

HR ANALYTICS: EMPLOYEE RETENTION

PRESENTED BY:
GROUP 5

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KPI's

50,000

Total Employee Count

50.21%

Total Attrition Rate

24.62

Average Percent Salary Hike

2.487

Average Job Satisfaction Rating

2.499

Average Work Life Balance

5.872

Average Years Since Last Promotion

2.498

Average Environment satisfaction

9.68

Average Years at Company

38.97

Average Age

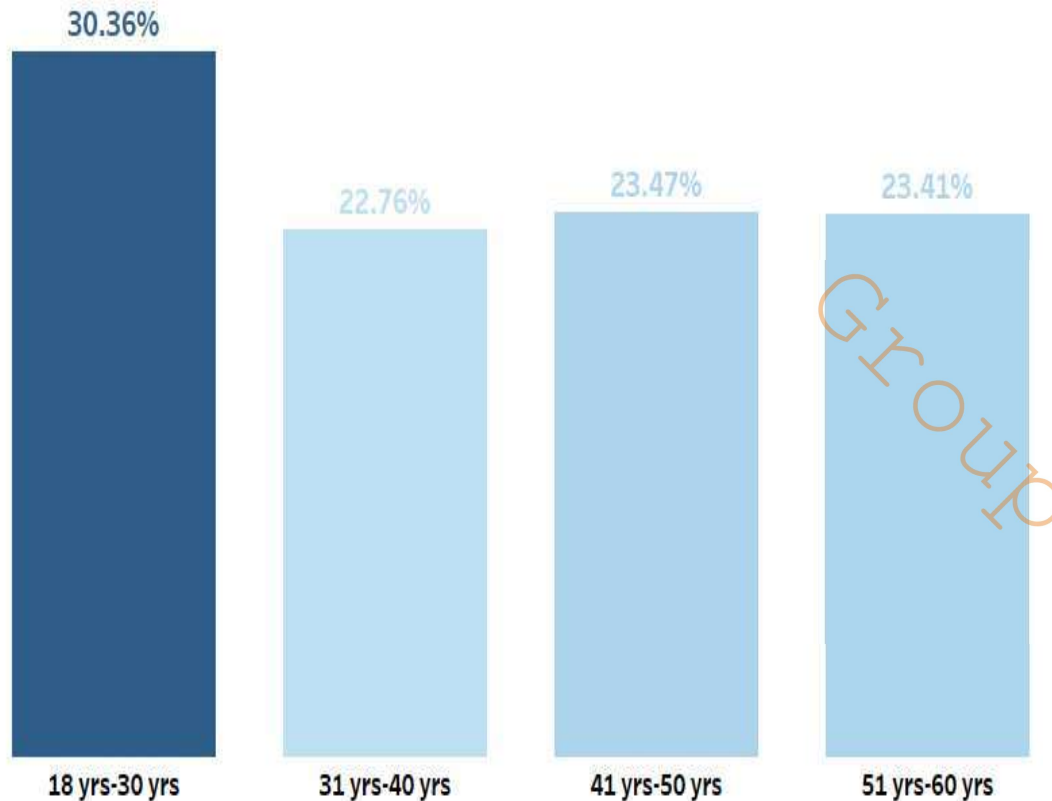
General Insights:

1. Total Employees: 50,000.
2. Total Attrition Rate: 50.21% thus it can be seen that there is much higher attrition rate in the present organisation, which is not a good indication for the growth of a company.
3. Average percent salary hike of the employees is around 25% so it's found that company is providing good hike to its employees.
4. The average job satisfaction rating of employees is around 2.5(out of 4)so we can interpret that employees are around 62% satisfied with their jobs, which is not very good.
5. The average work Life Balance of the employees is also around 2.5(out of 4) thus it could be seen that employees are not very satisfied in the organisation.
6. Average Years since last promotion for all the employees is found to be around 6 years which is quite longer duration for the promotion so it may be one of the reasons of higher attrition rate.
7. Average Environment satisfaction is also around 2.5(out of 4) which is again 62% only.
8. Average Years Employee stay in the company is found around 9.7 years.
9. Average age of employees in the company is around 39 years which indicates that most of the employees in the company are not very young.

