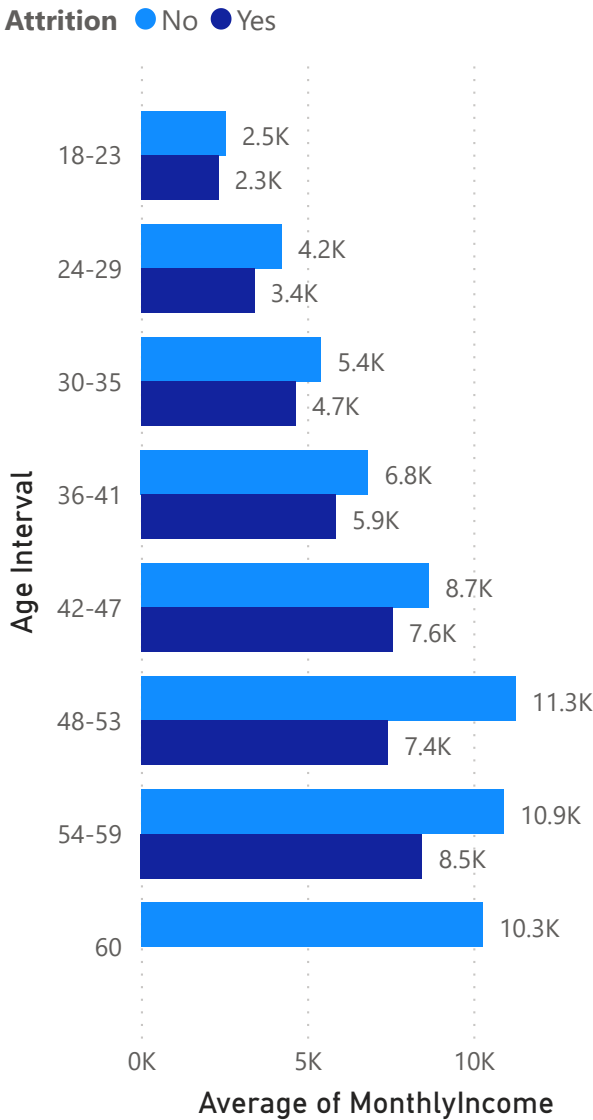
Average of DailyRate by Age Interval and Attrition



Average of MonthlyRate by Age Interval and Attrition



Average of MonthlyIncome by Age Interval and Attrition



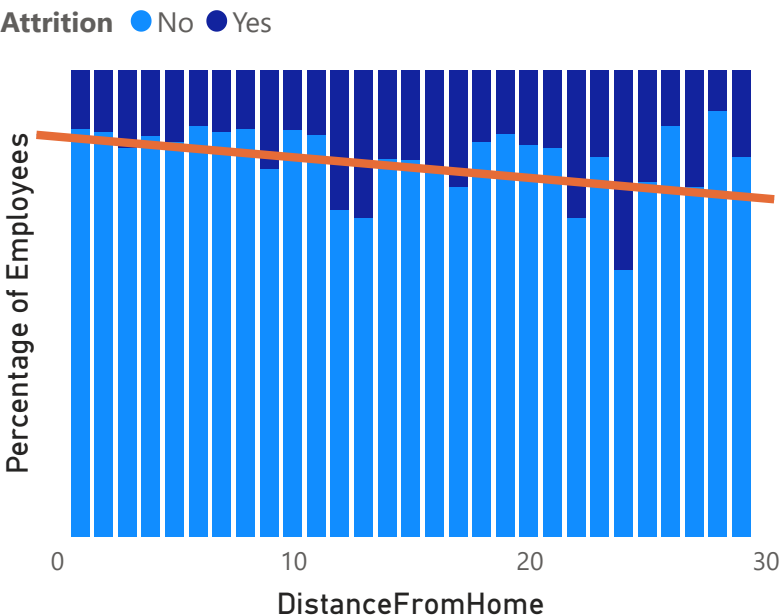
# Other Parameters

Analysis:  
Attrition happens when Environment Satisfaction, Job Satisfaction, Relationship Satisfaction, Work Life Balance ratings are low.  
More the number of companies worked for, more the attrition rate.  
Performance Rating and Percentage Salary Hike do not affect Attrition rate significantly.  
Higher the Total working years, Training times last year, Years at the company, Years in current role, Years since last promotion and Years with current manager, higher is the retention rate.  
Attrition increases when Distance from home and Travel frequency increases.  
Attrition is high if the employee works overtime.  
Stock Option Level 0 and 3 have high attrition.

