

HUMAN GROWTH & DEVELOPMENT

PROJECT





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- 02 Goal
- 03 Project and The Team
- 04 Data Research and Methodology
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01

BACKGROUND

Overview on:

- Industry
- Data

Overview: Industry

Sajan Ji, a technology company from India with ± 4000 employees has blockage in employee attrition. Recorded, 16% of total employees resign every year.

The company is seeking a way to slow down the attrition rate, as it is a matter of concern and might harm the company's work cycle.

Why is it IMPORTANT?

When an employee leaves, the company incurs a big chunk of money for:

- Time spent on hiring
- Onboarding training time
- Getting an employee to adapt to the company's culture.
- Affects ongoing projects delivery
- Disrupts business operation

Overview: Data

Sajan Ji has gathered information on employee satisfaction, income, job involvement, task, seniority and other demographic .

Total data includes ±4000 employees.

Note: Sajan Ji is a fictional company.

02

GOAL

Definition on

- Problem
- Scope Area



Definition on Scope Area

- Data collected from last year survey.
- There are voluntary and involuntary leave, but we will focus on voluntary leaves.

Definition on Problem

Every year, there are 16% of employee who leaves the company.

Human Growth and Development needs to resolve this to reduce the attrition rate.



03

PROJECT

- WeCARE
- Team Member

Project: WeCARE

WeCARE is project team arranged by head of the project as the decider, a team leader as the accountable, team members from several divisions as people who are responsible in it, consulted team, and any further progress will be informed to other division too.

Project: WeCARE

Head of Project, as the Decider.

**Head of Human Growth &
Development**

Project: WeCARE

Team Leader, as the Accountable.

Lead of Data Analytics

Project: WeCARE

Team Member

Data Scientist

Data Engineering

Human Growth & Development

Engineering Department

Consulting Team

Business Operation Department

Project: WeCARE

Informed Team

- Human Growth & Development
- Engineering Team
- Business Development Team
- Marketing Team
- Sales Team

04

DATA RESEARCH & METHODOLOGY

- On Question Statement
- Executive Summary
- Methodology



On Question
Statement

How to reduce Sajan Ji's employee
attrition from **16%** to **8.6%**?

Executive Summary

Business Overview

- Attrition rate hits **16%** per year
- Department with **highest attrition rate** are **Research** and **Engineering**.
- Employee surveys inform **employee satisfaction** quite **good**, with **performance appreciation level 3 and 4**.

Findings

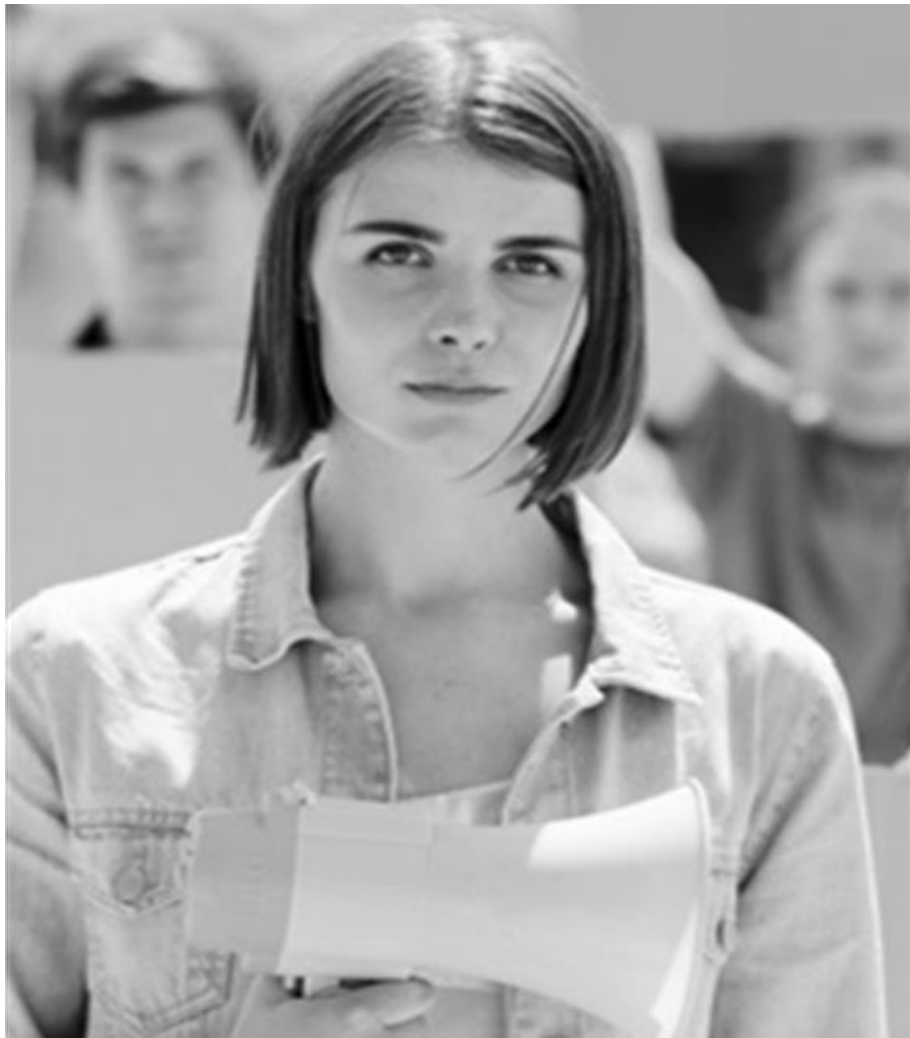
- Employee who leave company mostly have not offer stock option.
- From 5 job role with highest attrition rate, and only **1 job role** with lesser satisfaction and monthly salary can not compensate it.
- Highest attrition rate of employee tend to **have very minimum time with their current manager [0-1 year]**.
- Employee with rarely travel have the highest attrition rate while non-travel have the lowest rate.

