

HR ANALYTICS

Presented by:

- **Shreya**
- **Omkar**
- **Uthkarsh**
- **Thorvi**
- **Gokulnath**
- **Jayashree**



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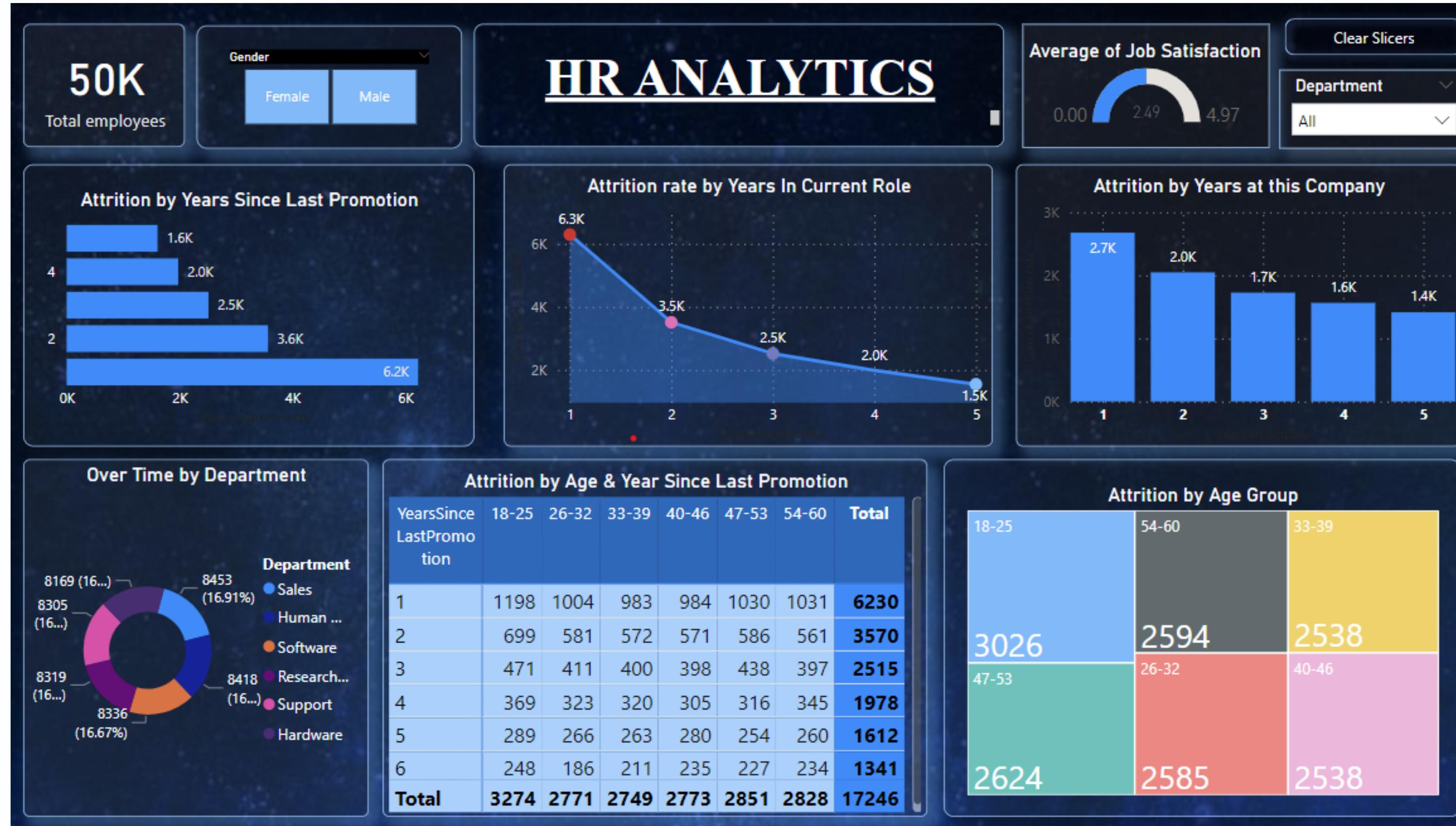
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AGENDA