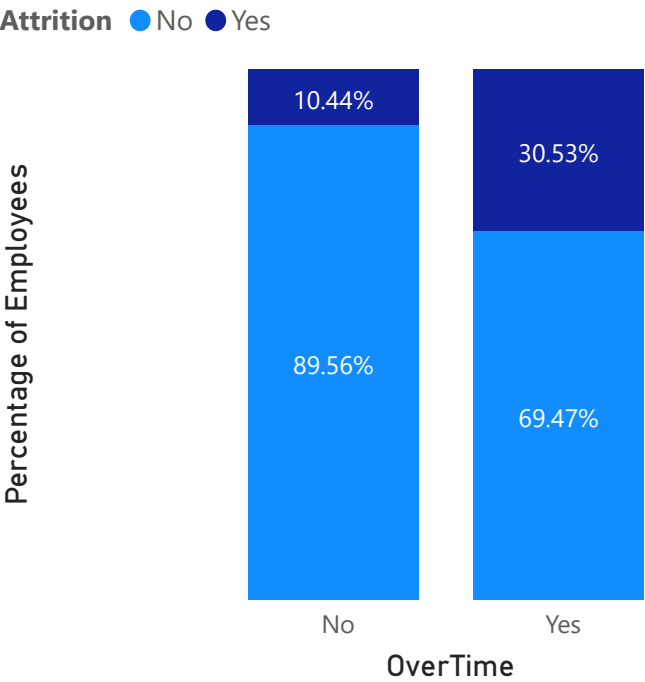
Average of Parameters

	Attrition	No	Yes	Average
Environment Satisfaction		2.77	2.46	2.72
Job Involvement		2.77	2.52	2.73
Job Satisfaction		2.78	2.47	2.73
Relationship Satisfaction		2.73	2.60	2.71
Work Life Balance		2.78	2.66	2.76
Performance Rating		3.15	3.16	3.15
Number of Companies Worked		2.65	2.94	2.69
Percent Salary Hike		15.23	15.10	15.21
Total Working Years		11.86	8.24	11.28
Training Times Last Year		2.83	2.62	2.80
Years At Company		7.37	5.13	7.01
Years In Current Role		4.48	2.90	4.23
Years Since Last Promotion		2.23	1.95	2.19
Years With Current Manager		4.37	2.85	4.12

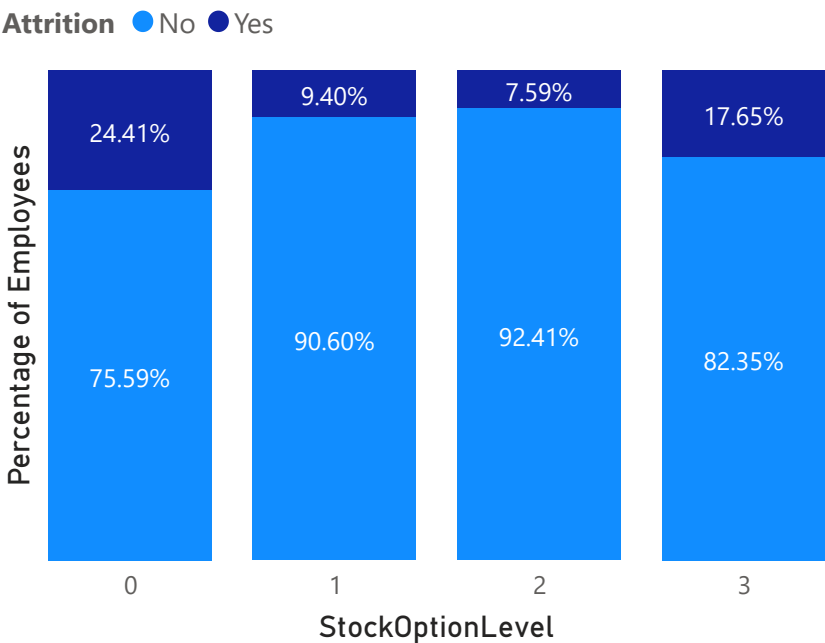
Percentage of Employees by DistanceFromHome and Attrition



