

ONLY QUALITY DATA



**BILIV-AUGMENTA EMPLOYEE
ATTRITION ANALYSIS
PROJECT**

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DATE: 08/11/2024

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Introduction

The purpose of this report is to analyse employee-related metrics, focusing on attrition, job satisfaction, and performance over time. The dashboard provides visual insights into key performance indicators (KPIs) and trends, offering a comprehensive view of the workforce's engagement, satisfaction, and attrition factors at Biliv-Augmenta.

Data Preparation

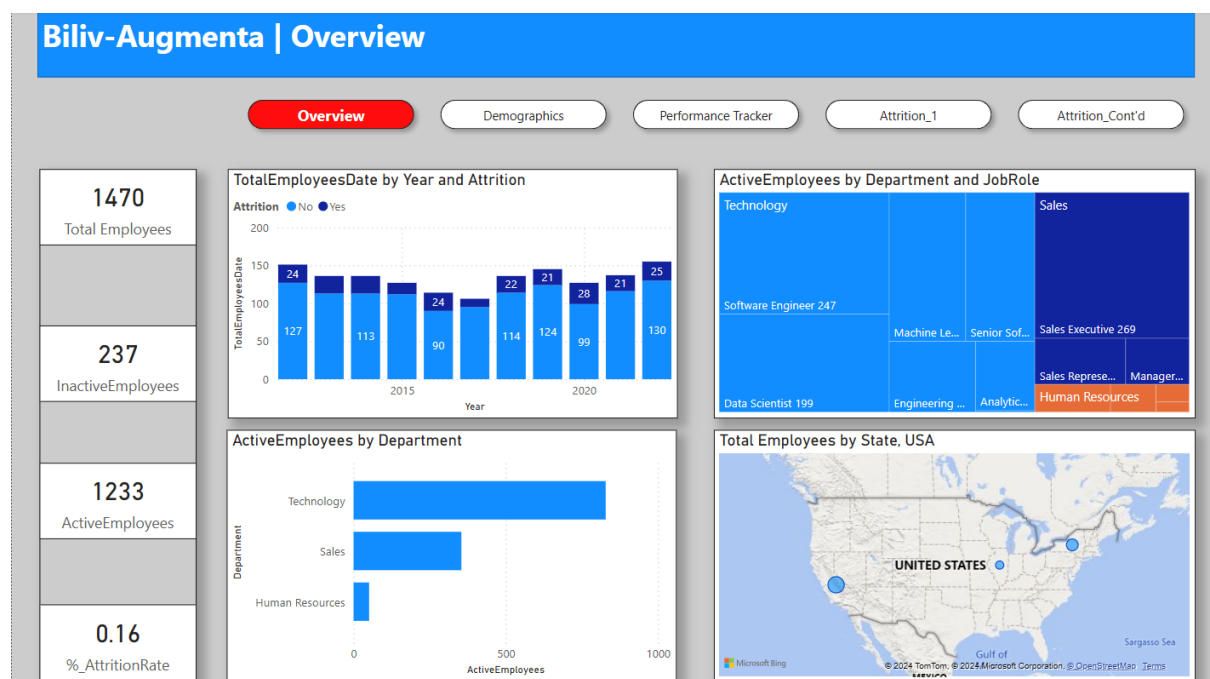
The data used in this dashboard includes historical employee records, capturing metrics such as attrition rates, job satisfaction, department distribution, and various satisfaction metrics (environment, relationship, and work-life balance).

The data spans multiple years and is segmented by departments and employee demographics.