Recommendations

- **Extent period** with current manager will **reduce 14,32%** attrition rate.
- Decreasing number of **business travel** will **reduce 9,82%** attrition rate.
- Offering stock option for employee when they reach 4 years in house experience.
- Employee that stays in same position for 6 years got offering of increasing monthly income or extra bonus.

Methodology





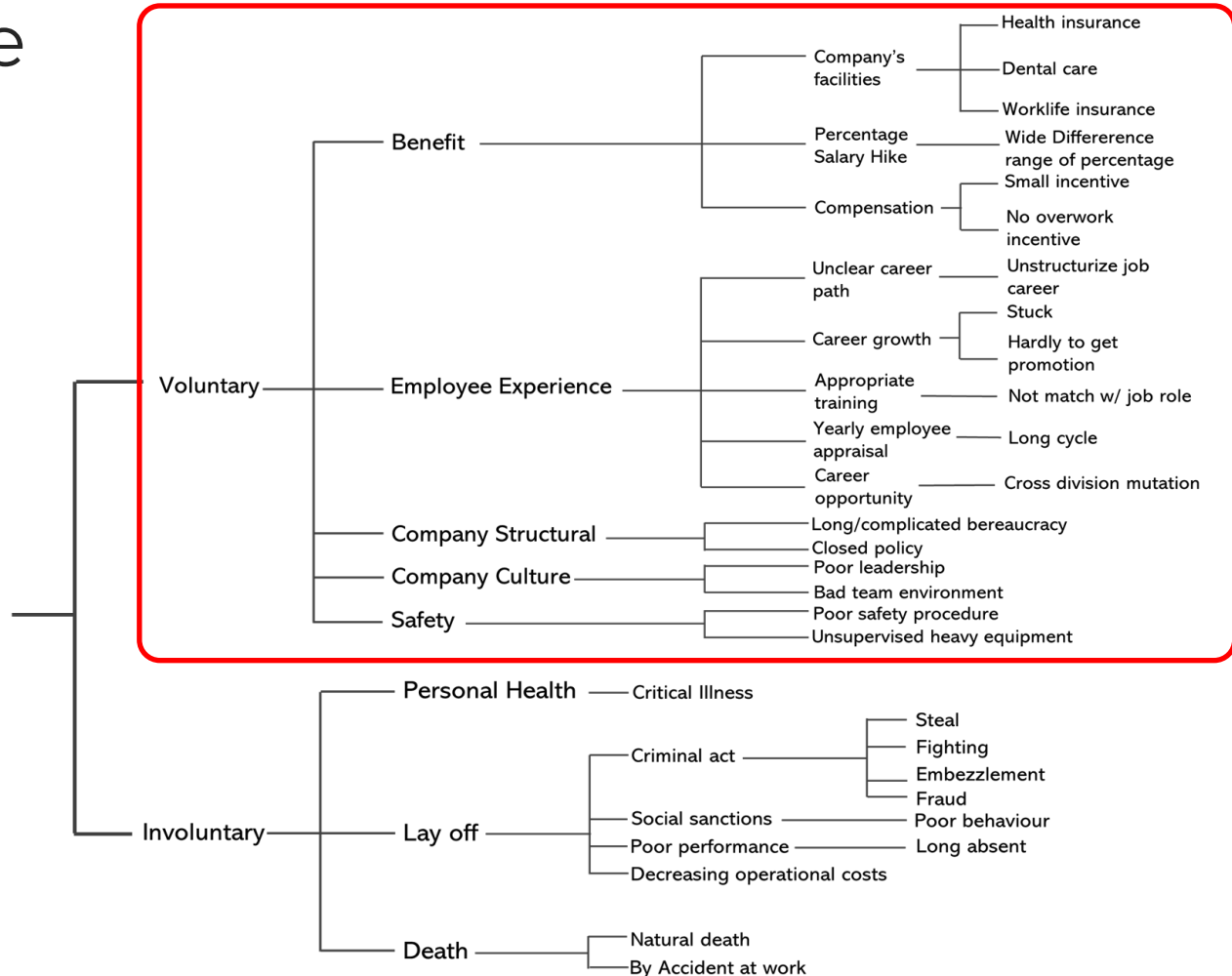
05

DATA PROCESSING

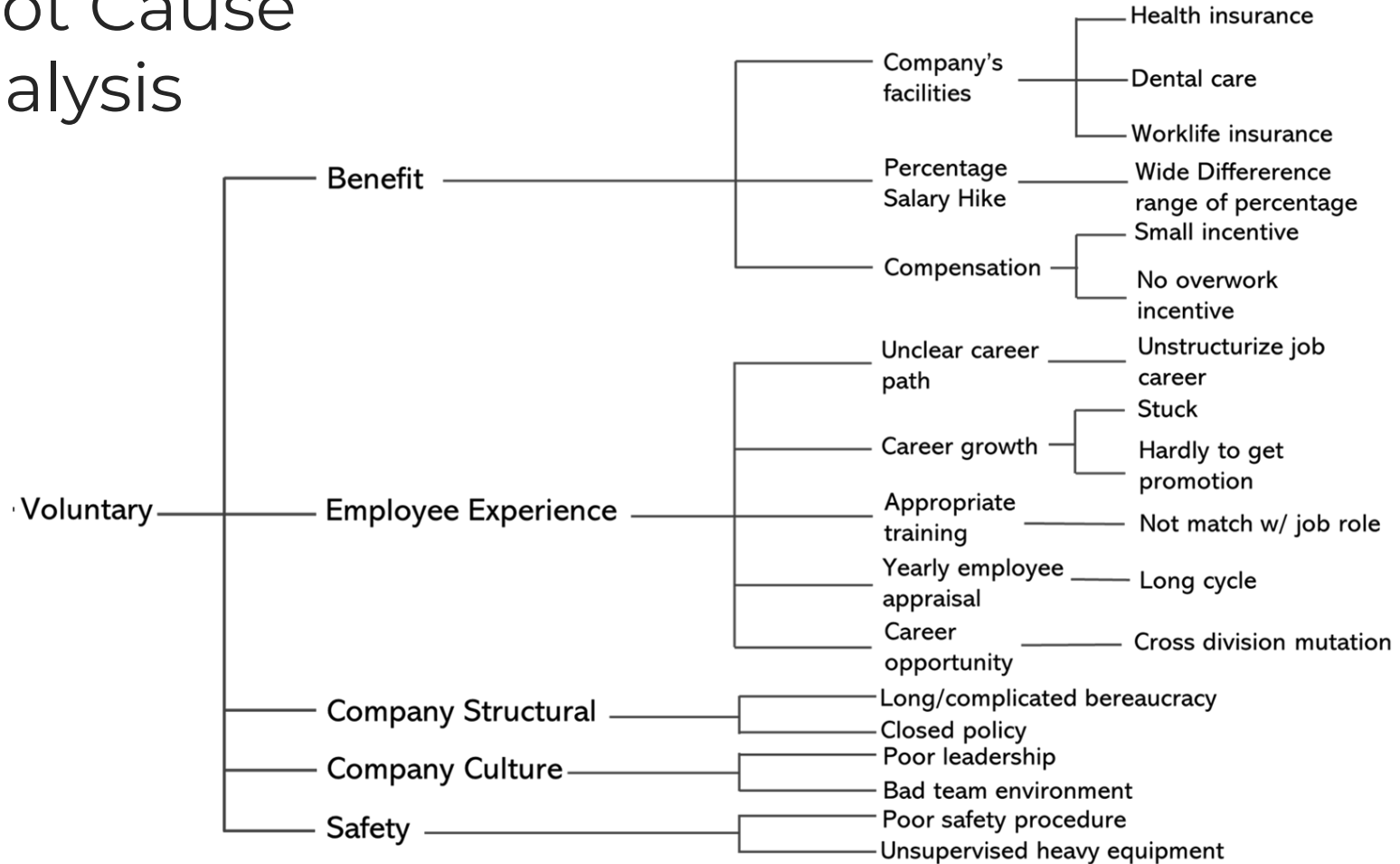
- Root Cause Analysis
 - Data Cleaning

Root Cause Analysis

Why XYZ's
employee level
of attrition
reach up to 15%
per year?



