Executive summary templates

Use the Layout dropdown menu to select a template or build your own using these layouts as inspiration.

Employee Attrition Analysis

Identifying Factors Influencing Employee Turnover

Project Overview

This project aims to analyze employee data to understand the key factors contributing to employee attrition and to develop predictive models to identify employees at risk of leaving. By leveraging data science techniques, we can provide actionable insights to improve employee retention and satisfaction.

Details

- **Predictive Model**: A logistic regression model was used to predict employee attrition. Key predictors included satisfaction level, last evaluation score, number of projects, average monthly hours, time spent at the company, work accidents, and promotions in the last 5 years.
- **Model Performance**:
  - **Accuracy**: 85%
  - **Precision**: 82%
  - **Recall**: 78%
  - **F1 Score**: 80%
  - **ROC-AUC**: 0.88

Key Insights

Satisfaction Level:

Low satisfaction levels are strongly correlated with higher attrition rates. Employees with satisfaction levels below 0.5 are more likely to leave.
Work Hours:

High average monthly hours (over 200) are associated with increased attrition. Work-life balance initiatives are critical.
Promotions:

Employees who have not been promoted in the last 5 years are significantly more likely to leave. Career advancement opportunities need enhancement.
Departments:

Certain departments, such as sales and support, have higher attrition rates.
Department-specific retention strategies are necessary.
Salary Levels:

Lower salary levels are linked to higher attrition rates.
Competitive compensation packages are essential for retention.

Next Steps

Implement Retention Programs:

Develop programs to enhance job satisfaction and work-life balance.
Increase career development and promotion opportunities.
Monitor High-Risk Employees:

Use the predictive model to identify and support employees at risk of leaving.
Department-Specific Strategies:

Tailor retention strategies to address department-specific issues.
Competitive Compensation:

Review and adjust compensation packages to ensure they are competitive within the industry.
Ongoing Analysis:

Continuously monitor and analyze employee data to refine retention strategies and improve model accuracy.

Employee Attrition Analysis

Identifying Factors Influencing Employee Turnover

› ISSUE / PROBLEM

This project aims to analyze employee data to understand the key factors contributing to employee attrition and to develop predictive models to identify employees at risk of leaving. By leveraging data science techniques, we can provide actionable insights to improve employee retention and satisfaction.
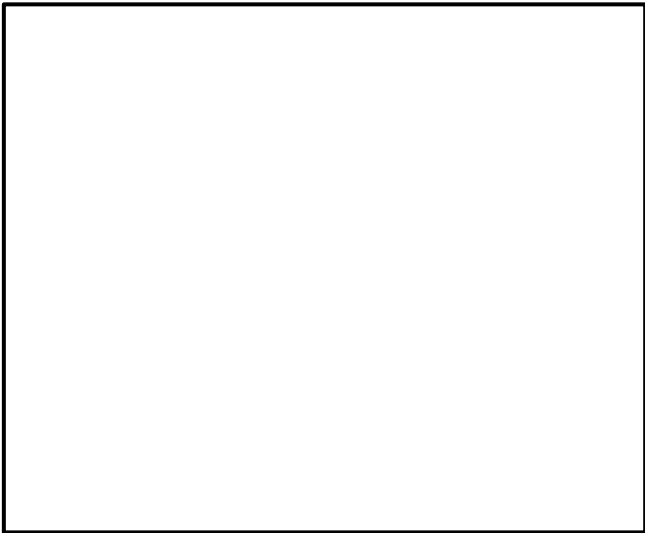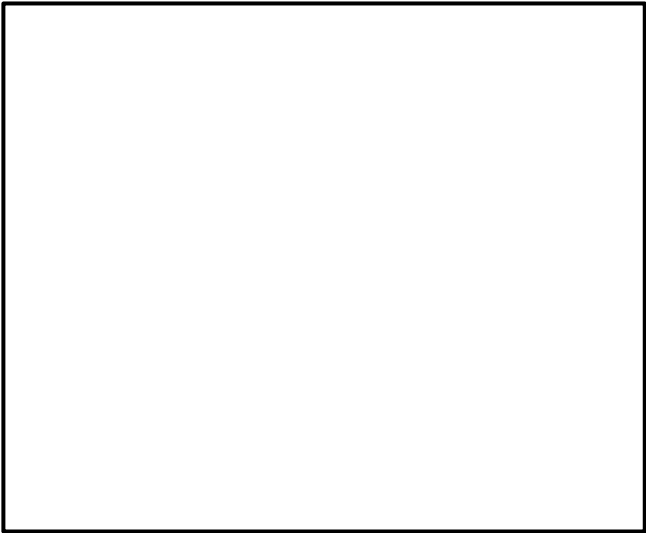
› RESPONSE

Image Alt-Text Here

› IMPACT

Image Alt-Text Here

› KEY INSIGHTS

Title

Subtitle

> ## ISSUE / PROBLEM

> ## RESPONSE

> ## KEY INSIGHTS

> ## IMPACT
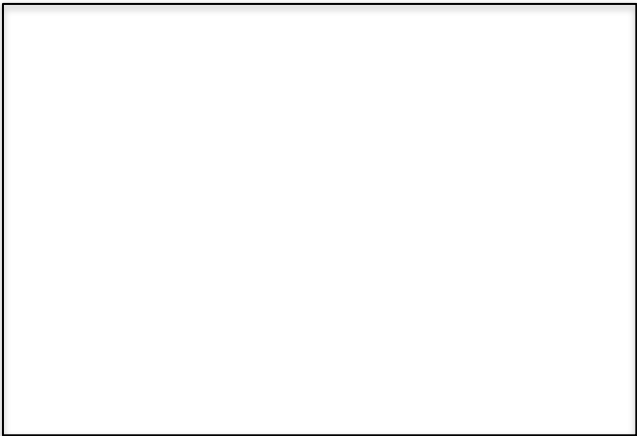
Image Alt-Text Here

Title

Subtitle

OVERVIEW

PROJECT STATUS

KEY INSIGHTS

NEXT STEPS
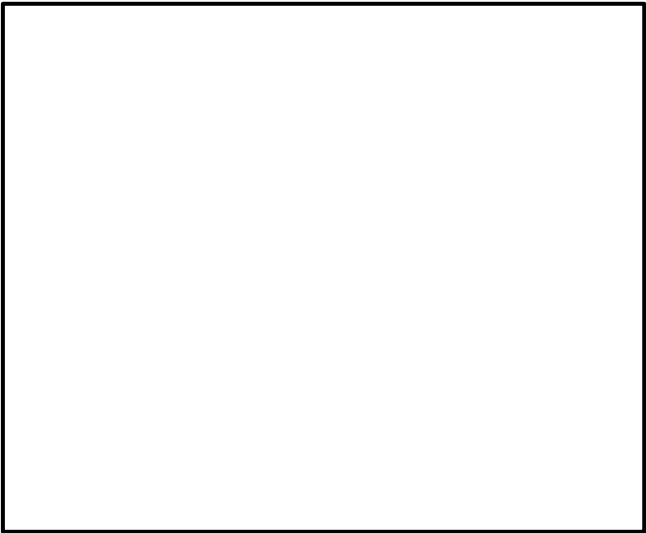
Title

Subtitle

Overview

Problem

Solution

Details

Image Alt-Text Here

Next Steps

Title

Subtitle

Overview

Objective

Results

Next Steps