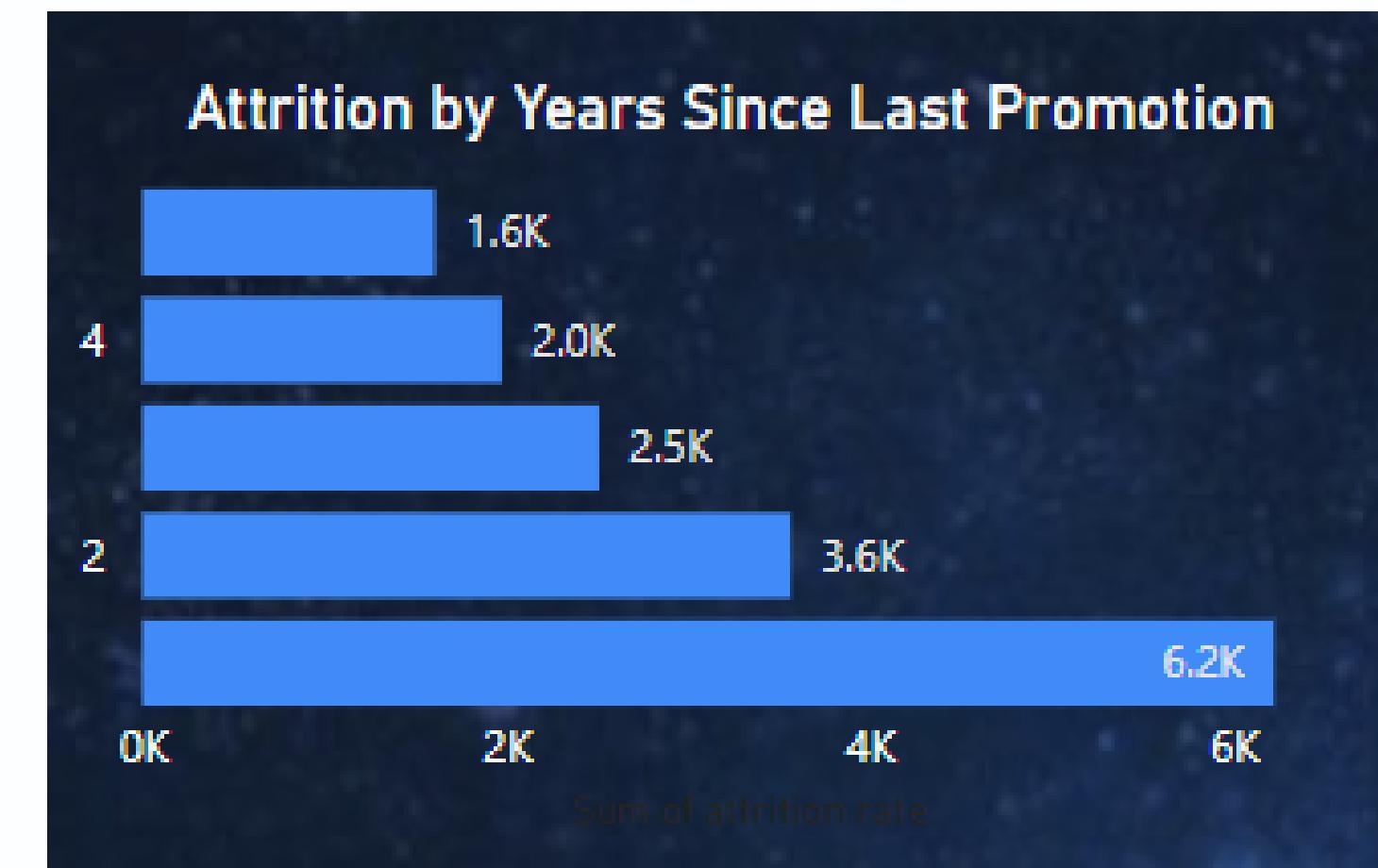
Agenda of this presentation is to speculate on the cause of attrition by leveraging historical employee data, such as department wise attrition, Distance from home, Year since last promotion, Years at this Company, Years in Current Role and Age Groups. The project aims to develop predictive models that can help HR departments proactively address attrition risks, improve retention strategies, and ultimately enhance organizational stability and productivity