Root Cause Analysis



06

DATA ANALYSIS & VISUALISATION

- Correlation Analysis
- Executive Summary
- Methodology

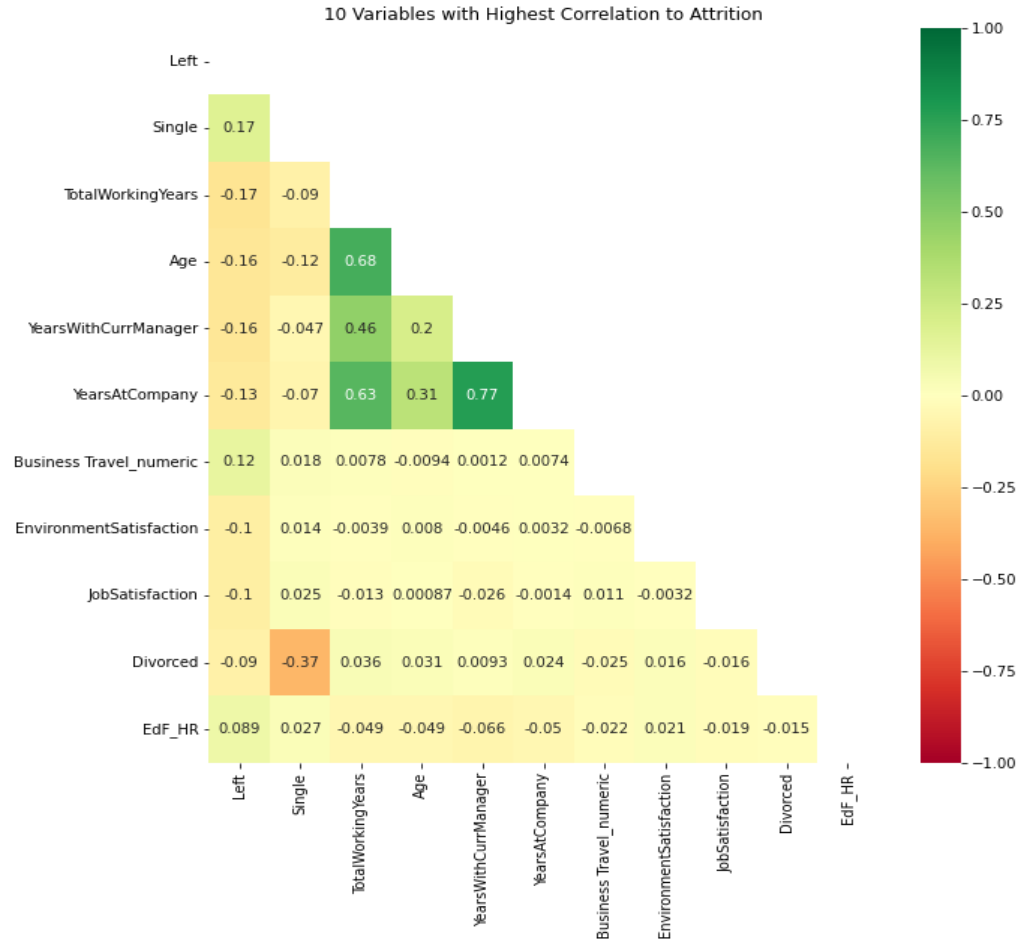


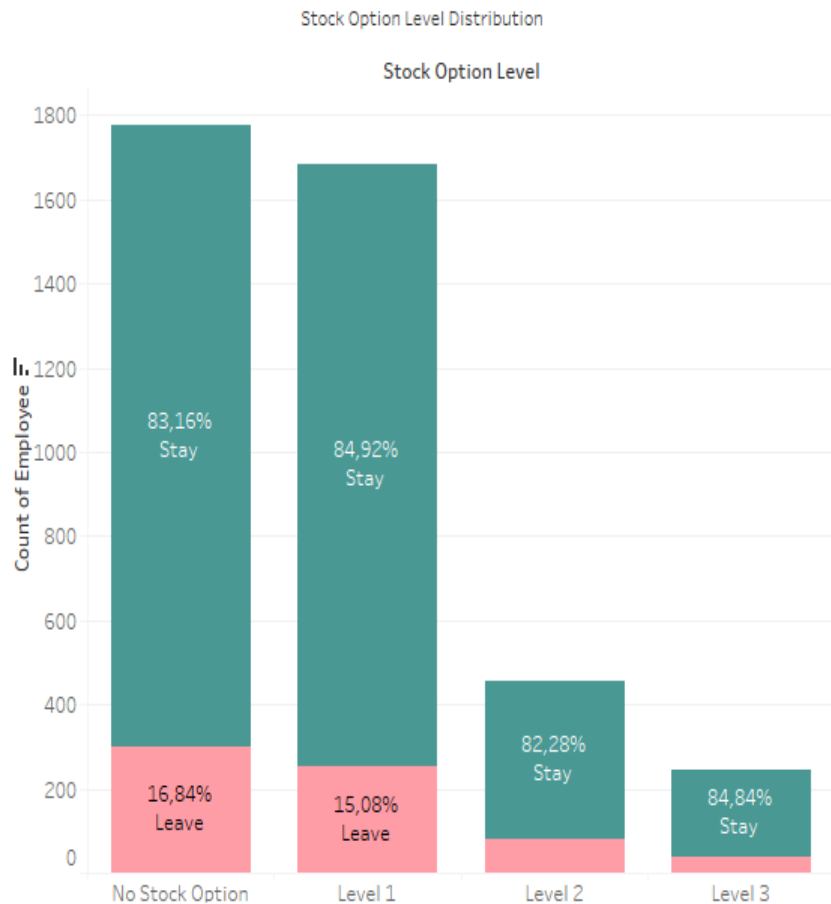
Correlation Analysis

There are 10 variables that have highest correlation with employee attrition.

Team eliminates the variables that have strong correlation with other