



EMPLOYEE ATTRITION ANALYSIS

PRESENTED BY: JUAN SOLANO



INTRODUCTION

Employee turnover is a critical challenge for organizations, as it involves recruitment costs, loss of talent, and decreased productivity.

This analysis studies a human resources dataset to identify the factors that most influence employees' decisions to leave the company and proposes strategic recommendations.



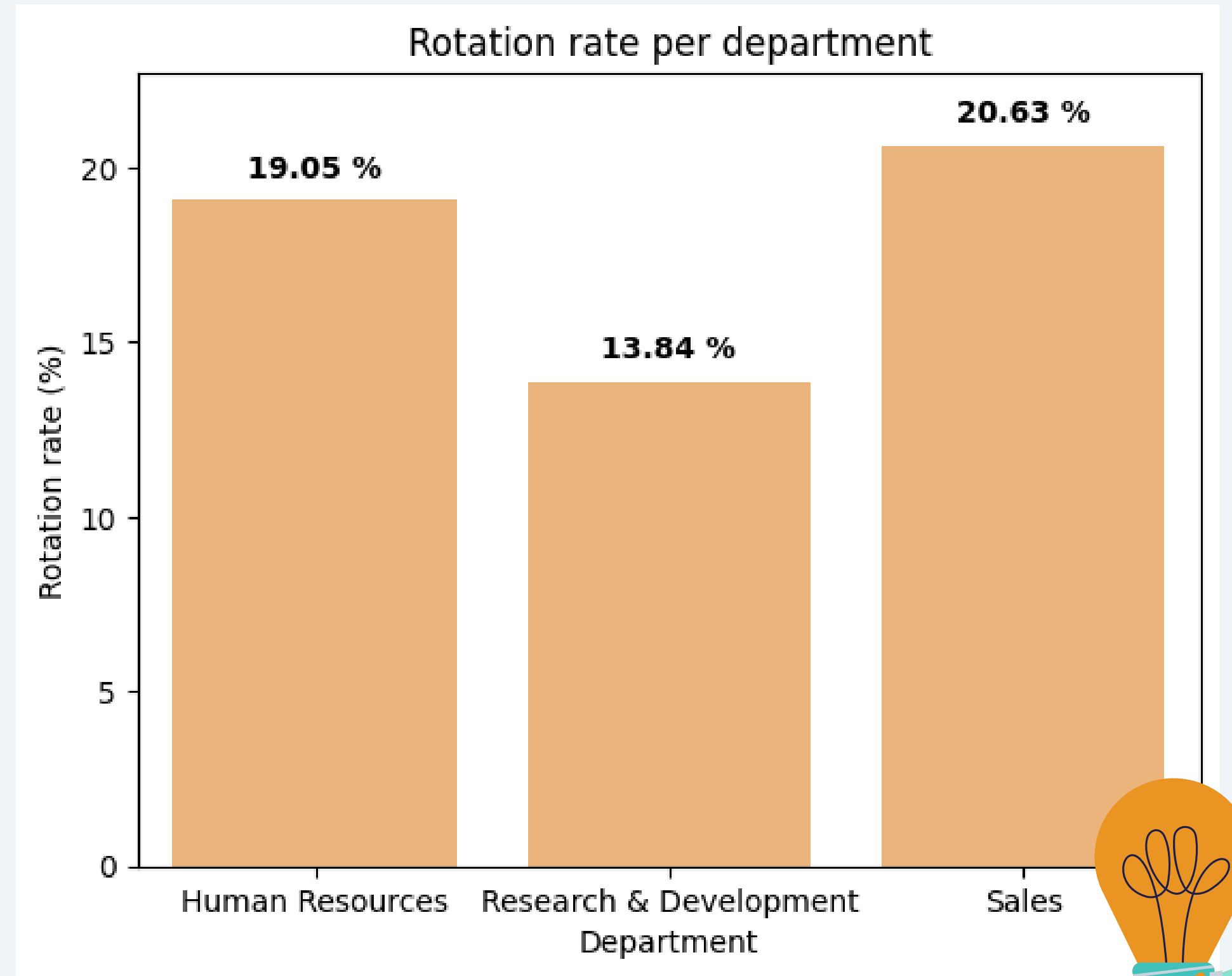
METHODOLOGY

- Dataset (HR Analytics, ~1,400 employees).
- **Key variables:** Attrition, Department, Monthly Income, Years At Company, Job Satisfaction.
- **Tools used:** Python (for analysis and visualization).