Dashboard



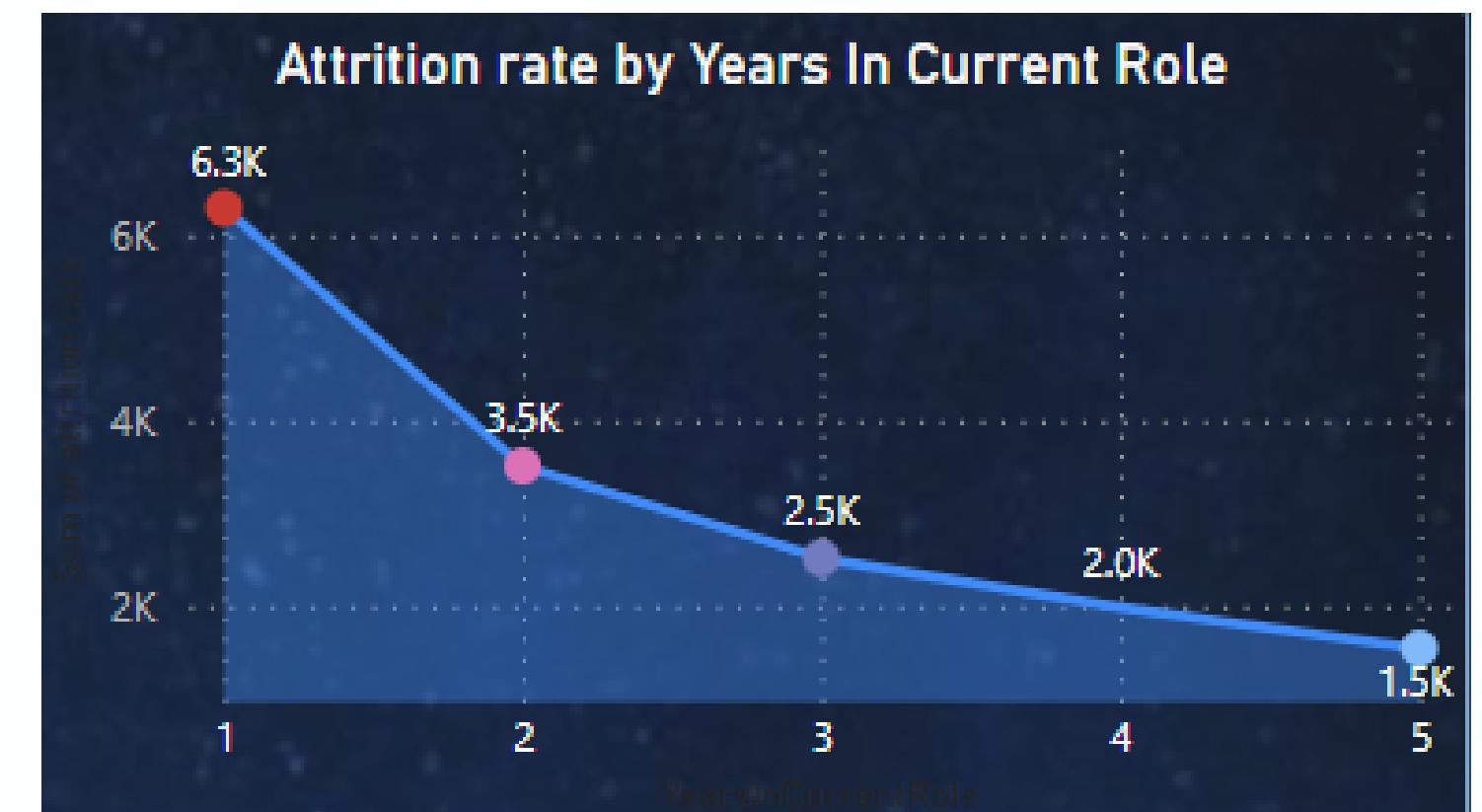
KP1 - 1

- Employees who have spent one year since their last promotion exhibit a significant increase in attrition.
- This underscores the critical importance of providing timely career advancement opportunities to retain talent and mitigate turnover risk.



