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CULTURE & ATTRITION



”

*You take away our top 20
employees and we [Microsoft]
become a mediocre company.*

- Bill Gates

Top Work Culture Contributors of Attrition

OVERTIME

1

2

3

LR

JOB
INVOLVEMENT

YEARS IN
CURRENT ROLE

AIC 665

Top Work Culture Contributors of Attrition

OVERTIME

1

2

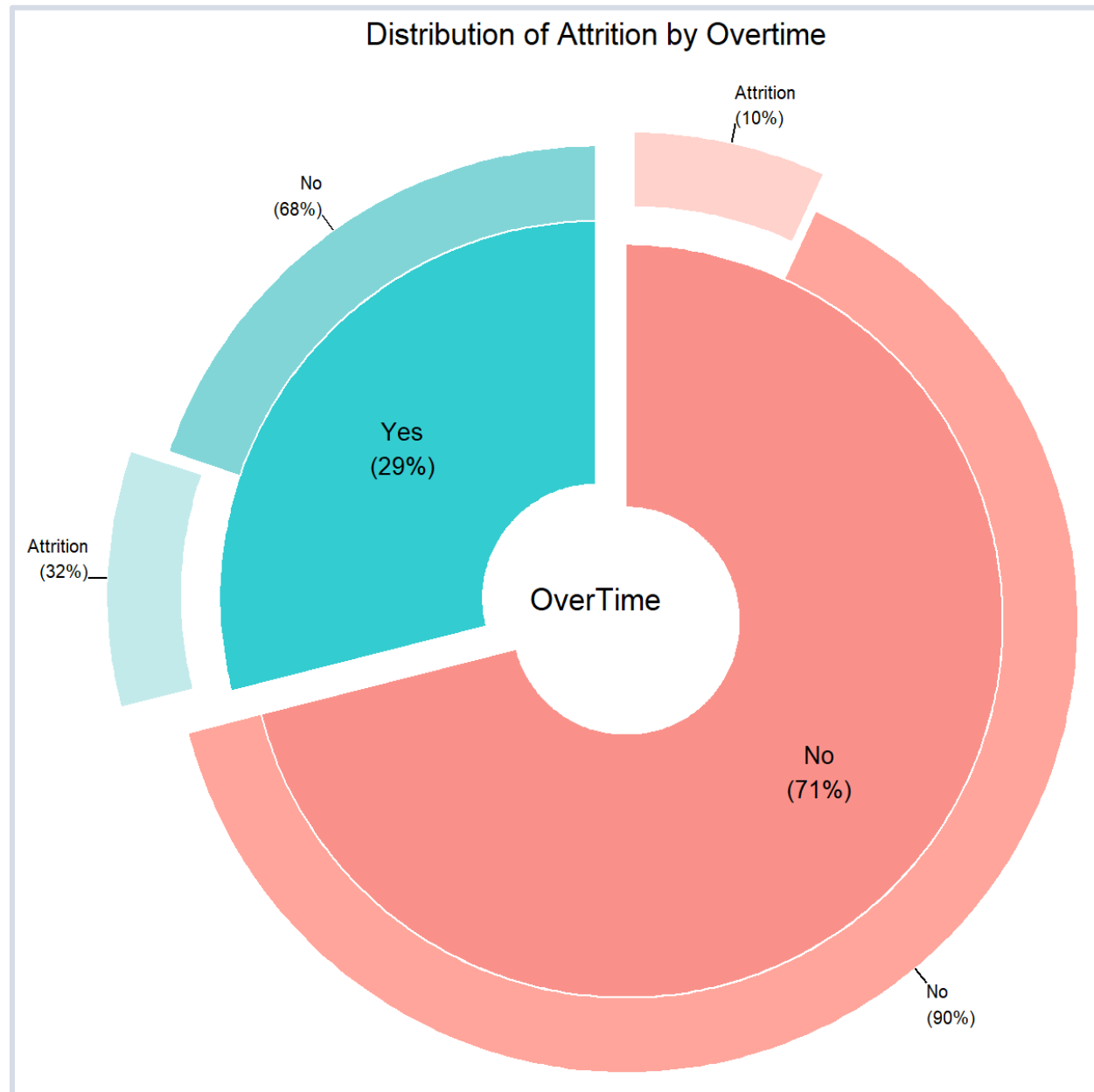
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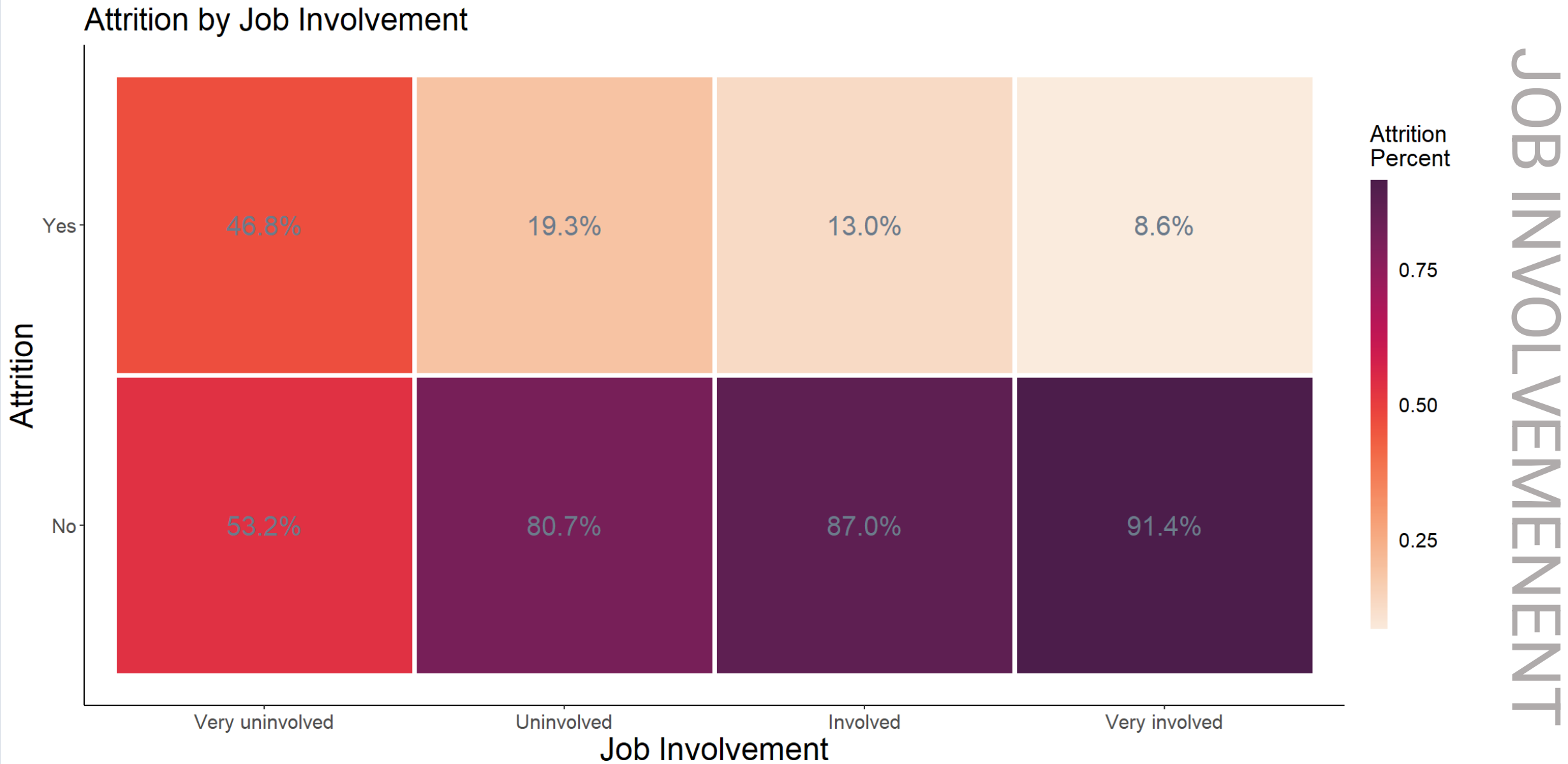
LR

