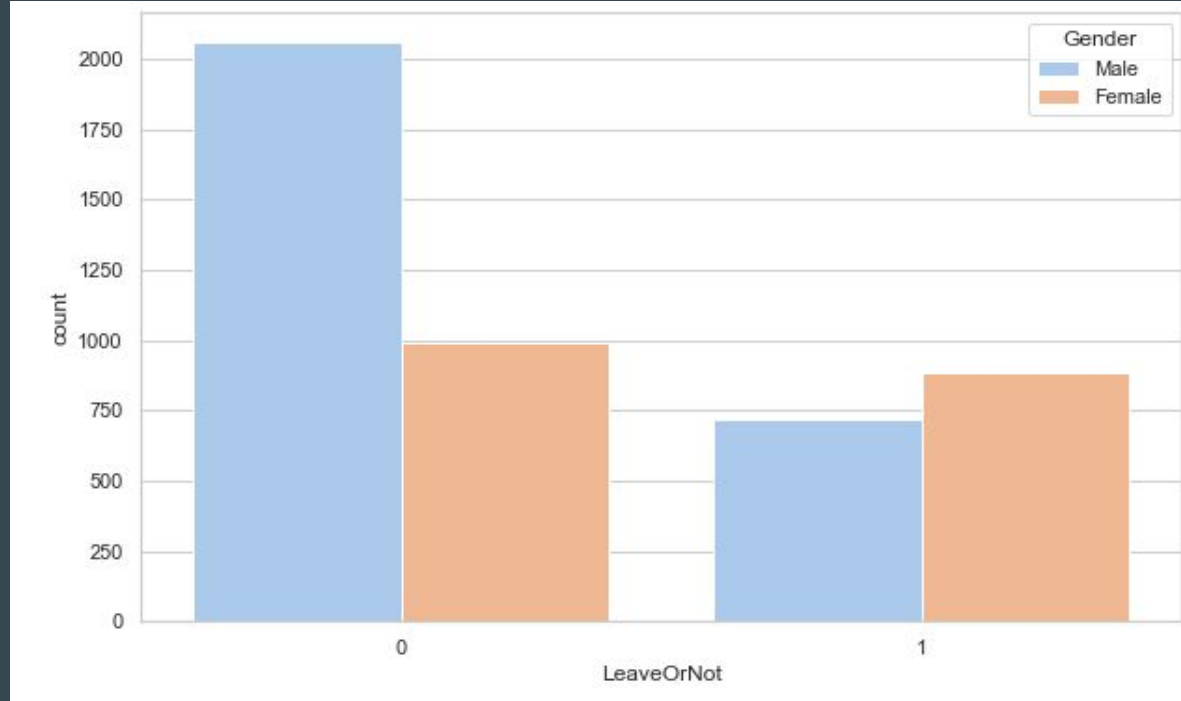


What is driving female turnover at Company A

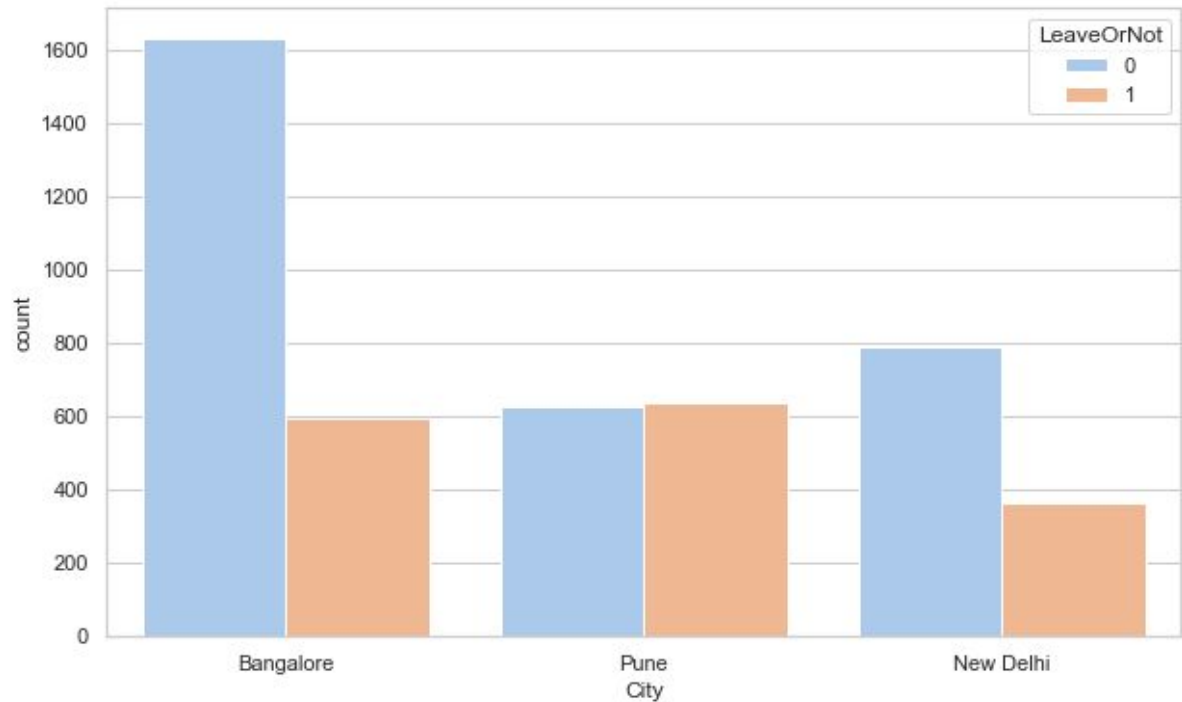
...