variables, and resulted the following 2 variables that can we control:

- Years with current manager
- Business travel





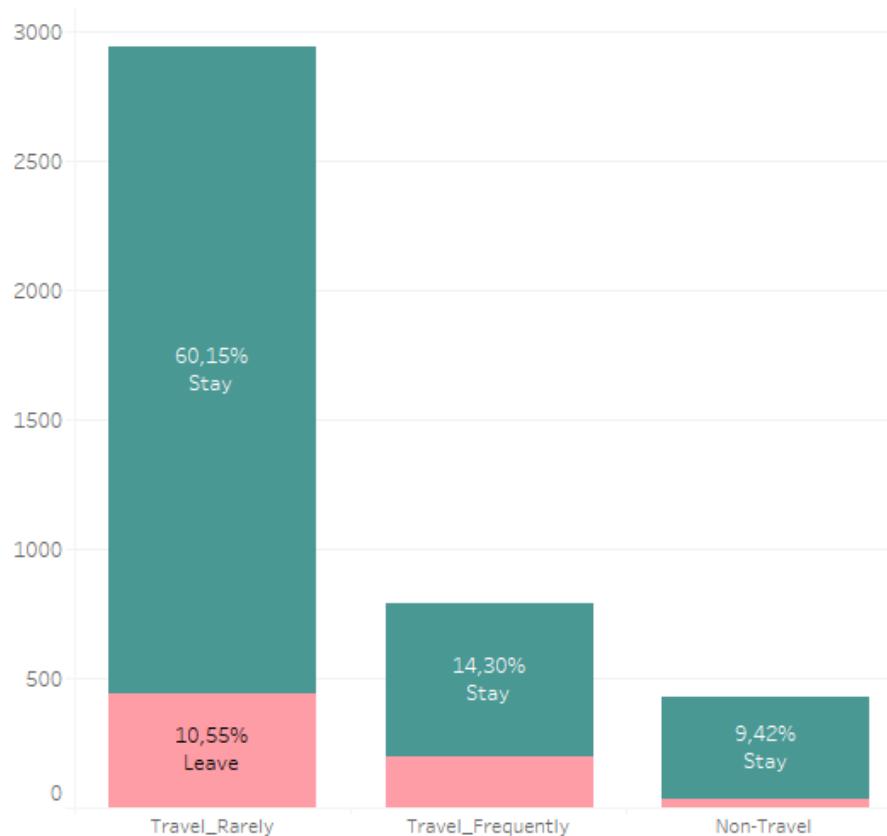
Attrition Rate on Stock Option

Many employees who have **not received** and part of **Level 1** leave the company.

Stock option Level 2 and Level 3 dominated by experience employees with long time works.