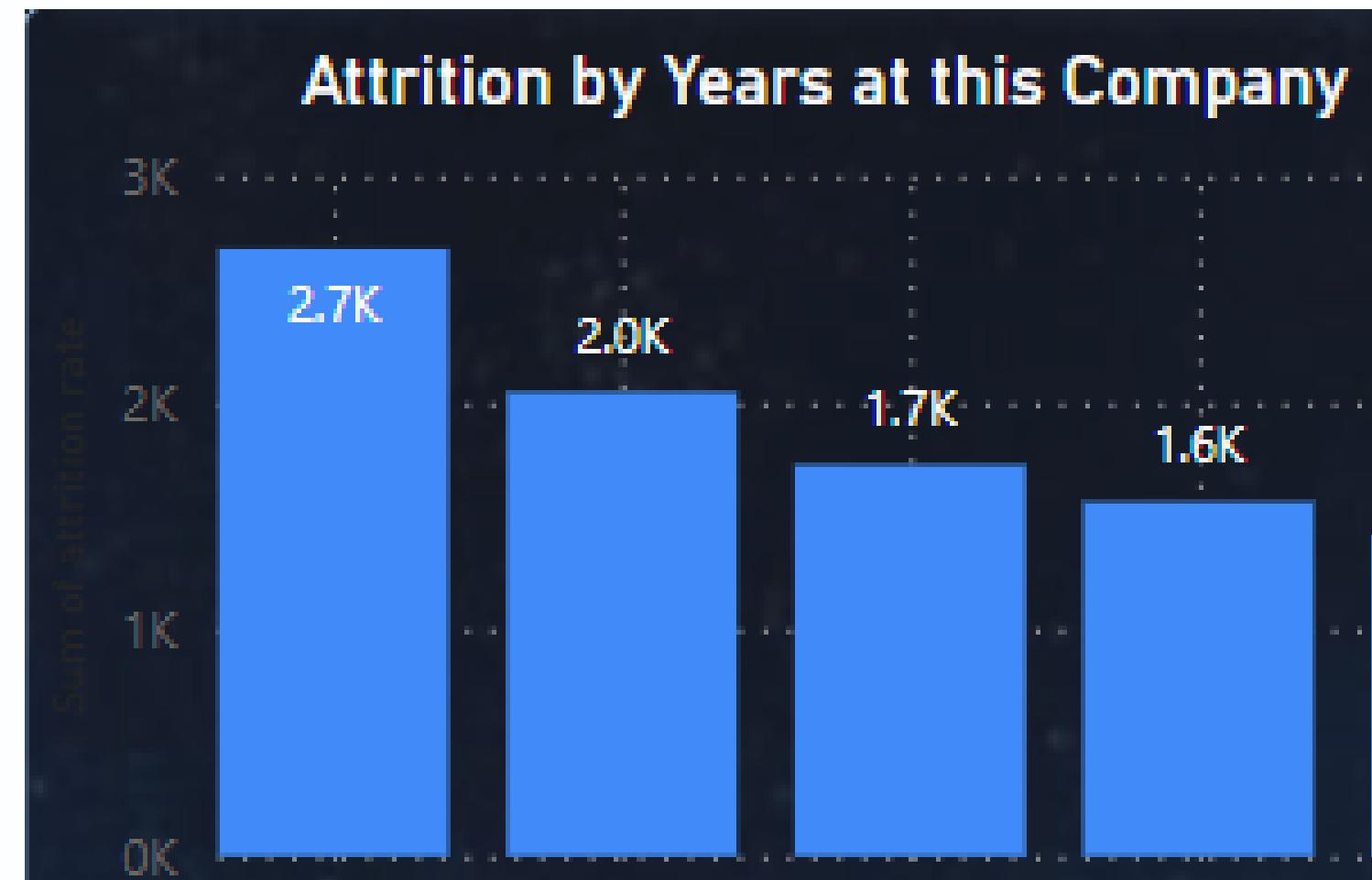
KP1 - 2

- Employees with just one year in their current role demonstrate the highest attrition rate, suggesting a potential mismatch between initial expectations and the reality of their role.
- This trend emphasizes the need for effective onboarding and ongoing support to ensure newcomers acclimate well and find fulfillment within their roles, thereby reducing turnover.