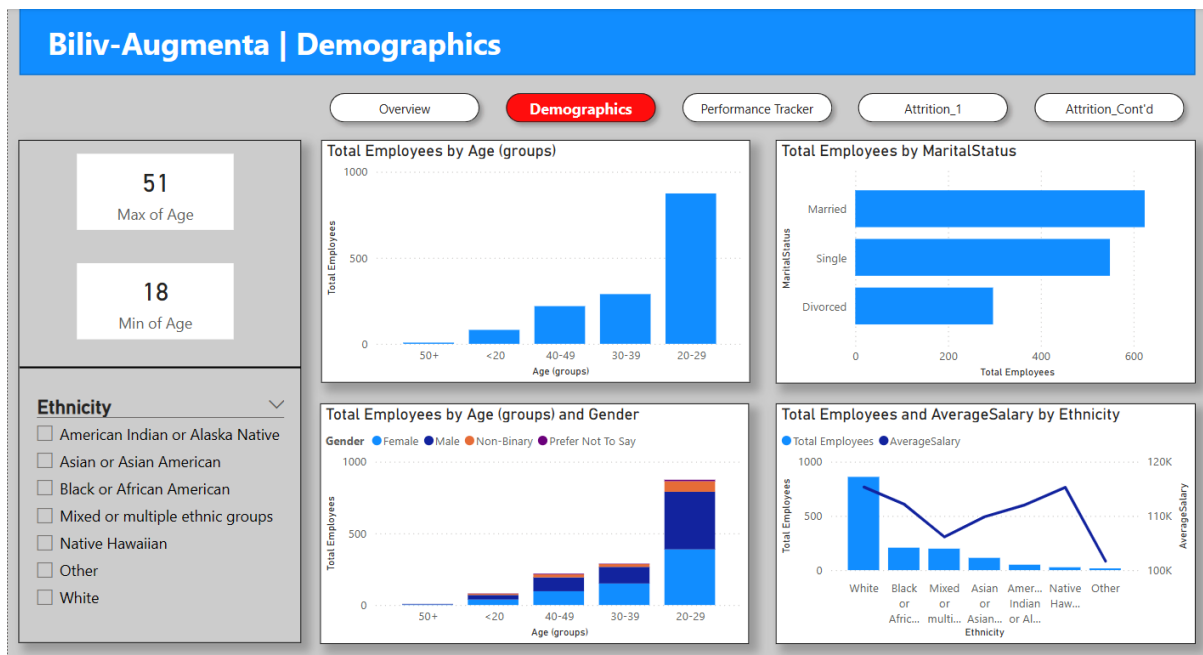
Dashboard Design and Features

The dashboard is organized into the following main sections:

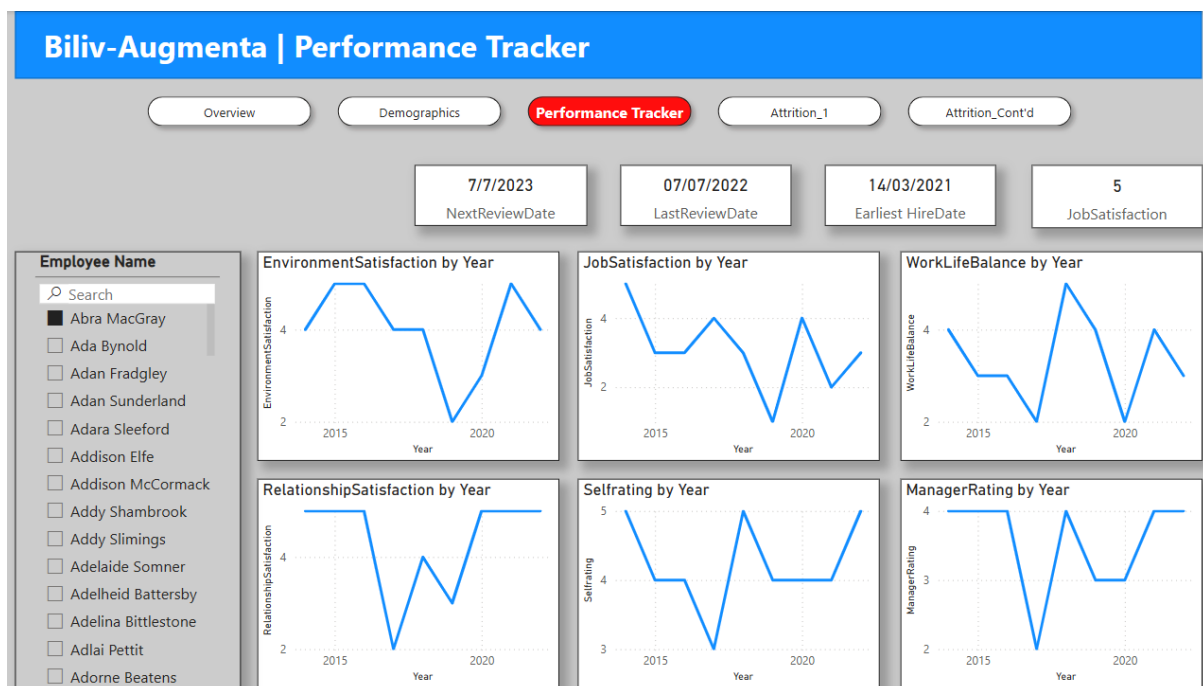
1. **Overview** - A summary of general employee statistics and trends.