Attrition Rate on Business Travel

Business Travel



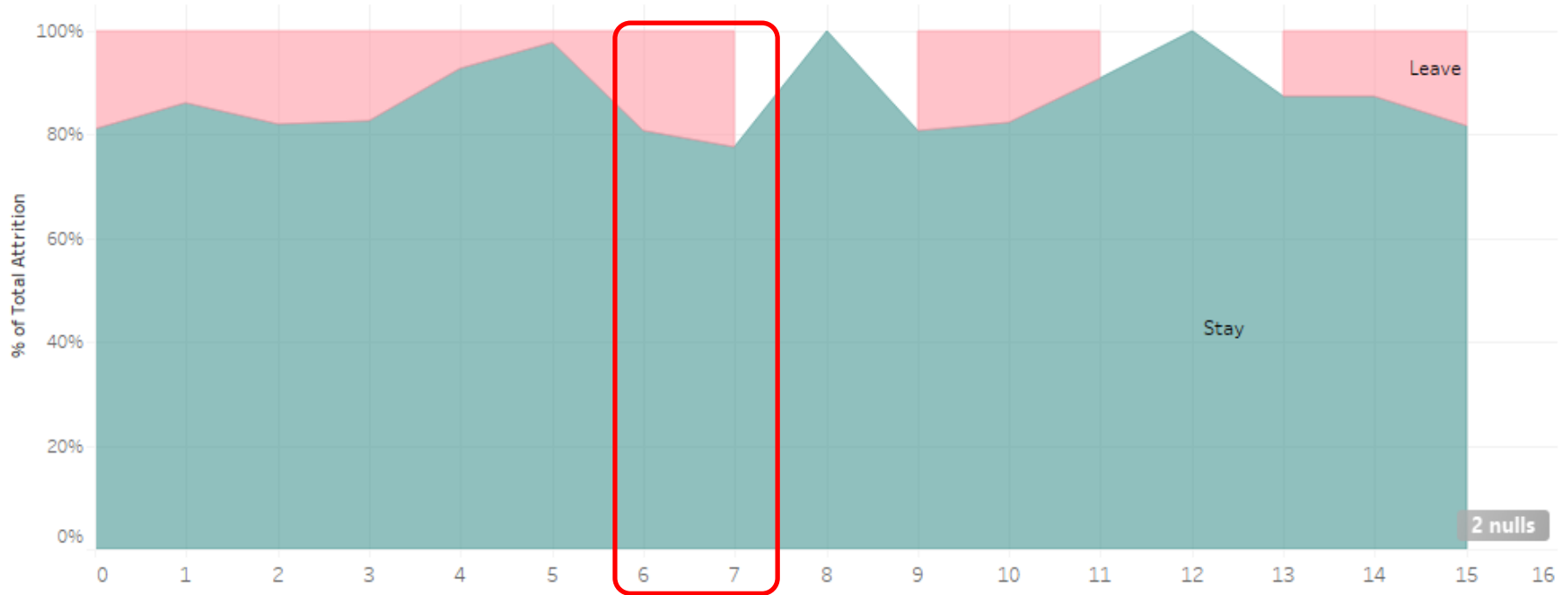
Attrition Rate

on Business Travel

Employees who **rarely travel** has **highest attrition rate**, while employees who travel frequently has lower attrition rate.

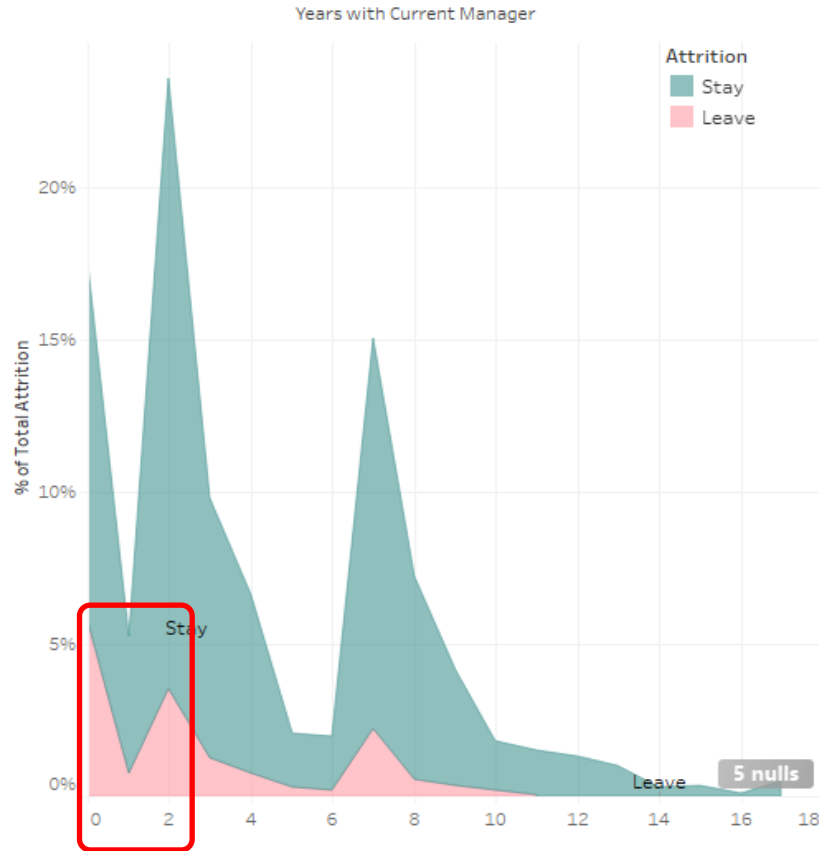
Attrition Rate on Years in Current Role

Attrition Rate on Years in Current Role



From the graph above, employees who **leave** the company dominated by those who stuck in the **same position for 6-7 years** long. It can caused by organization structure that get in the way of promotion, as the higher position not change for such long time.