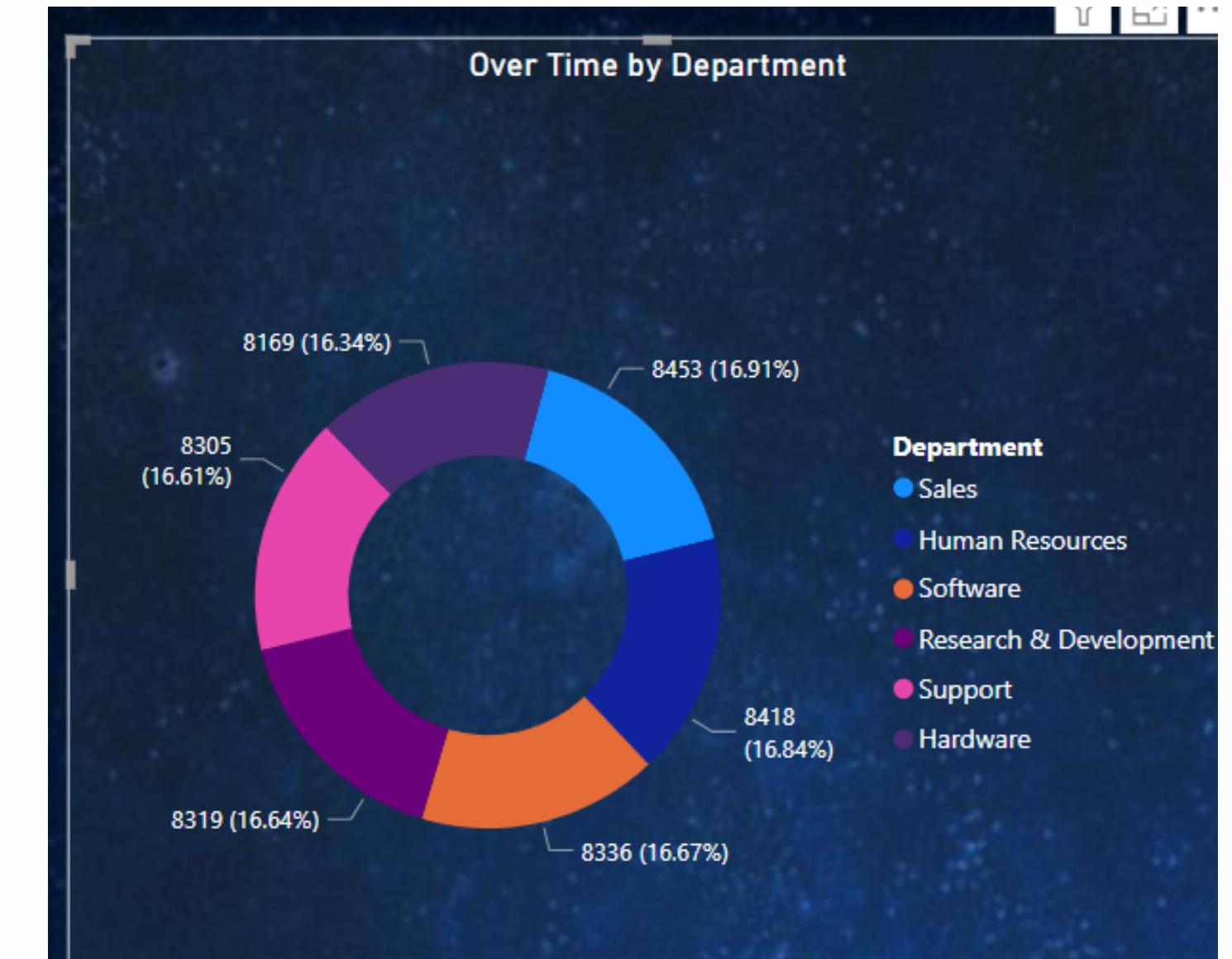
KP1 - 3

- Employees with only one year at the company exhibit the highest attrition rate, indicating a critical period where individuals may decide to explore alternative employment options.
- This highlights the importance of early engagement and retention strategies, to mitigate turnover during this crucial phase of employment.