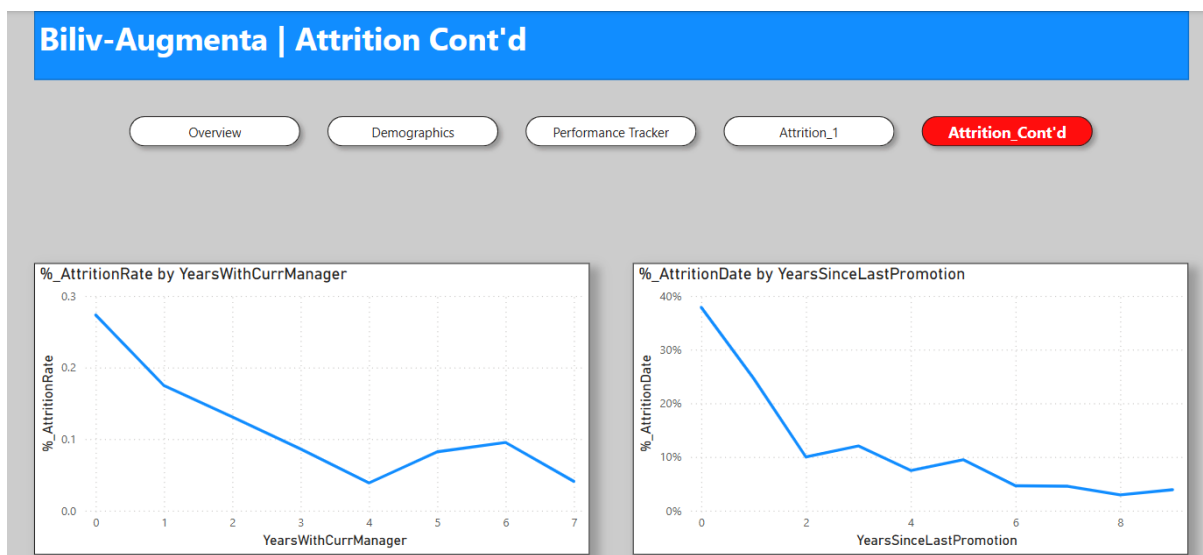
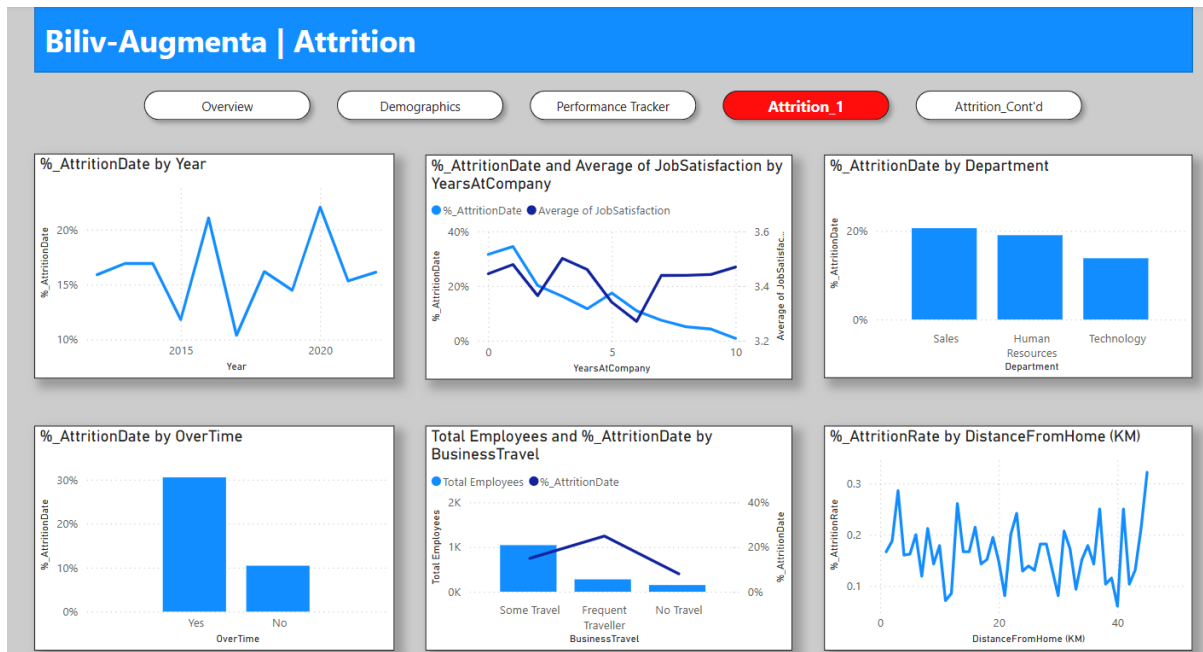
2. **Demographics** - Insights into employee distribution by departments and other demographic factors.