Most Affecting Factors for Attrition:

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Attrition Rate Vs. Age Group



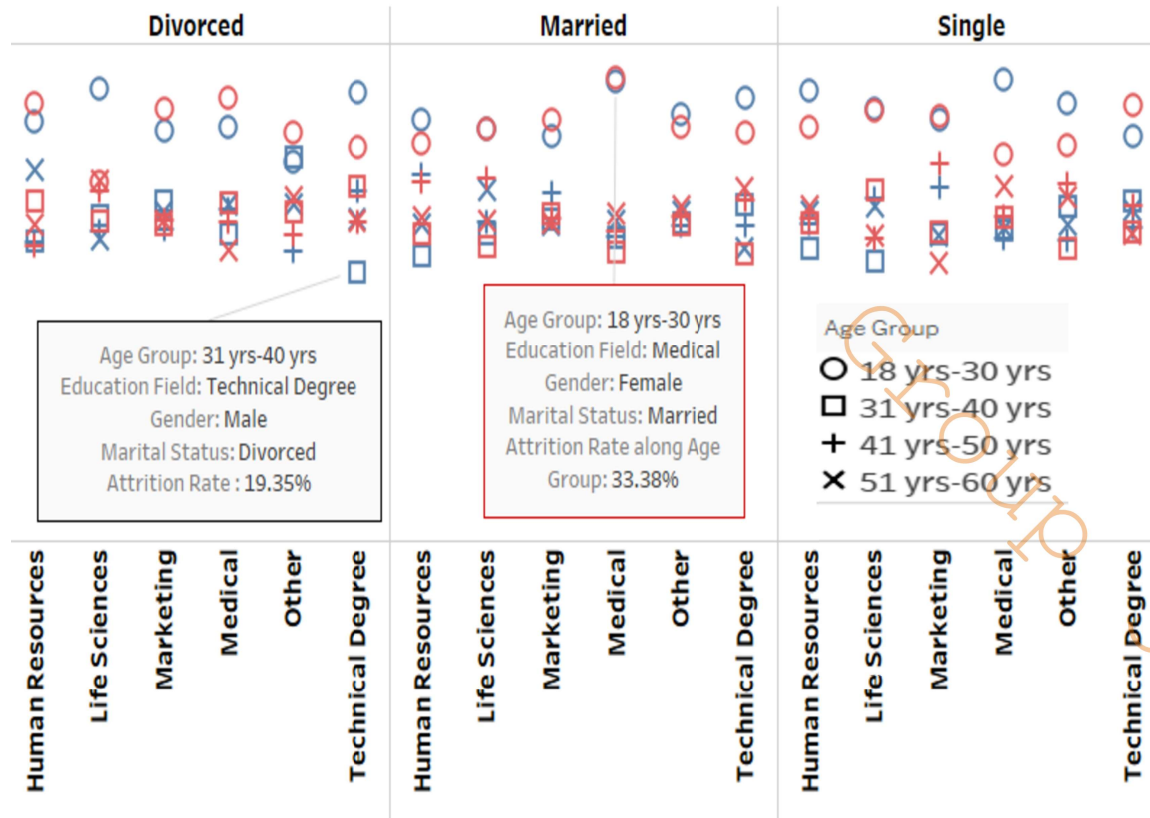
INSIGHTS:

1. Attrition rate found to be impacted to a great extent by age of employees.
2. From 18-30, highest attrition rate is noticed i.e; 30.36%. After which it can be seen to smooth out within the range 22.7% to 23.4%.
3. It can be interpreted that new employees are having much higher attrition than employees staying for more than 5 years in the organisation.

SUGGESTIONS:

1. Organisation must make some policies for the young employees to stop them leaving the organisation.
2. The organisation should motivate the new employees by knowing their expectations from company and fulfilling them in a justified way.