JOB
INVOLVEMENT

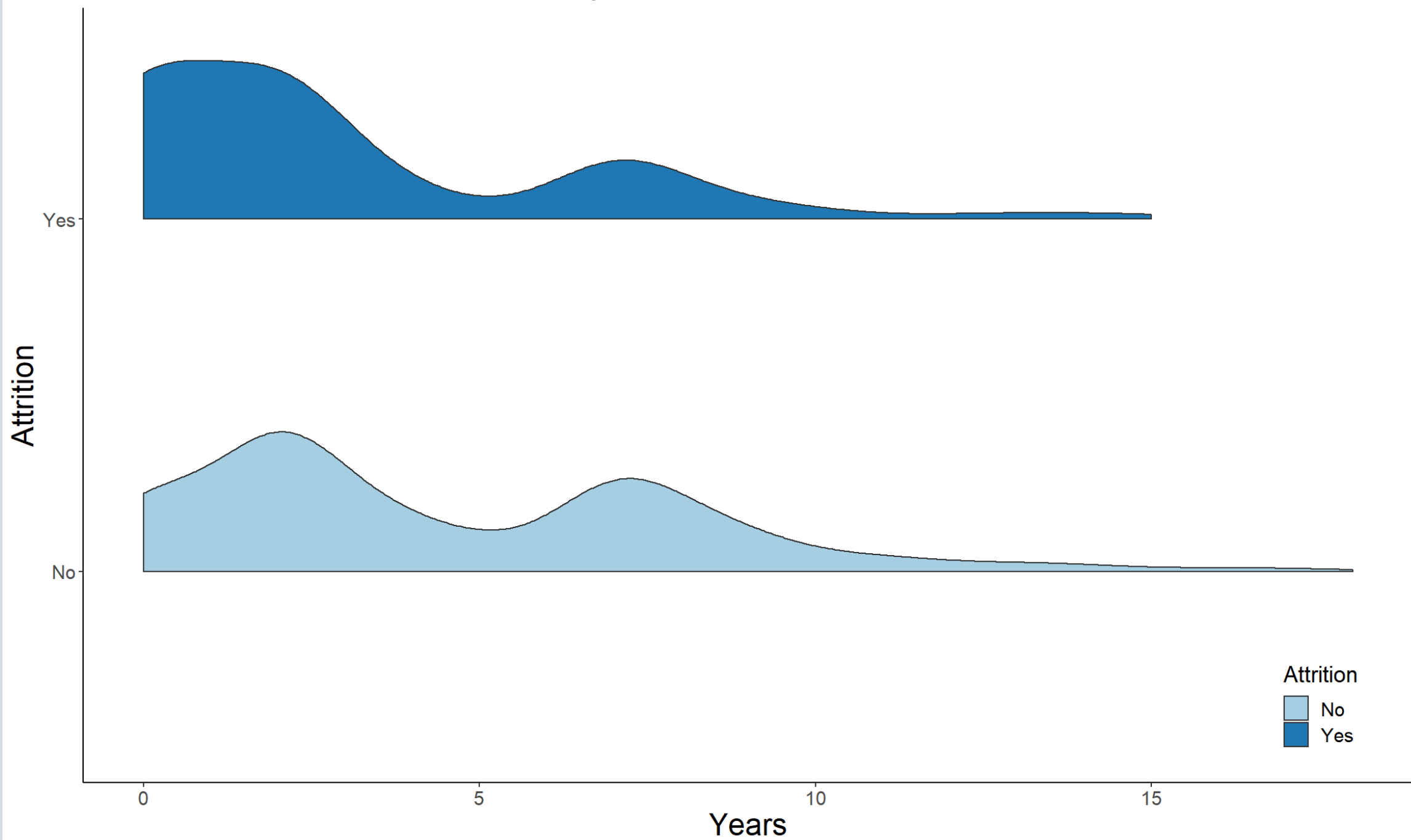
YEARS IN
CURRENT ROLE

Variable(s)	AIC
OT, job involvement, work life balance	681
OT, monthly income	690
Job involvement, years in current role	720
Years in current role	748