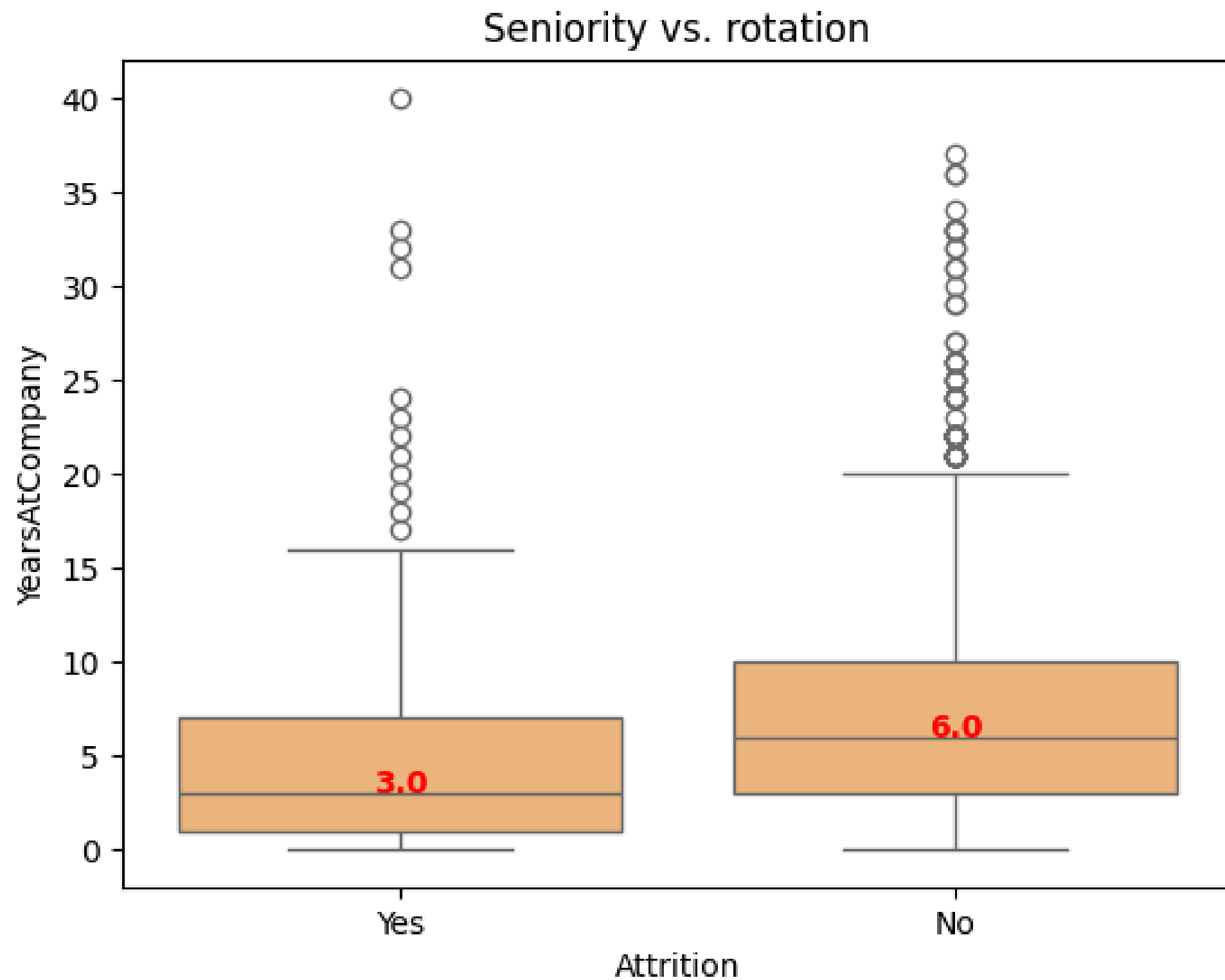


DEPARTMENT ROTATION

Staff turnover does not affect all departments equally. Sales and human resources are critical areas where most talent is lost and where retention programs should focus.