Attrition Rate Vs. Demographical Factors



INSIGHTS:

1. The personal characteristics of the employees are found to be having deeper impact than organisational factors regarding the attrition rate.
2. Highest Attrition: 18yrs-30yrs(30.36%),belonging to medical field,female and married.
Lowest Attrition: 31-40yrs (19.35 %),male,technical degree and divorced.

SUGGESTIONS:

- 1.Organisation should consider the demographical factors of the employees more seriously while hiring them.
2. As the young employees are always more enthusiastic and energetic, organisation must put efforts towards satisfying them by working out some motivational programme and incentives for them.

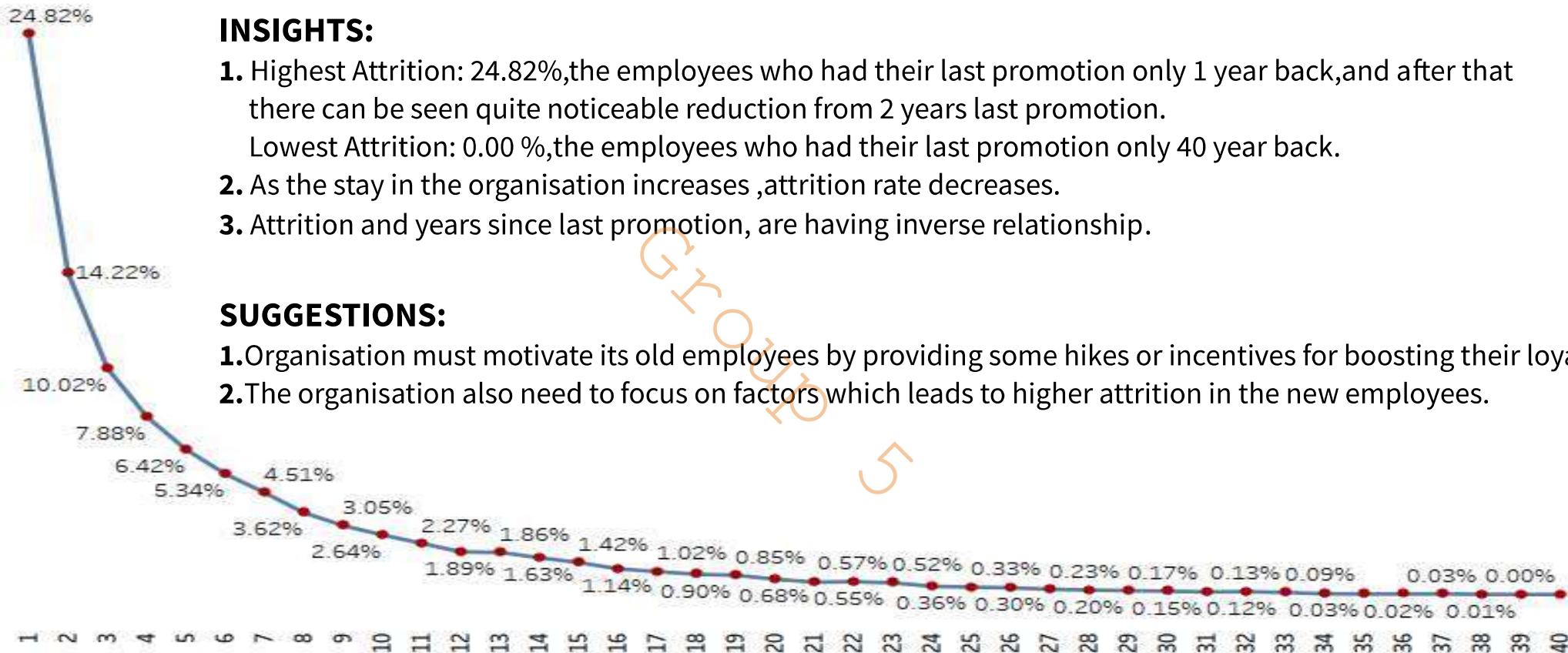
Attrition Rate Vs. Years Since Last Promotion