Distribution of Years in Current Role by Attrition

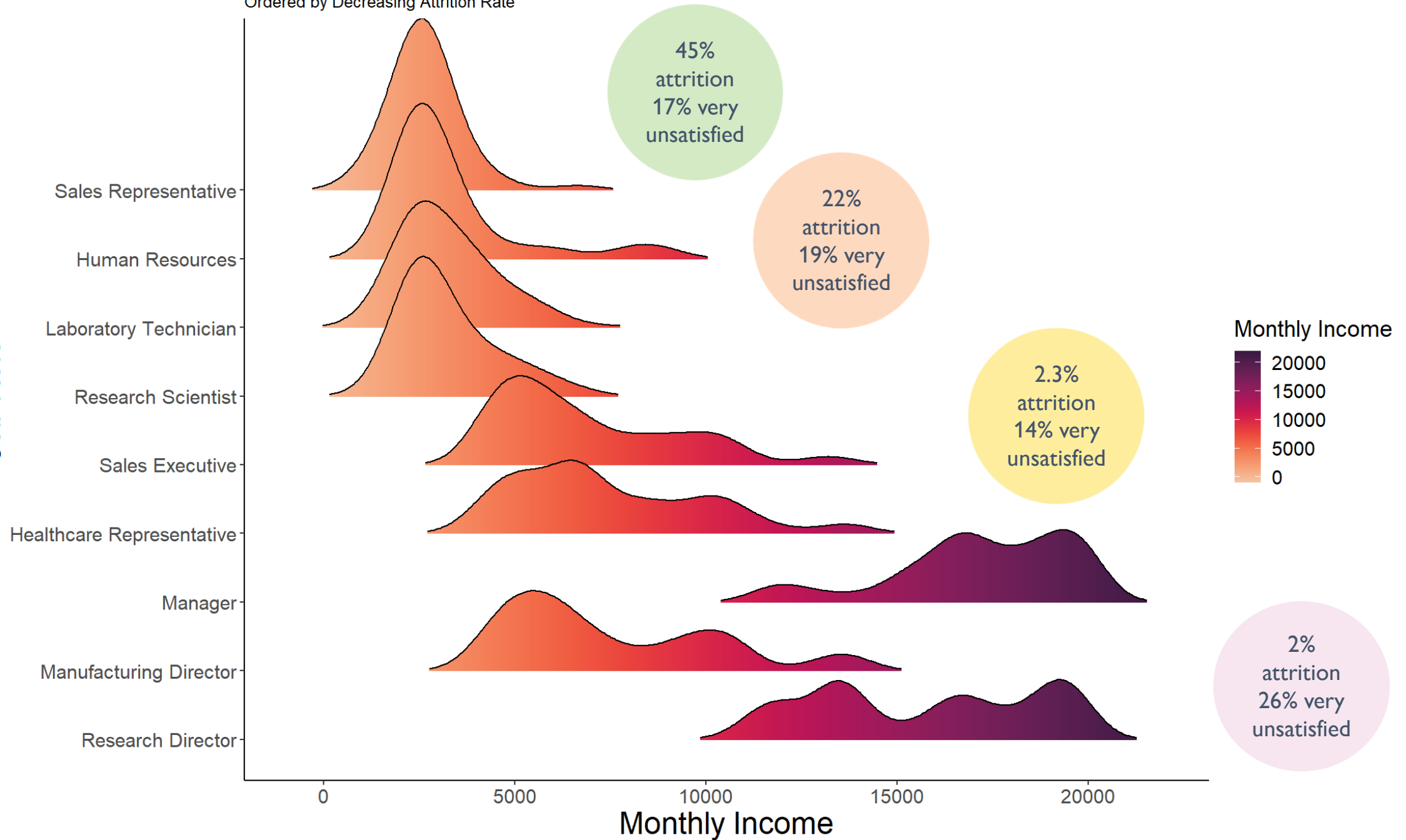


YEARS IN CURRENT ROLE

Job Role by Monthly Income

Ordered by Decreasing Attrition Rate

Job Role