SENIORITY VS TURNOVER



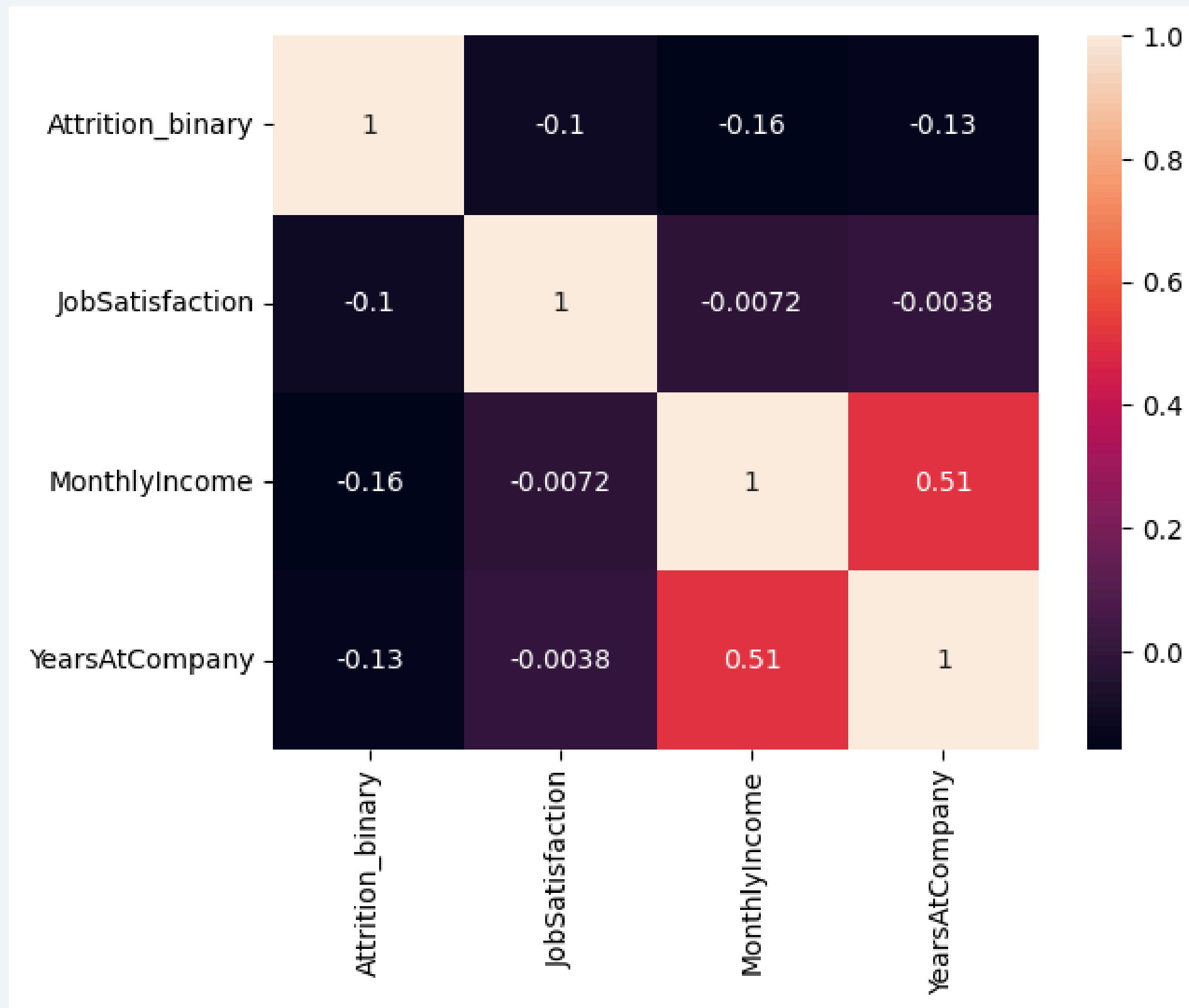
Turnover is more common among employees with little seniority. This suggests that the first few years are key to implementing integration, training, and engagement strategies.



JOB SATISFACTION VS. TURNOVER

Dissatisfied employees are much more likely to leave the company. Improving overall satisfaction (through recognition, work environment, clarity of roles, etc.) should be a strategic priority to reduce staff turnover.