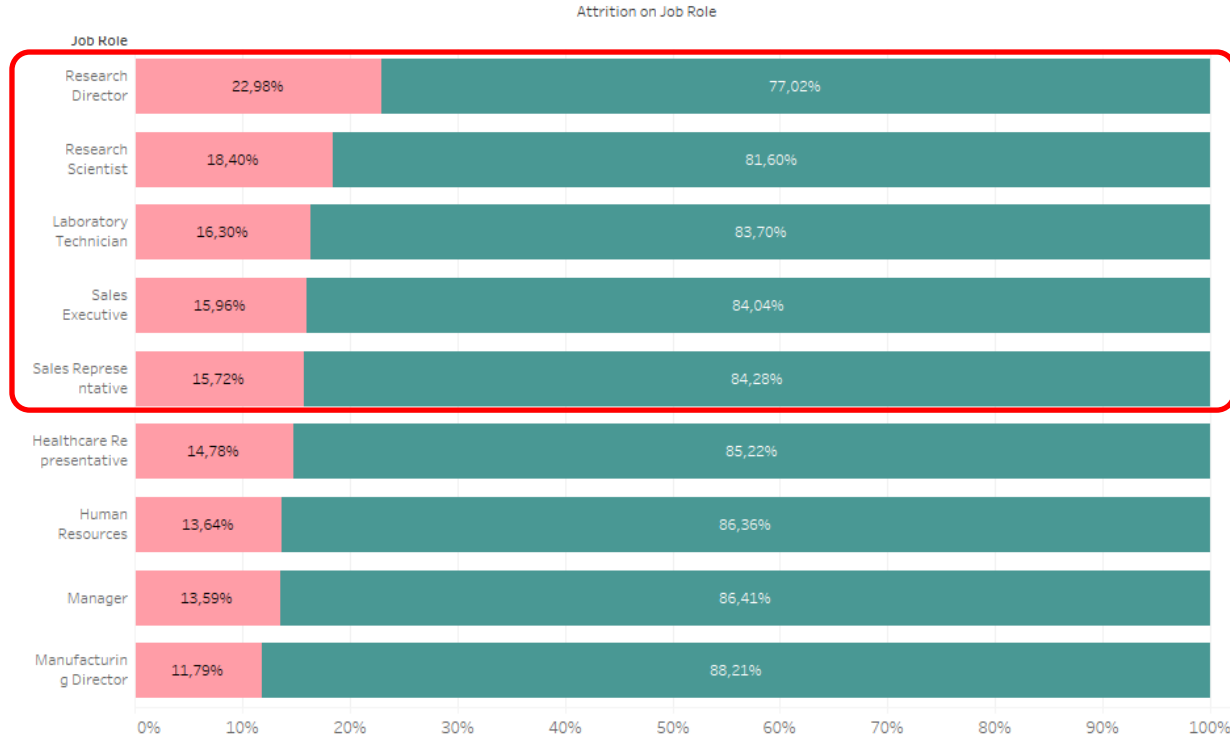
Attrition Rate on Years with Current Manager



From the graph beside, employees with the **lesser time with their current manager tend to have higher attrition rate than those with longer time.**

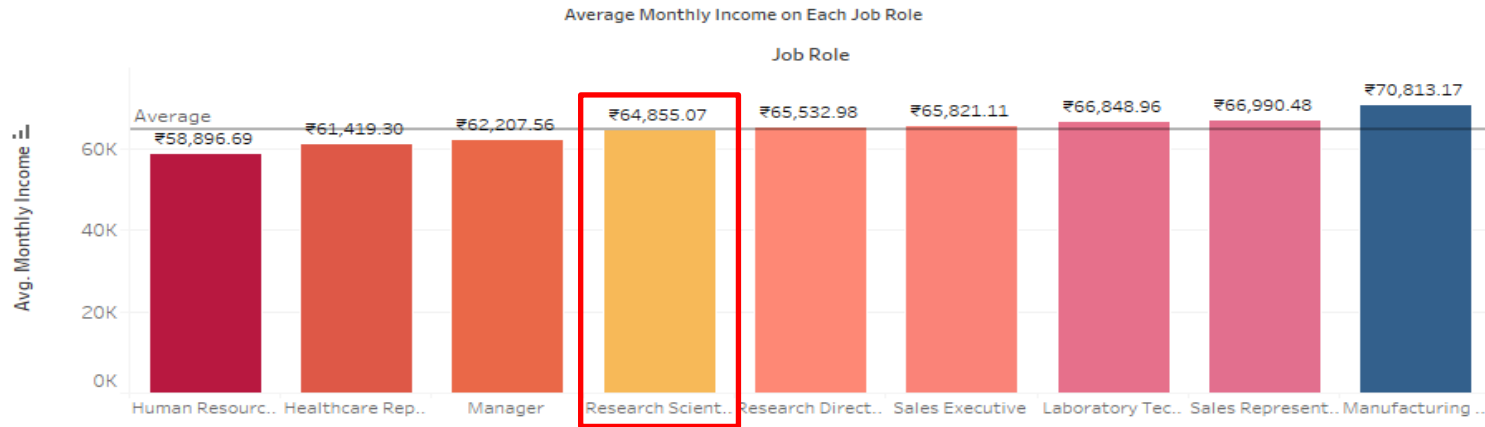
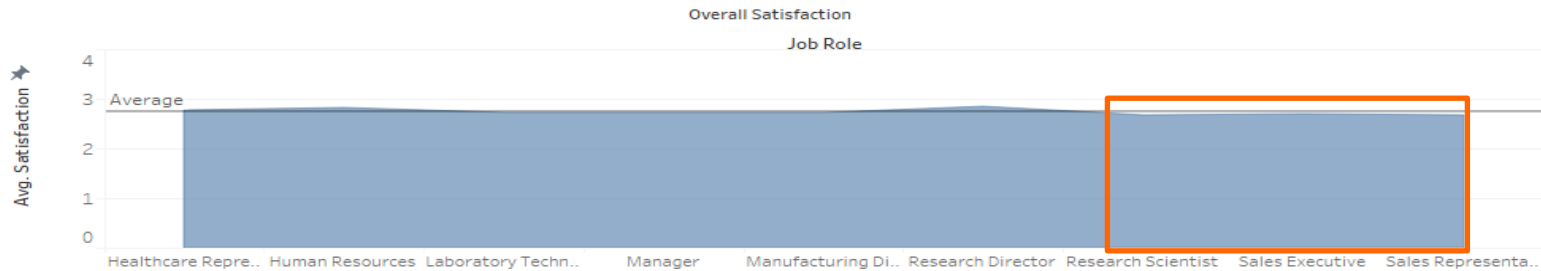
Thus might caused by, with shorter time they don't received much knowledge or and don't have time to sharpen their skill in job involvement.

