



# Unveiling Employee Retention Insights: A Data Analysis Project



Headcount (active): **207**  
 Total Hires (2006-2018) : **311**  
 Total Terminations (2016-2018): **104**  
 Tenure: **5.3 Years**  
 AVG Employee Satisfaction: **3.9/5.0**  
 AVG Employee Engagement: **4.1/5.0**  
 Mode (Performance): **Fully Meets**  
 AVG Salary: **\$69.0 K**

In the dynamic landscape of organizational management, understanding employee retention is crucial for sustainable growth. Leveraging a comprehensive dataset sourced from Kaggle, I embarked on an insightful journey to explore the intricacies of employee tenure. Let's delve into the key findings and implications.

## The Dataset: A Glimpse into Employee Histories

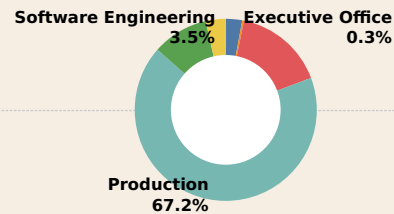
**Temporal Scope:** The dataset spans the period from 2006 to 2018, encapsulating a wealth of information about employees.

**Focus Group:** My analysis zeroed in on individuals who remained employed within the company as of 2018.

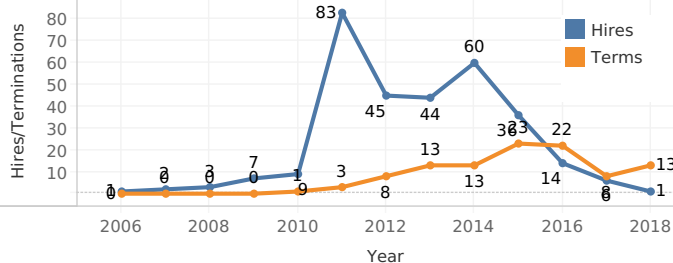
**Patterns in Flux:** By scrutinizing hiring and termination trends over time, I aimed to uncover patterns that influence workforce stability.

## ORGANIZATION EMPLOYEES' DEPARTMENT COUNTS

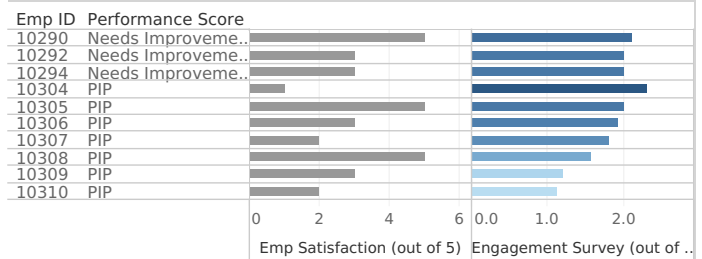
Dimension  
DEPARTMENT



## HIRES AND TERMINATIONS 2006-2018



## BOTTOM 10 OF ENGAGEMENT SURVEY



## Survey Data: A Window into Employee Sentiment

To complement the quantitative aspects, I delved into survey data capturing employee satisfaction and engagement levels. These subjective insights provided a nuanced perspective on the organizational climate. However, it's essential to acknowledge a limitation: the dataset lacks information on internal promotions.

### The Quest for Retention Factors

The central objective of this project was twofold:

**Identify Influential Factors:** I sought to pinpoint the drivers behind employee retention. Were compensation, work-life balance, or growth opportunities pivotal?

**Strategies for Improvement:** Armed with insights, I aimed to propose actionable strategies to enhance retention rates. Whether through targeted policies, professional development, or cultural shifts, the goal was to foster a loyal and motivated workforce.

### Conclusion: Nurturing Long-Term Commitment

As organizations navigate the complexities of talent management, this data-driven exploration sheds light on the path toward sustainable employee retention. By addressing the identified factors and bridging gaps, companies can cultivate an environment where loyalty thrives, and turnover diminishes.

Click for more details!

