Employee Attrition Analysis

Unified Mentor

Introduction

- Employee attrition is defined as employees leaving their organizations for unpredictable or uncontrollable reasons. Many terms make up attrition, the most common being termination, resignation, planned or voluntary retirement, structural changes, long-term illness, layoffs.

Employee Attrition Data

Department	DistanceFromHome	Education	EducationField	EmployeeCount	Gender	JobLevel	JobRole	MaritalStatus	MonthlyIncome	NumCompaniesWor
Human Resources	10	2	Human Resources	1	Male	1	Laboratory Technician	Single	53730	
Sales	2	4	Marketing	1	Female	4	Research Scientist	Married	106500	
Research & Development	1	2	Life Sciences	1	Male	1	Sales Executive	Married	32120	
Research & Development	29	3	Life Sciences	1	Female	3	Laboratory Technician	Single	27070	
Research & Development	2	2	Life Sciences	1	Female	2	Research Scientist	Single	63970	
Research & Development	2	3	Medical	1	Female	1	Research Scientist	Divorced	25320	
Human Resources	1	3	Medical	1	Female	2	Laboratory Technician	Married	24130	
Sales	1	3	Life Sciences	1	Male	2	Research Scientist	Single	27430	
Sales	6	2	Medical	1	Female	2	Manager	Married	20070	
Research & Development	1	3	Other	1	Male	4	Research Scientist	Married	49680	
Research & Development	16	2	Life Sciences	1	Female	2	Laboratory Technician	Single	35790	
Human Resources	10	2	Human Resources	1	Male	1	Laboratory Technician	Single	53730	
Sales	2	4	Marketing	1	Female	4	Research Scientist	Married	106500	
Research & Development	1	2	Life Sciences	1	Male	1	Sales Executive	Married	32120	
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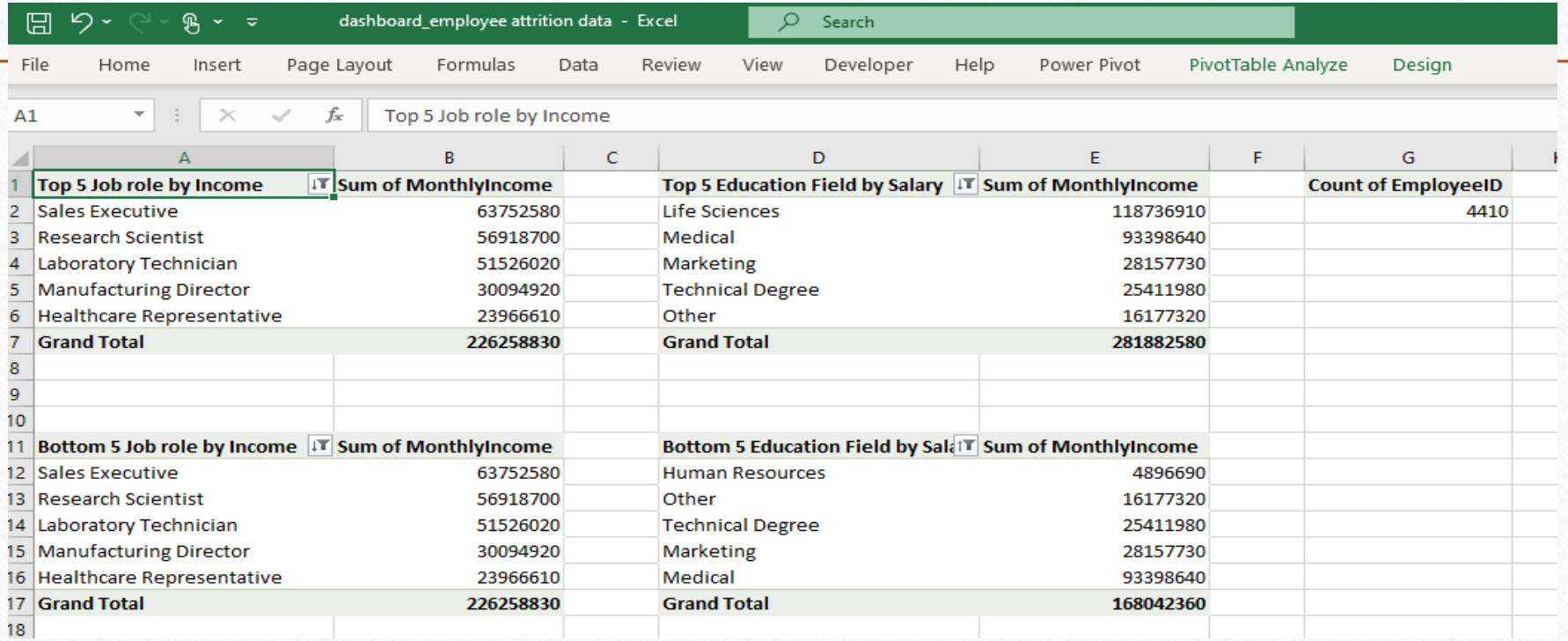
employee attrition data | pivot | employee attrition dashboard