INSIGHTS:

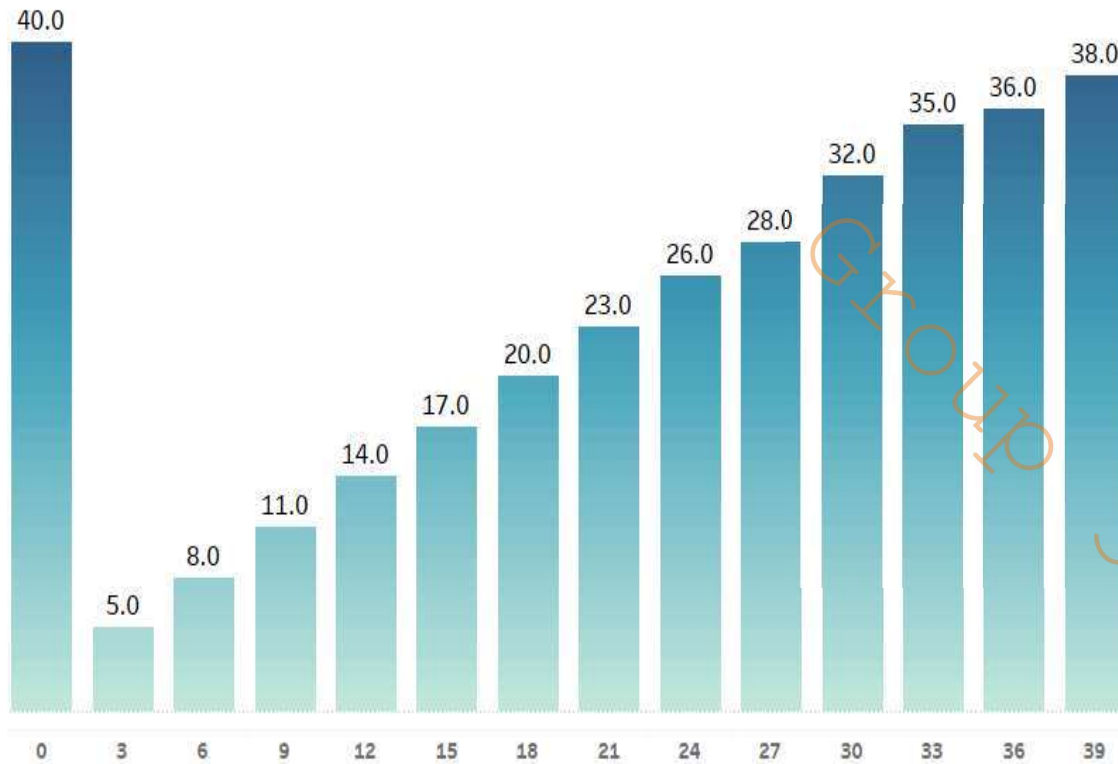
1. Highest Attrition: 24.82%, the employees who had their last promotion only 1 year back, and after that there can be seen quite noticeable reduction from 2 years last promotion.
Lowest Attrition: 0.00 %, the employees who had their last promotion only 40 year back.
2. As the stay in the organisation increases, attrition rate decreases.
3. Attrition and years since last promotion, are having inverse relationship.

SUGGESTIONS:

1. Organisation must motivate its old employees by providing some hikes or incentives for boosting their loyalty.
2. The organisation also need to focus on factors which leads to higher attrition in the new employees.