KP1 - 4

- The overtime by department chart reveals minor fluctuations in overtime hours across departments, indicating relative stability in workload distribution.
- This suggests effective workforce planning and allocation strategies, with departments maintaining a balanced workload that minimizes excessive overtime.



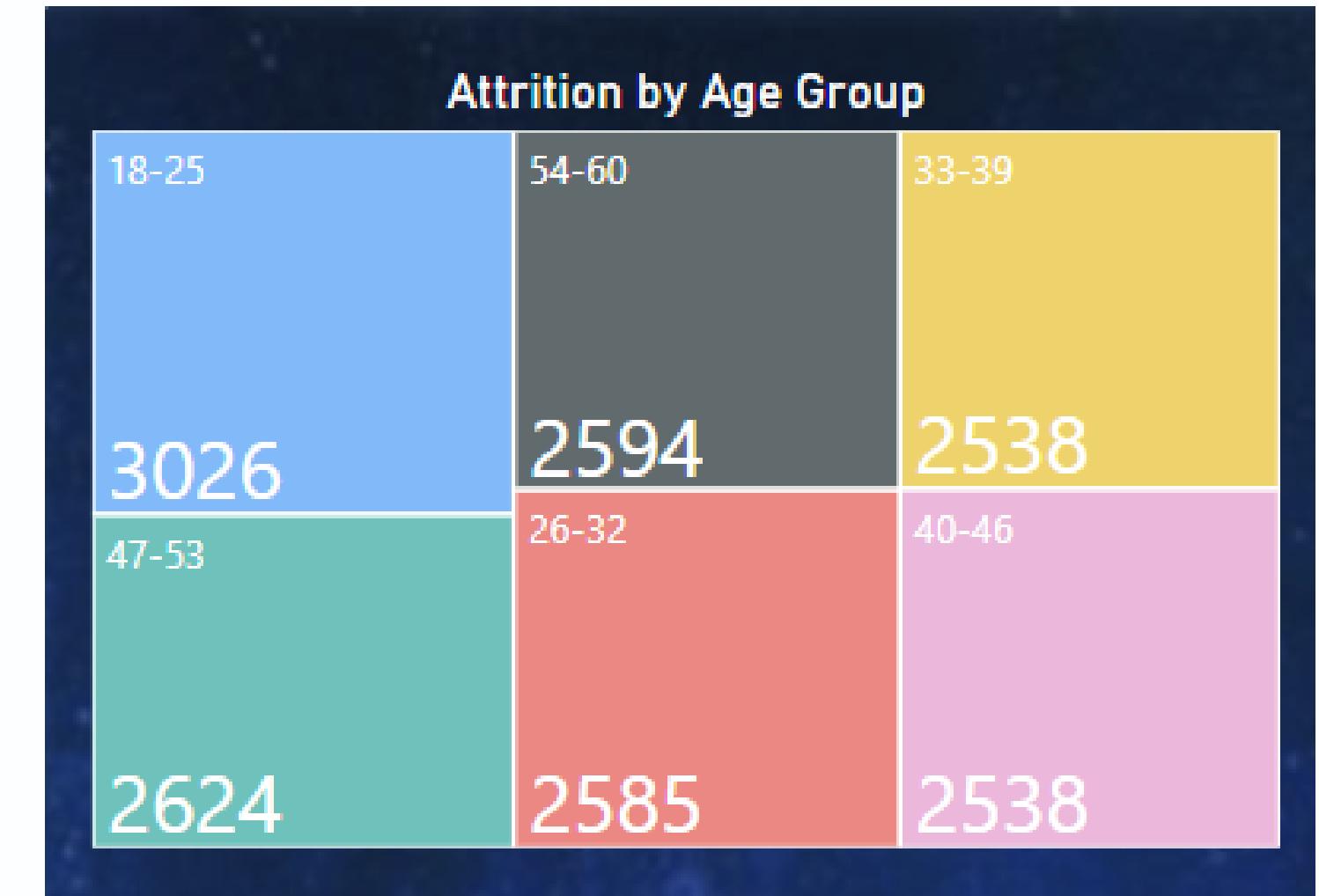
KP1 - 5

- Within the 18-25 age group, employees experiencing one year since their last promotion exhibit the highest attrition rate, highlighting a critical period where career advancement opportunities greatly impact retention.
- This observation underscores the necessity for targeted support and development initiatives tailored to younger employees.

Attrition by Age & Year Since Last Promotion							
Years Since Last Promotion	18-25	26-32	33-39	40-46	47-53	54-60	Total
1	1198	1004	983	984	1030	1031	6230
2	699	581	572	571	586	561	3570
3	471	411	400	398	438	397	2515
4	369	323	320	305	316	345	1978
5	289	266	263	280	254	260	1612
6	248	186	211	235	227	234	1341
Total	3274	2771	2749	2773	2851	2828	17246

KP1 - 6

- The 18-25 age group demonstrates the highest attrition rate, pointing towards potential retention challenges among younger employees.
- Understanding and addressing the distinct needs and preferences of this demographic is crucial for implementing targeted strategies to mitigate turnover and foster long-term employee satisfaction and retention.



CHALLENGES FACED

Communication Issues

We faced communication challenges such as misunderstandings, language barriers, or differences in communication styles can arise, leading to conflicts and delays. So, we establish clear Communication Channels

Coordination problems

Everyone has different schedules, priorities, or levels of commitment so, we ensure that tasks are divided appropriately and deadlines are met requires careful planning and coordination.

CHALLENGES FACED

Technical difficulties

We encountered problems with our project due to technical challenges such as bugs in our code or issues with our equipment.

How we overcame this - We tried to troubleshoot the problem on our own by doing research and seeking out resources online.

Scope creep

We found that the scope of our project starts to drift from the original plan.

How we overcame this - it was important to regularly review and revise our project plan to ensure that it remains focused and achievable.