JOB ROLE

NAÏVE BAYES

FULL DATA

	REFERENCE	
PREDICTION	NO	YES
NO	663	54
YES	67	86

86% *ACCURRACY*

0.04 *P-VALUE*

61% *SENSITIVITY*

91% *SPECIFICITY*

TEST DATA

	REFERENCE	
PREDICTION	NO	YES
NO	169	15
YES	12	22

88% *ACCURRACY*

0.04 *P-VALUE*

60% *SENSITIVITY*

93% *SPECIFICITY*

LINEAR REGRESSION

1

Total Working Years

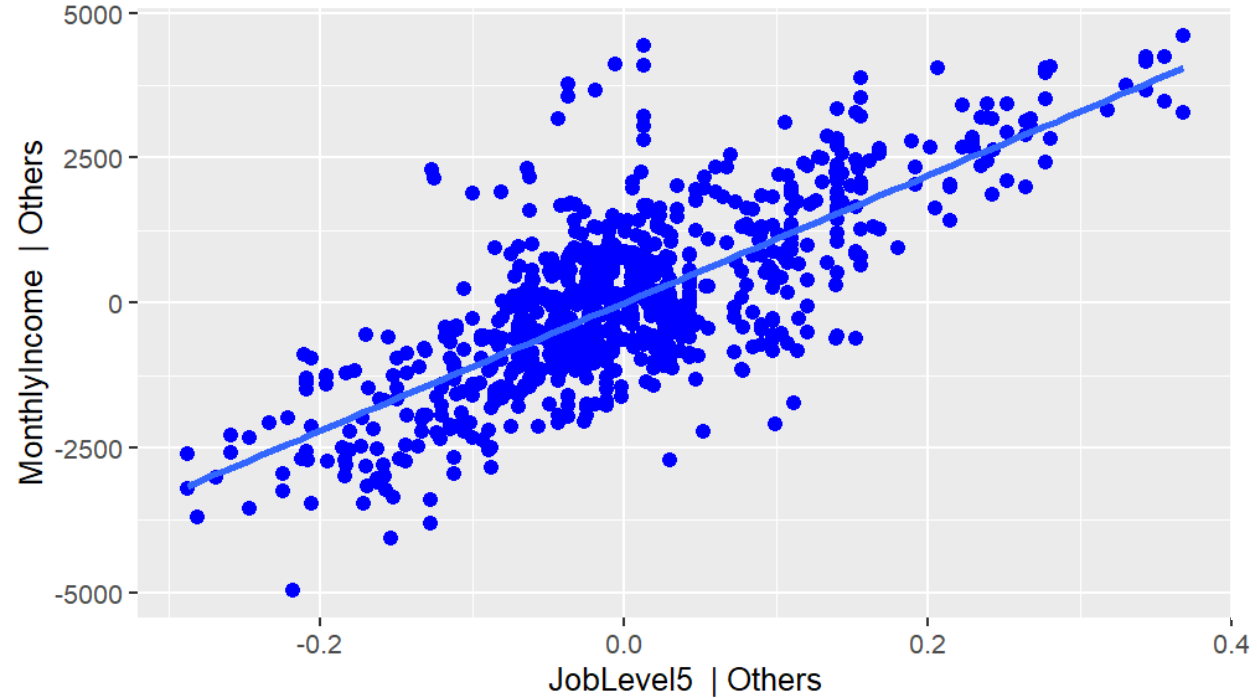
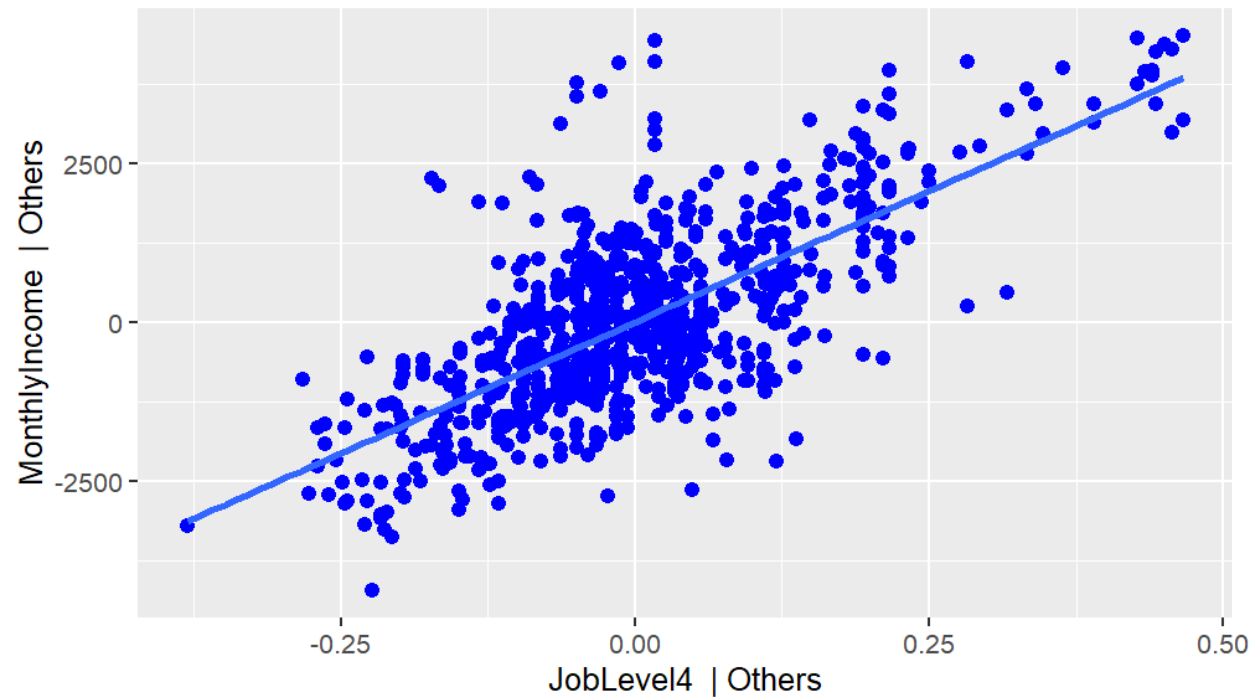
