

Business Requirement

Problem Statment

The organization is experiencing higher employee turnover than expected. Teams are losing trained staff, replacement hiring is slow, and productivity is being affected. Exit discussions and internal feedback suggest that employees may be leaving due to workload pressure, compensation concerns, limited growth opportunities, and workplace satisfaction issues but the exact reasons are not clearly understood.

Project Requirement

HR has requested a detailed review of employee records to:

- understand who is leaving
- identify why they are leaving
- highlight which groups are most at risk
- recommend practical steps to improve retention

The project should uncover patterns that explain behavior such as overtime, job role pressure, pay differences, tenure, and satisfaction levels.

Key Questions This Project Must Answer

1. What is the overall attrition rate, and which roles/departments are most impacted?
2. What common factors are present among employees who resign?
3. Do overtime, frequent travel, or workload issues increase the chance of leaving?
4. Is lower compensation linked to higher turnover?
5. Which employee groups need immediate support new hires, younger staff, or specific roles?
6. Can we identify employees who may be at risk of leaving early enough to intervene?
7. What concrete actions should managers take in the short and long term

Business Value

This project helps leadership:

- Reduce unnecessary turnover
- Protect skilled employees
- Prevent burnout
- Lower recruitment and training costs
- Build a workplace where employees feel supported and valued