3. Performance Tracker - Tracks employee satisfaction and rating metrics over time.



4. Attrition Analysis - A deeper dive into attrition rates and related factors.



The dashboard includes interactive features, allowing users to filter and view specific employee data and trends.

Key Visualizations

1. **Attrition by Year** - Displays the percentage of employees who left the company each year.
2. **Attrition and Job Satisfaction by Years at Company** - Correlates attrition rates with average job satisfaction based on tenure.
3. **Attrition by Department** - Shows the percentage of attrition across different departments, identifying higher attrition in Sales and HR.
4. **Attrition by Overtime** - Highlights the correlation between overtime and attrition, with higher attrition observed among employees who work overtime.
5. **Total Employees and Attrition by Business Travel** - Analyses attrition in relation to business travel patterns, noting higher attrition among employees with some travel.
6. **Attrition Rate by Distance from Home** - Indicates a slight increase in attrition rates with greater distances from home.
7. **Performance Metrics:**
 - **Environment Satisfaction** - Tracks the average environment satisfaction scores over time.
 - **Job Satisfaction** - Shows job satisfaction trends over the years.
 - **Work-Life Balance** - Visualizes changes in work-life balance scores over time.
 - **Relationship Satisfaction** - Measures satisfaction with workplace relationships.
 - **Self-Rating and Manager Rating** - Provides insights into self-assessed and manager-assessed performance scores.

Key Insights

1. **High Attrition in Sales and HR Departments:** These departments show higher attrition rates, indicating potential underlying issues such as job satisfaction or workload.
2. **Impact of Overtime on Attrition:** Employees who work overtime exhibit a significantly higher attrition rate, suggesting that overtime may be a factor in employee turnover.
3. **Job Satisfaction and Tenure:** Attrition tends to be higher among employees with lower job satisfaction scores, especially for those with shorter tenures.
4. **Impact of Business Travel:** Employees with moderate travel requirements tend to have higher attrition rates, whereas frequent traveller's show a more stable trend.
5. **Satisfaction Trends:** Job satisfaction and other satisfaction metrics (such as work-life balance and environment satisfaction) fluctuate over the years, potentially in response to company policies or external factors.

Recommendations

1. **Focus on Retention in Sales and HR:** Implement targeted strategies to improve satisfaction and reduce turnover in high-attrition departments.
2. **Manage Overtime and Workload:** Evaluate the workload and overtime demands to address attrition linked to overtime.
3. **Support Work-Life Balance and Job Satisfaction:** Consider initiatives to enhance work-life balance and job satisfaction, which may help reduce overall attrition.
4. **Review Travel Requirements:** Reassess the necessity and frequency of business travel, especially for employees who travel occasionally.

Conclusion

The dashboard highlights key areas affecting employee attrition and satisfaction. By addressing issues in departments with high turnover, managing overtime, and improving work-life balance, the company can work towards improving retention and overall employee satisfaction.