CORRELATION

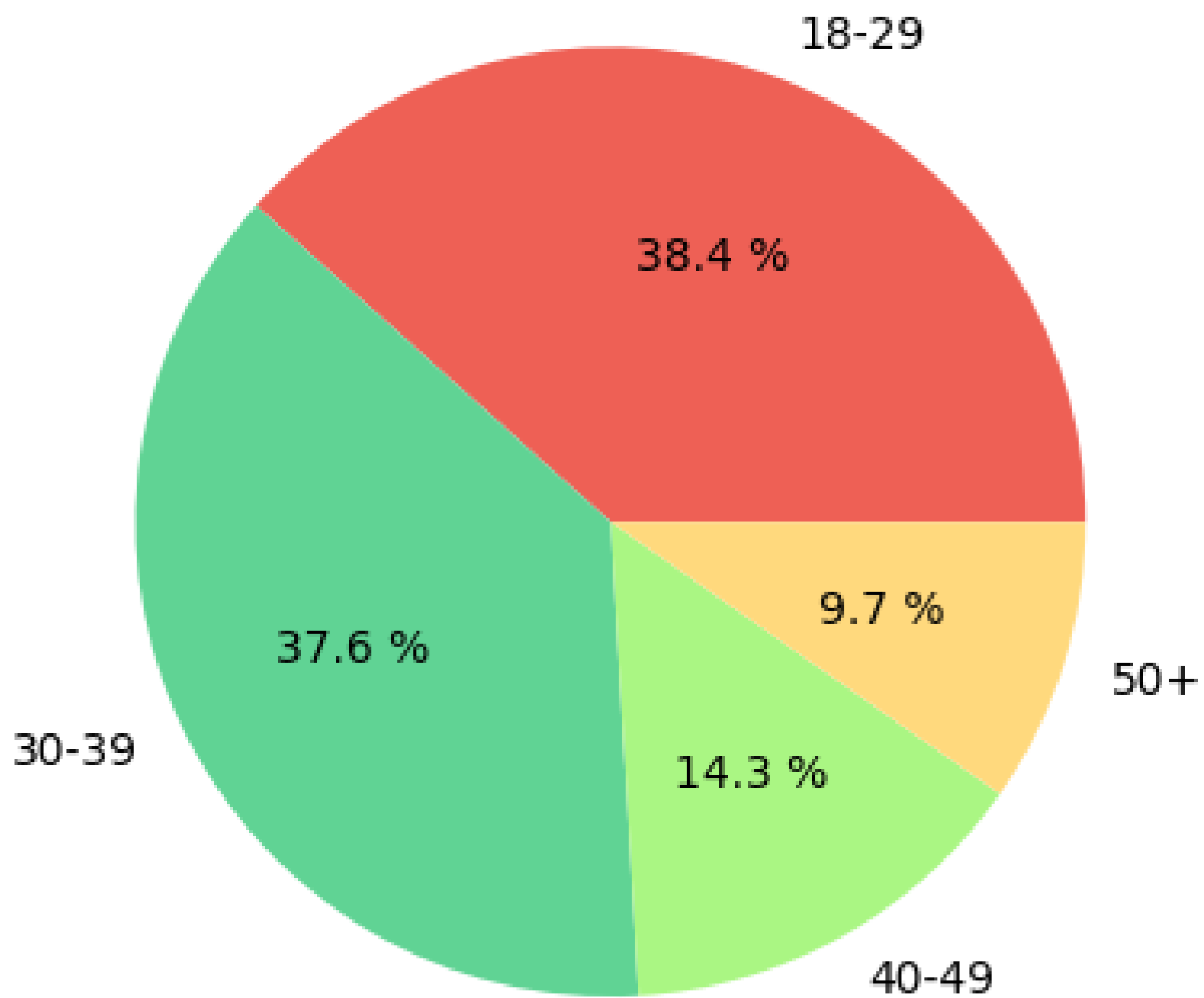
- The correlation matrix reveals that turnover has a negative, albeit weak, relationship with job satisfaction, monthly income, and years with the company, indicating that employees who are most likely to leave the company are those who are least satisfied, have lower salaries, and have less seniority.
- A strong positive correlation between years of service and salary is confirmed, suggesting that the compensation structure rewards permanence.