Working Years Vs. Years Since Last Promotion



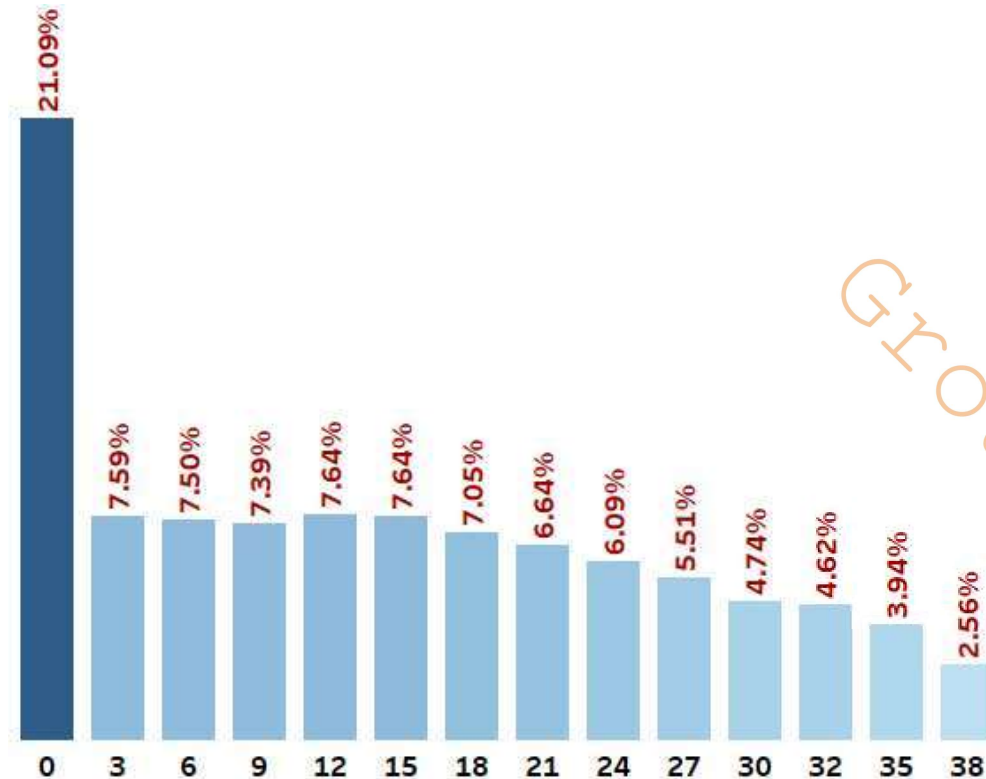
INSIGHTS:

1. On X axis working years are given and on Y axis Years since last promotion.
2. There is noticed an inverse trend between working years and years since last promotion which indicates that new employees are getting promotion sooner than the older ones.
3. In spite of providing promotion to the new employees faster than the older ones, the attrition rate of new employees is higher than the older ones.

SUGGESTIONS:

1. Organisation should provide promotion to their old employees also with a faster pace.
2. Organisation should reduce the average time of promotion overall.

Attrition Rate Vs. Total Working Years



INSIGHTS:

1. The genral trend of variation regarding total working years vs. Attrition, is found to be between 7.6 to 2.6 within the working years of 3 to 38.
2. The highest attrition is noticed among the people working from 0-2 years only in the organisation.

SUGGESTIONS:

1. Organisation need to focus more on the new comers as their attrition rate is much higher.
2. The organisation can collect feedback from the new comers about their satisfaction and areas of improvement they expect from the company.

Job Role Vs. Job Satisfaction

Healthcare Representative	2.519
Developer	2.498
Manager	2.496
Sales Executive	2.493
Research Scientist	2.489
Human Resources	2.486
Sales Representative	2.478
Research Director	2.476
Laboratory Technician	2.475
Manufacturing Director	2.464

INSIGHTS:

1. Job Satisfaction is seen to be almost same i.e; between 2.45 to 2.52 which means almost 62% ,across all the job categories.
2. Highest job Satisfaction: Healthcare Representatives
Lowest Job satisfaction: Manufacturing Director

SUGGESTIONS:

1. Organisation need to find out ways for increasing the Job satisfaction of all its employees as lower WLB may be a major reason of the higher rate of attrition.
2. The organisation should invite suggestions from its employees for improving their job satisfaction.