Key Performance Indiacator

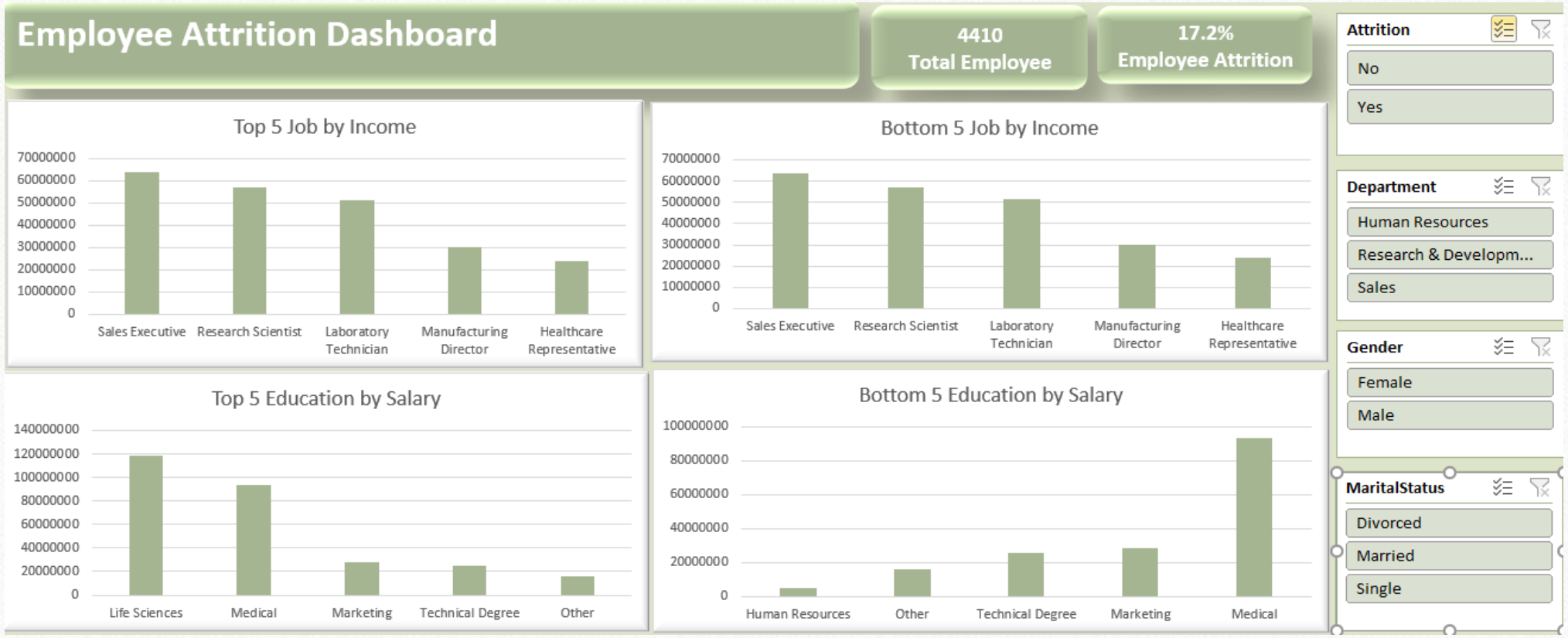
- Attrition rate = (No. of separations / Avg. No. of employees) x 100 = 17.2%
- Total Employee: 4410
- Top 5 Job by Income
- Top 5 Education by Income
- Bottom 5 Job by Income
- Bottom 5 Education by Income

Pivot Tables



	A	B	C	D	E	F	G
1	Top 5 Job role by Income	Sum of MonthlyIncome		Top 5 Education Field by Salary	Sum of MonthlyIncome		Count of EmployeeID
2	Sales Executive	63752580		Life Sciences	118736910		4410
3	Research Scientist	56918700		Medical	93398640		
4	Laboratory Technician	51526020		Marketing	28157730		
5	Manufacturing Director	30094920		Technical Degree	25411980		
6	Healthcare Representative	23966610		Other	16177320		
7	**Grand Total**	**226258830**		**Grand Total**	**281882580**		
8							
9							
10							
11	Bottom 5 Job role by Income	Sum of MonthlyIncome		Bottom 5 Education Field by Sal	Sum of MonthlyIncome		
12	Sales Executive	63752580		Human Resources	4896690		
13	Research Scientist	56918700		Other	16177320		
14	Laboratory Technician	51526020		Technical Degree	25411980		
15	Manufacturing Director	30094920		Marketing	28157730		
16	Healthcare Representative	23966610		Medical	93398640		
17	**Grand Total**	**226258830**		**Grand Total**	**168042360**		
18							

Employee Attrition Dashboard



Finding and Suggestions

- Employee attrition is more if less salary is provided, so we can increase the salary and provide good hike to retain employee.
- If home to office distance is more then also attrition is there, so we can provide some addition benefits for distanced employee to retain them.

Thank You!!!!!