ATTRITION BASED ON AGE

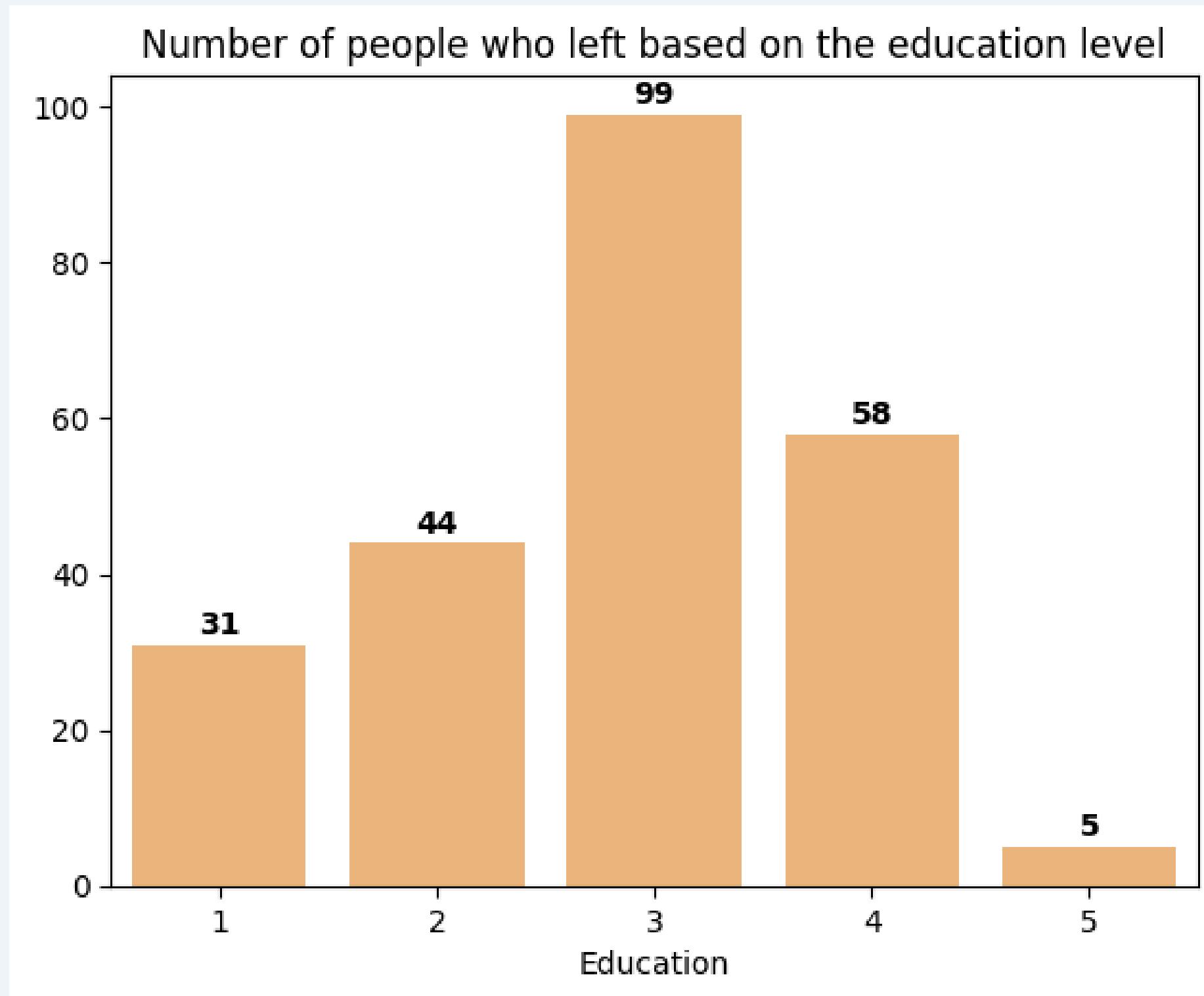
Staff turnover is mostly concentrated among younger employees. This may be because young professionals tend to explore different career options, seeking better opportunities, greater flexibility, or a corporate culture more in line with their values. The company should review its engagement, professional development, and management strategies for millennials and Generation Z.

Attrition based on age range



ATTRITION PER EDUCATION LEVEL

- Level 3 education has by far the highest dropout rate, almost double that of the next level. This suggests that employees with an intermediate level of education (neither the lowest nor the highest) are the most likely to leave the company, possibly because they have more opportunities in the labor market or feel that their expectations are not being met.



KEY FINDINGS AND RECOMMENDATIONS

Findings

👤 High-risk profile: young people (18-29), short tenure (<5 years), low salaries, low satisfaction.

📉 Low job satisfaction: main predictor of turnover.

💰 Insufficient compensation: low salaries = higher turnover.

⌚ Lack of initial engagement: critical first years.

🏢 Critical departments: Sales and Human Resources account for the highest turnover.

Strategic recommendations

🚀 Onboarding & Mentoring (18-24 months): cultural integration, development, and clear career path.

💰 Salary review & progression: competitive benchmarking, seniority-based raises.

🌱 Improved work environment: recognition, feedback, clarity of roles.

🎯 Segmented retention: strategies for young people, junior roles, and employees with lower levels of education.



THANK YOU!