Job Role Vs. Work Life Balance

Research Scientist	39.87% Excellent	30.55% Good	19.90% Average	9.68% Poor
Developer	38.95% Excellent	31.78% Good	19.57% Average	9.71% Poor
Healthcare Representative	39.51% Excellent	30.63% Good	20.12% Average	9.75% Poor
Human Resources	40.43% Excellent	29.79% Good	19.80% Average	9.98% Poor
Manufacturing Director	39.80% Excellent	29.03% Good	21.65% Average	9.52% Poor
Sales Representative	40.15% Excellent	29.68% Good	20.16% Average	10.01% Poor
Manager	39.16% Excellent	30.57% Good	20.39% Average	9.88% Poor
Research Director	40.13% Excellent	29.67% Good	20.05% Average	10.15% Poor
Laboratory Technician	39.76% Excellent	29.97% Good	20.09% Average	10.18% Poor
Sales Executive	39.05% Excellent	29.31% Good	21.32% Average	10.31% Poor

INSIGHTS:

1. Highest score can be seen in Excellent category across all the levels which is a good indication for company still overall average work life balance of the employees is not found to be very good and remained around 2.5 only for all the job levels.
2. Highest Work Life Balance: Research Scientist
Lowest Work Life Balance: Sales Executive
2. Highest score of Excellent in Work Life Balance: Human Resource followed by Sales Representative
Lowest Excellent Work Life Balance: Sales Executive and also highest rating in poor category.

SUGGESTIONS:

1. Organisation need to find out ways for increasing the Work Life Balance of all its employees as lower WLB may be a major reason for the higher rate of attrition.
2. The organisation should invite suggestions from its employees for improving their work-Life Balance.

Avg Attrition Rate Vs. Job Role

(Sales Executive) 10.15%	(Sales Representative) 10.08%	(Human Resources) 9.93%	(Manufacturing Director) 9.90%
(Manager) 10.11%	(Research Director) 10.08%	(Laboratory Technician) 9.87%	
(Healthcare Representative) 10.10%	(Developer) 10.00%		
		(Research Scientist) 9.79%	

INSIGHTS:

1. Attrition rate varies within 9.8% to 10.2% across all the categories job role.
2. Highest Attrition rate: Sales ExecutiveHealth care (10.15%)
3. Lowest Attrition Rate: Research Scientist (9.79%)
4. The figures of the attrition here can be interpreted to be matching with work life balance.

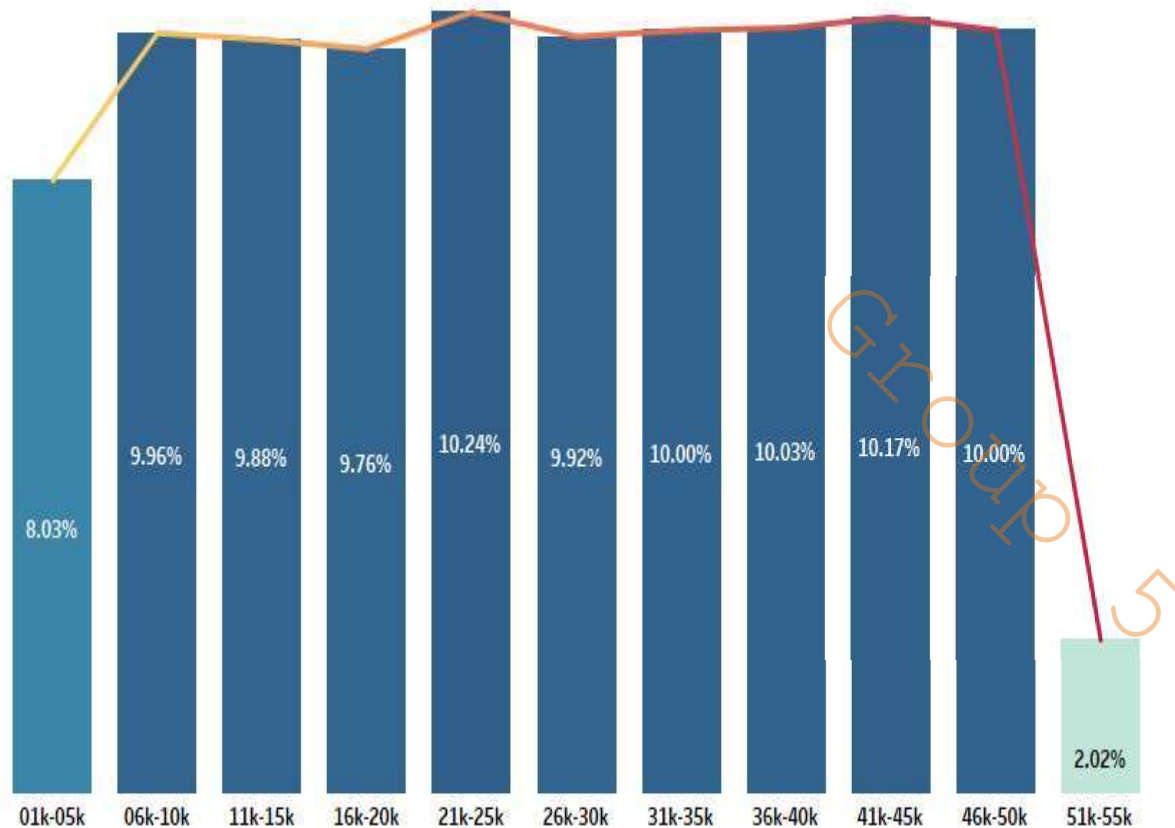
SUGGESTIONS:

1. Organisation need to find out ways for reducing attrition by motivating employees through some incentives and inviting suggestions from them to find out their expectation and should try improve the areas where the employees are having grievances.

Less Affecting Factors for Attrition:

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Attrition Rate Vs. Monthly Income



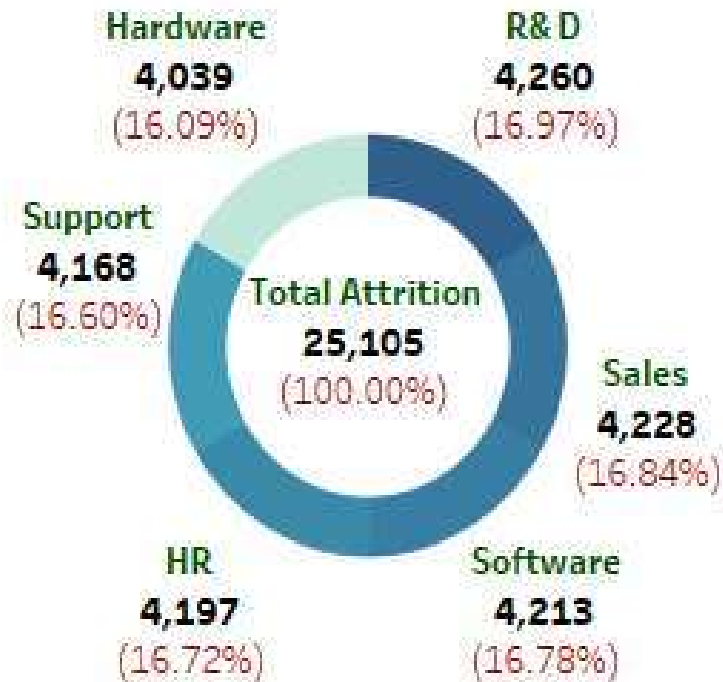
INSIGHTS:

1. Attrition rate does not found to be varied much across all the income brackets and remains between 8%-10%.
2. Highest Attrition: 21k-25k(10.24%)
Lowest Attrition: 51k-55k (2.02%, i.e negligible) but quite noticable lowest is found in 01k-10k(8.03%).

SUGGESTIONS:

1. Organisation need to find out the reasons of why with the increasing income also attrition rate is not decreasing.
2. The organisation should consider to improve other factors as well apart from monthly income, to reduce attrition.

