

Report

Departments:	Support
Salary:	Low
Satisfaction Level:	0.09
Last Evaluation:	0.79
Assigned Project:	6
Monthly Working Time:	293 hours
Time in the Company:	5
Work Accident:	True
Get Promoted:	True

Introduction: Employee churn is a pressing issue for organizations, with undeniable costs to morale, productivity and the bottom line. In this scenario, we are presented with an employee from the support department who has a churn score of 0.96 according to a machine learning model. In this analysis, we will evaluate various aspects of the employee's information, the statistical test results and provide recommendations on how to increase their productivity.

Employee Information: This employee has a low salary and a satisfaction level of just 0.09 out of 1. It's worth noting that there is a statistically significant difference between employees who left and those who stayed, indicating that satisfaction levels impact churn. The employee has a high score for their last evaluation at 0.79, which is not statistically significant. They have been assigned to a project with a relatively high score of 6, and they work for approximately 293 hours per month. The employee has been working in the company for five years but has had the misfortune of being in a work accident, which indicates a potential impact on churn. On a positive note, the employee has been promoted, which should increase job satisfaction.

Churn: The employee's churn score of 0.96 is quite high, indicating a high likelihood of leaving the company. It is essential to identify the reasons behind the employee's potential decision to leave and address them proactively.

Statistical Test Results: The statistical test results reveal some crucial insights for the support department. First, there is a statistically significant difference in the average satisfaction levels of employees who left versus those who stayed. There is also a statistically significant difference in average values for the average monthly hours worked and time spent in the company. Interestingly, there is no statistically significant difference for the average value of the last evaluation, signaling that this employee's churn may not have been performance-related. The employee had a work accident, and there is a statistically significant difference between those who did and did not have a work accident in terms of churn and satisfaction level, respectively. Finally, there is a statistically significant association between salary levels and the likelihood of leaving the company.

Increasing Productivity: To increase the productivity of this employee, the organization can take several measures. Increasing the employee's salary is an effective strategy to increase job satisfaction and retention. Providing additional training or mentorship to the employee could help them perform better and feel more valued within the organization. Additionally, creating an environment that reduces the likelihood of work accidents can avoid the negative effects of a work accident on job satisfaction, churn and overall productivity.

Conclusion: Employee churn carries significant organizational costs. Evaluating critical employee information and conducting statistical tests provides insight into potential factors contributing to an employee's churn. It is vital to address identified issues proactively to retain valuable employees and increase overall productivity. In this scenario, increasing the employee's salary, providing additional training, and preventing work accidents could help increase the productivity of this employee and reduce their likelihood of churning.