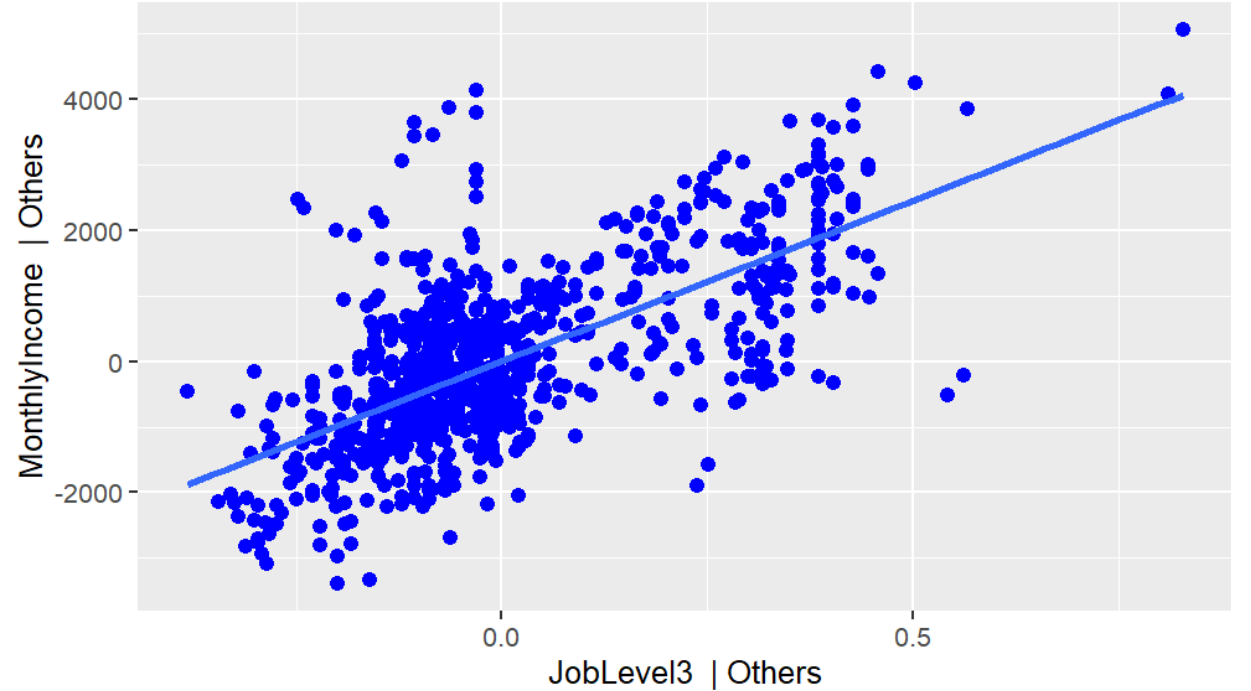
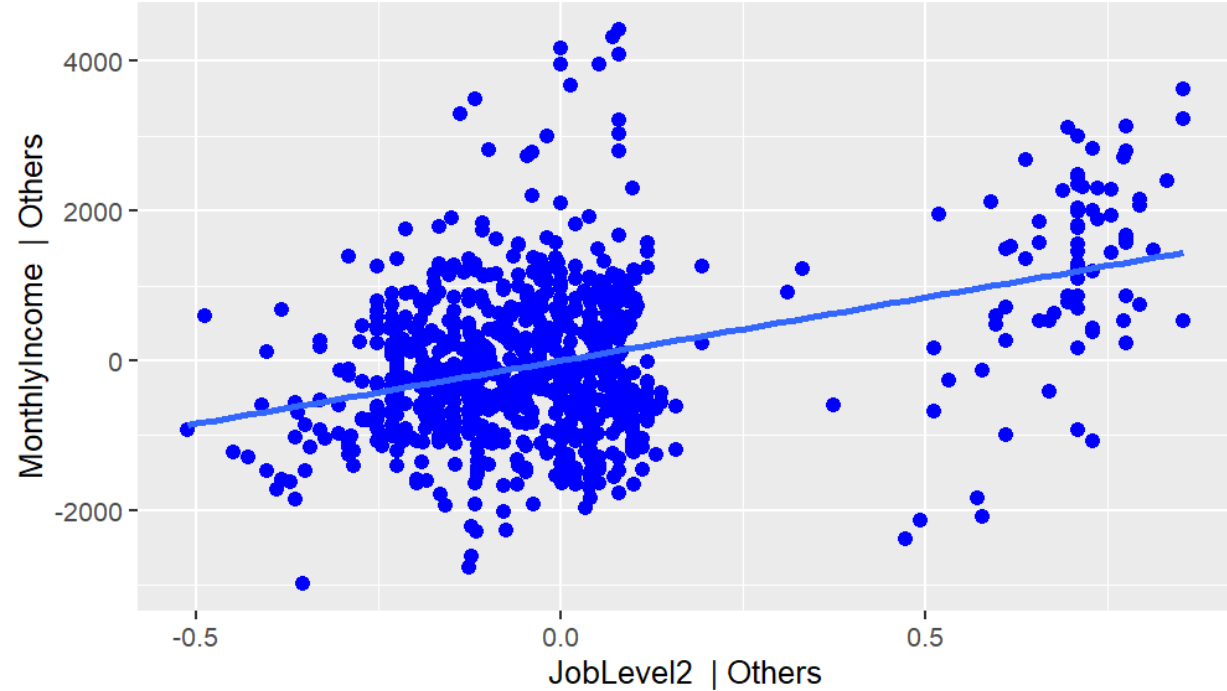
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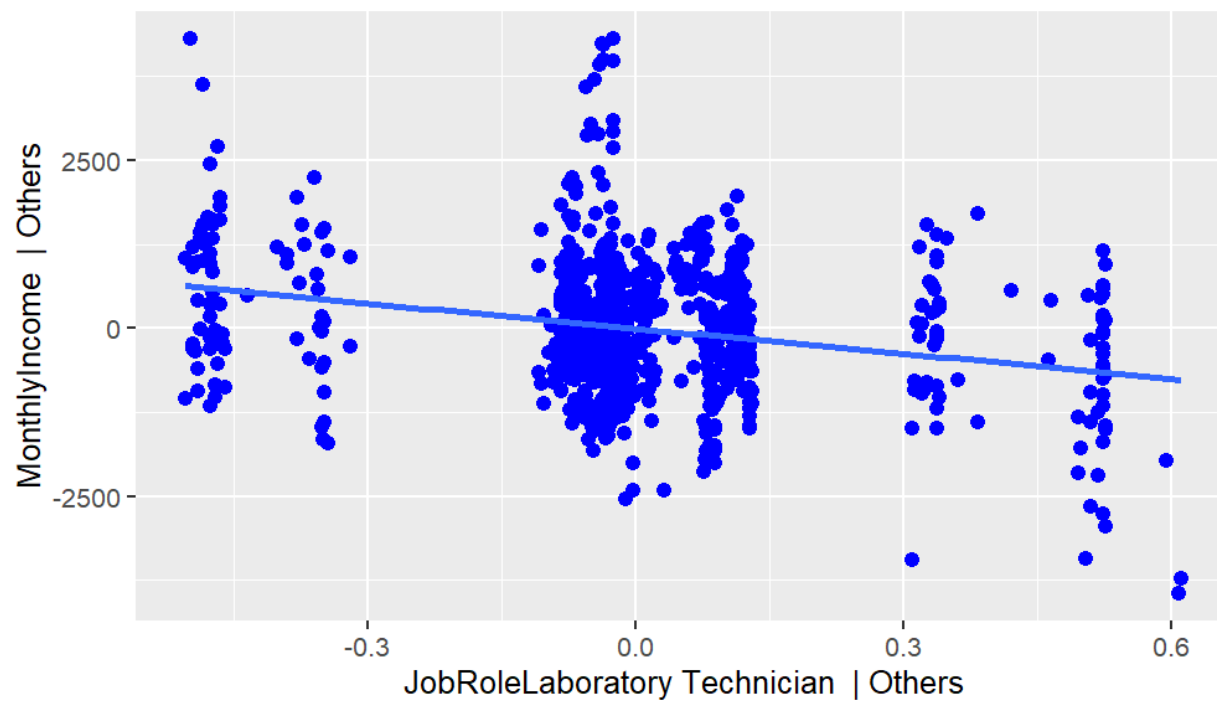