OUTCOME

Employees aged 18 to 25, with one year since their last promotion, one year in their current role, and one year at the company, demonstrate elevated attrition rates. This indicates a dissatisfaction with growth opportunities and career progression, common among individuals in the early stages of their careers. To counter this trend, the organization can implement targeted initiatives tailored to the needs of this demographic. These initiatives may include mentorship programs, providing opportunities for skill development and advancement, and regular performance evaluations to offer feedback and recognition. By addressing the desire for growth and recognition, the organization can enhance employee engagement, loyalty, and retention among younger employees. This proactive approach not only fosters a more motivated workforce but also contributes to the long-term success and stability of the organization.

CONCLUSION

Our analysis highlights a clear correlation between specific demographic factors and heightened attrition rates among employees aged 18 to 25. Factors such as one year since the last promotion, one year in the current role, and one year at the company underscore a need for enhanced growth opportunities and career advancement pathways tailored to this demographic. By implementing targeted initiatives such as mentorship programs and regular performance evaluations, the organization can address these needs effectively, fostering greater engagement, loyalty, and retention among younger employees. This proactive approach not only mitigates attrition but also strengthens the organization's foundation for long-term success in nurturing a motivated and thriving workforce.

SUMMARY

The project identified a correlation between specific demographic factors and heightened attrition rates among employees aged 18 to 25, including one year since last promotion, one year in the current role, and one year at the company. This suggests a need for tailored initiatives to address their desire for growth and career advancement. Recommendations include implementing mentorship programs and regular performance evaluations to foster engagement and retention. By proactively addressing these needs, the organization can cultivate a motivated and loyal workforce, ultimately contributing to long-term success.

THANK YOU