Attrition Rate Vs. Department



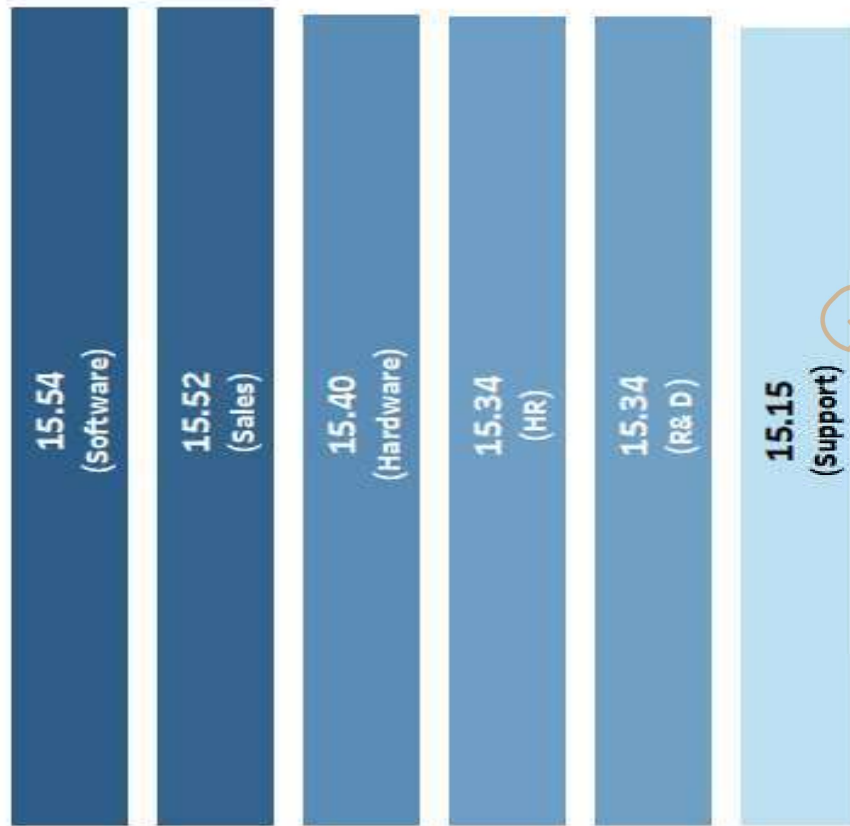
INSIGHTS:

1. Around 16%-17% attrition rate can be noticed in all the departments.
2. Highest Attrition: R&D (16.97%)
Lowest Attrition: Hardware (16.09%).

SUGGESTIONS:

1. Organisation need to find out the reasons of high attrition rate in R & D department.
2. R&D is a very important department in any organisation so higher attrition in this department must be tried to be reduced by the organisation by taking care into the grievances of the department.

Avg Working Years Vs. Department



INSIGHTS:

1. Avg working years for all the departments are around 15-15.5years.
2. Highest Avg Working Years: Software(15.54 years)
Lowest Avg Working Years: Support (15.15 years)

SUGGESTIONS:

1. Organisation should search out the ways for increasing the stay of employees.
2. Organisation can motivate employees to stay longer by increasing their job satisfaction level and providing the appropriate incentives to the deserving employees.

Avg Hourly Rate Vs. Job Role



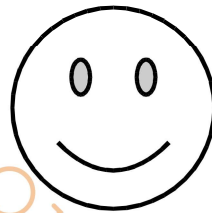
INSIGHTS:

1. Avg Hourly rate is almost same across all the job roles and varies between \$114.2 to \$116.3.
2. Highest Avg Hourly Rate: Health care Representative(\$116.29)
Lowest Avg Hourly Rate: Sales Representatives(\$114.47)

SUGGESTIONS:

1. Organisation should increase the average hourly rate of all its employees.
2. The organisation should invite suggestions from its employees for improving their work-Life Balance..

THANK-YOU



ANY QUESTIONS?