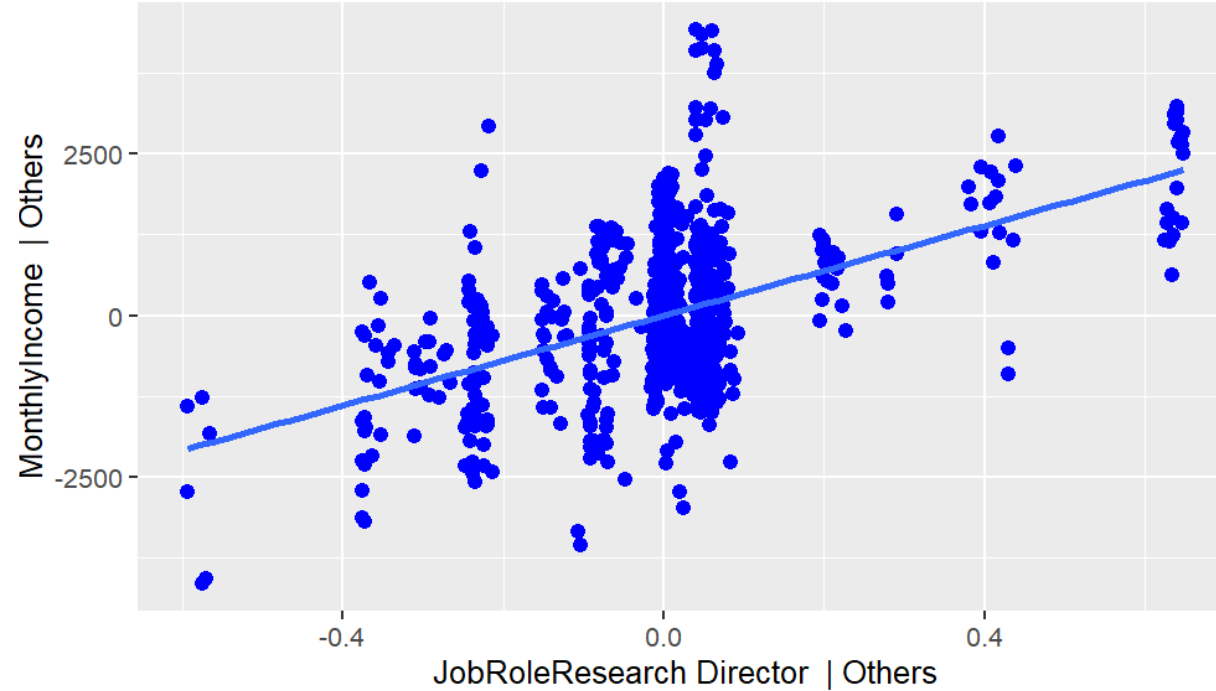
Job Level (5)

3

Job Role (9)







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Questions?



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