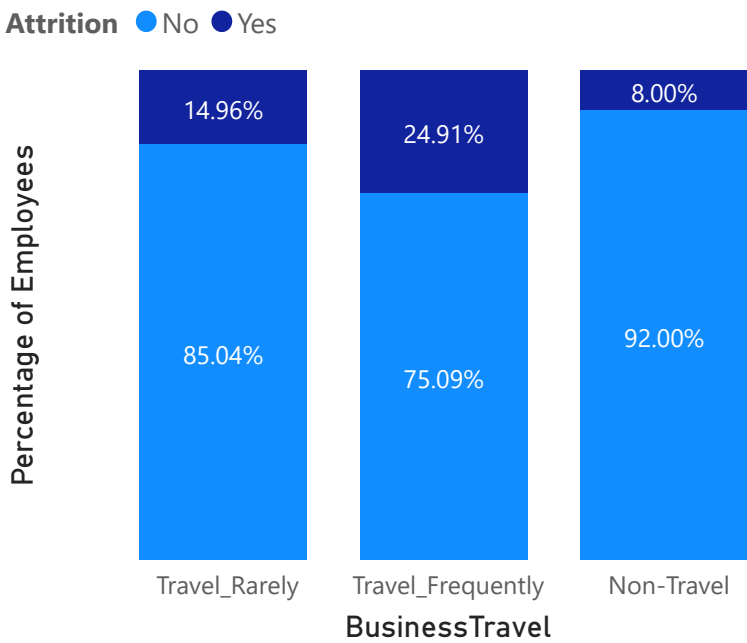
Percentage of Employees by OverTime and Attrition



Percentage of Employees by StockOptionLevel and Attrition



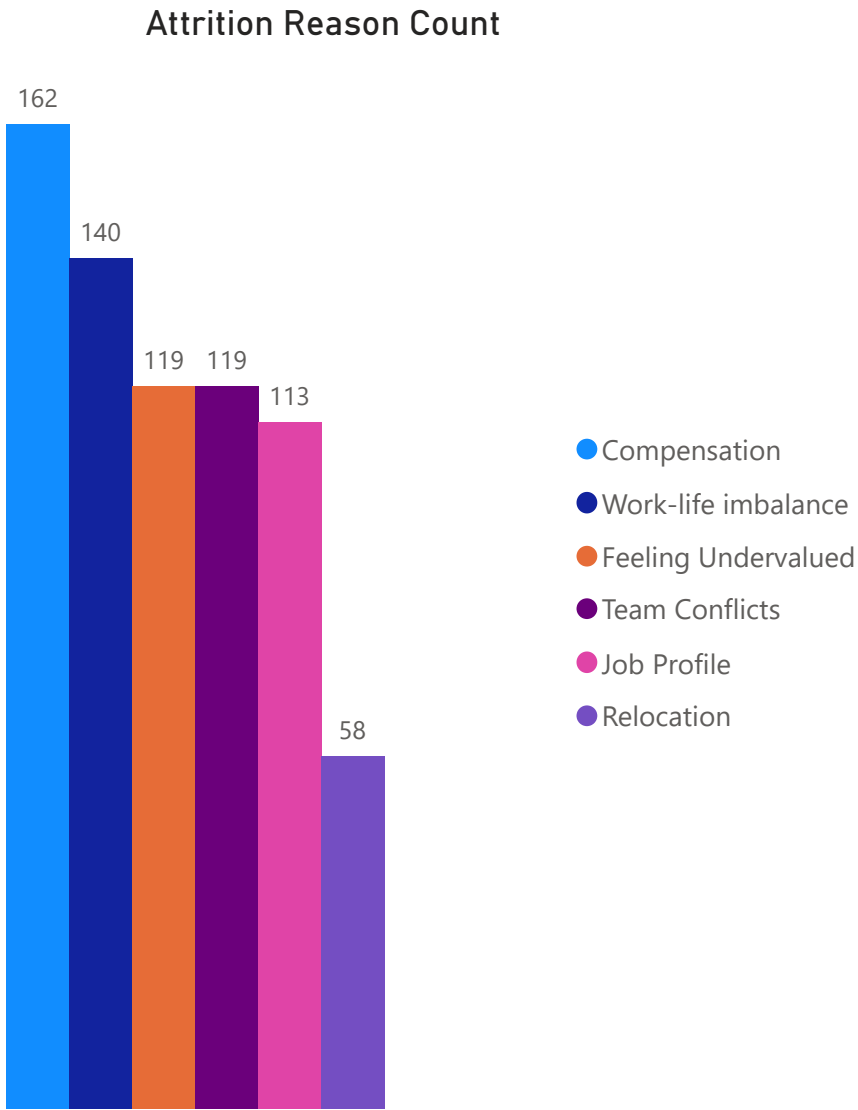
Percentage of Employees by BusinessTravel and Attrition



# Attrition Reasons

Analysis:

The top 2 reasons for leaving the firm are Compensation and Work-life imbalance.



Primary Reason for Attrition	Employee Count
Job profile	51
Compensation	49
Feeling undervalued	49
Work-life imbalance	47
Relocation	41
Total	237

Secondary Reason for Attrition	Employee Count
Work-life imbalance	57
Team Conflicts	52
Compensation	46
Feeling undervalued	42
Job profile	23
Relocation	17
Total	237

Tertiary Reason for Attrition	Employee Count
Compensation	67
Team Conflicts	67
Job profile	39
Work-life imbalance	36
Feeling undervalued	28
Total	237