Attrition Rate on Job Role



Job role with high attrition rate are: Research Director, Research Scientist, Laboratory Technician, Sales Executive and Sales Representative.

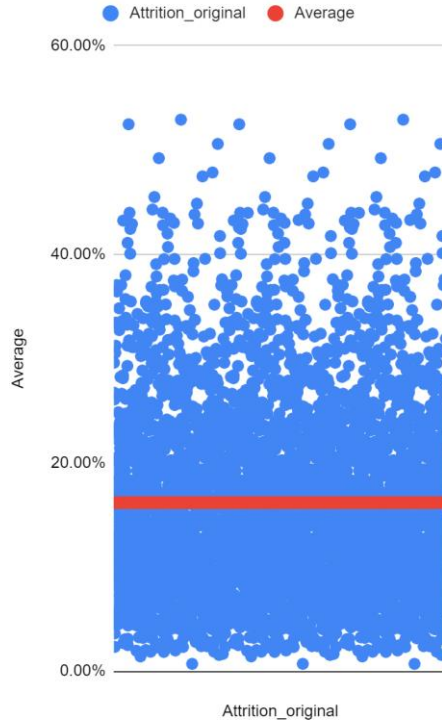
Employee Satisfaction and Monthly Income



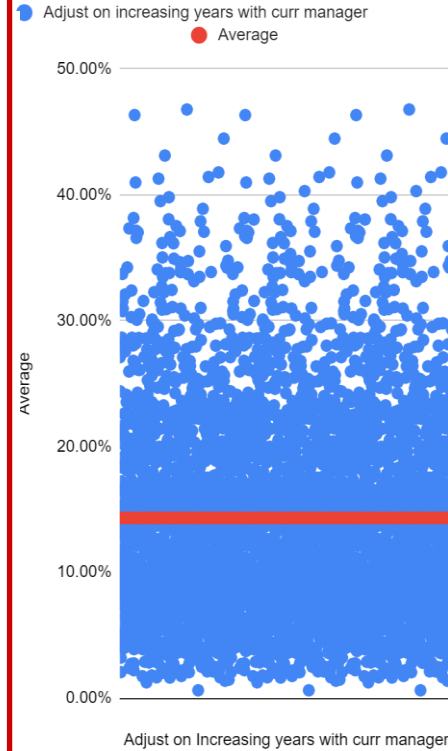
Job role with higher attrition rate tend to have lesser satisfaction [Research Scientist, Sales Executive and Sales Representative]. However, if we look closely, job role with higher attrition rate, lesser satisfaction, and average monthly income near to cut off are Research Scientist, it may conclude that this job role is giving highest pressure, even monthly salary can not adjust it.

Logistic Regression

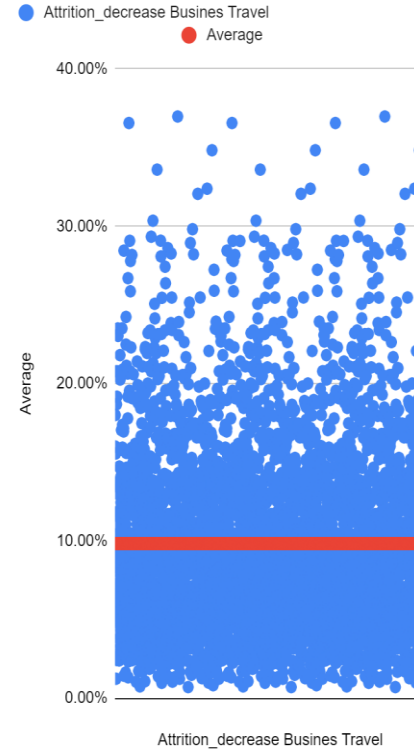
Predicted model after policies adjustment in one year:



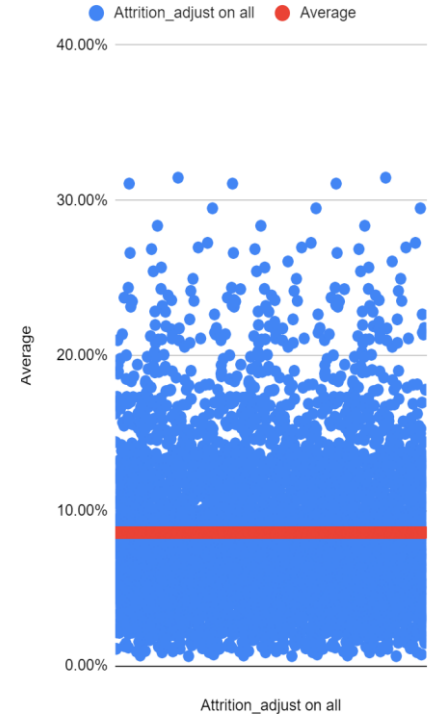
Original model:
16,16%



Adjust increasing w/
current manager:
14,32%



Adjust decreasing
business travel:
9,82%



Combined result:
8,59%



07

RECOMMENDATIONS

RECOMMENDATIONS

Current Manager

For new employee and department with teams, minimum time in same team is 2,5 years.

Business Travel

For department that mainly job in lab/office, decreasing numbers of business travel. Start to convert funnel meeting via online

Current Role

Employees that stay in same position more than 6 years got offering of increasing monthly income or bonus.

Stock Option

Stock option Level 1 will be offer for employees with minimum 4 years at company and proportion will be increase after 7 years.

16,16%



8,59%

In a year.

Appendix



Human Growth & Development on Employee Performance

All

Gender

Job Role

Job Level

Years Since Last Promotion

All

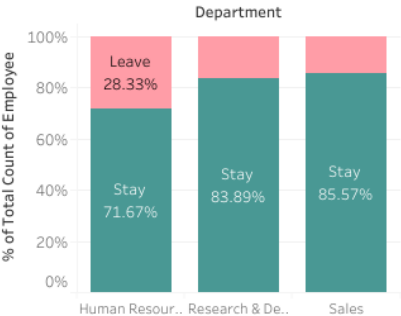
All

All values

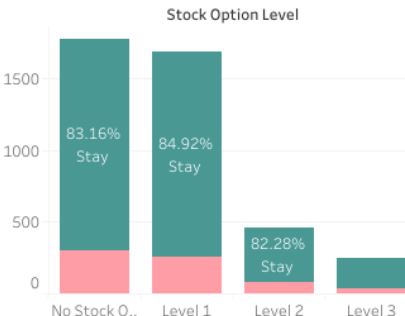
Attrition Employee



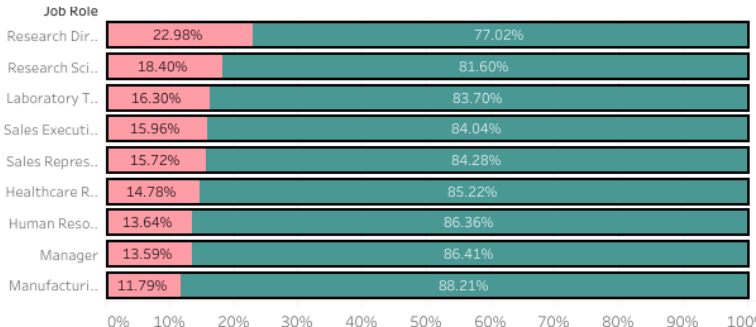
Attrition on Department



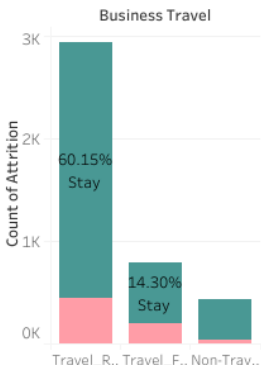
Stock Option Level Distribution



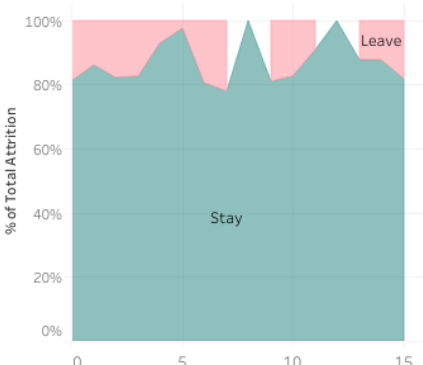
Attrition on Job Role



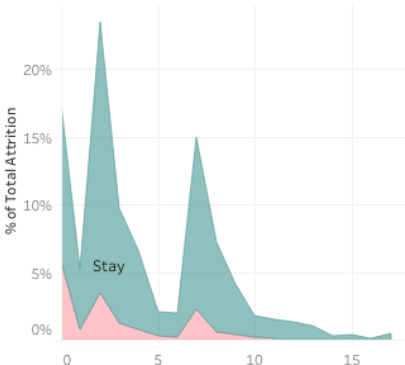
Attrition Rate on Business Travel



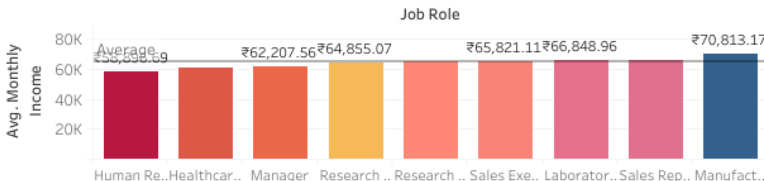
Attrition Rate on Years in Current Role



Years with Current Manager



Average Monthly Income on Each Job Role



Overall Satisfaction



Appendix

- [Google Spreadsheet](#)
- [Google Collab](#)
- [Tableau Dashboad](#)



PrasHid

Purpose · Findings · Goals · People



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[Prasasti Fridaya Hidayat](#)



[Prasasti's Whatsapp](#)

A black and white photograph of a person holding a large, rectangular cardboard sign. The person's hands are visible at the bottom corners of the sign, gripping it. The sign is made of corrugated cardboard and has two lines of white text printed on it. The background is dark and out of focus.

“What is a concrete action
that would bring change?”

“Sssttt... you don’t tell the story, but the
details do.”