Answers through Exploratory Data Analysis

Company A has lost nearly 50% of its female employees over the past 2 years

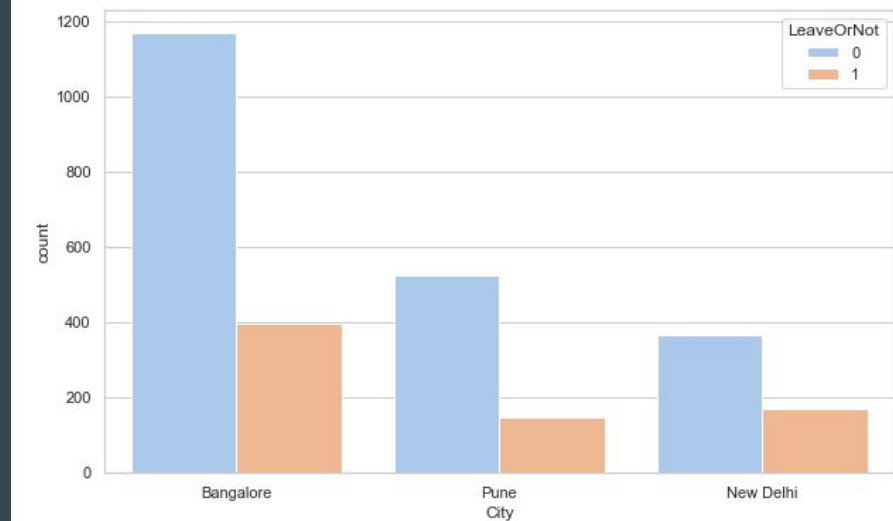


Total turnover rates for
each location

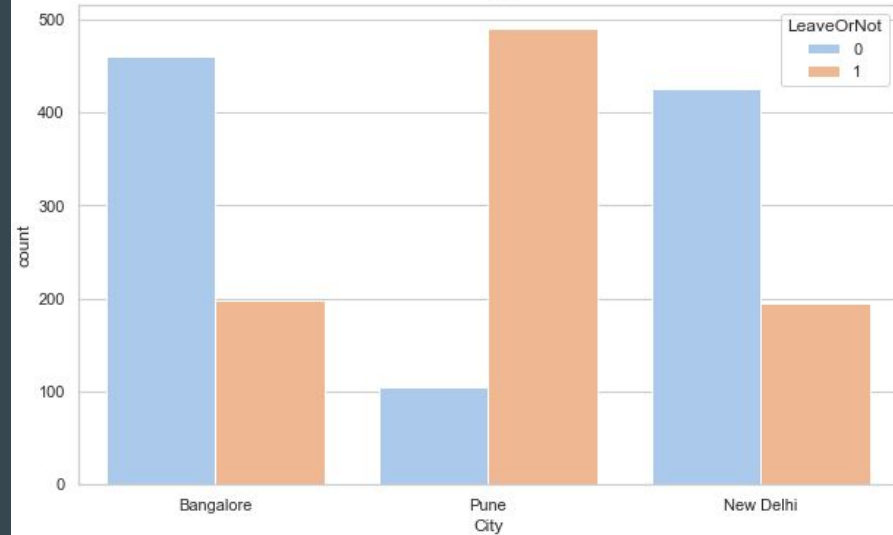


When illustrated together,
female turnover paints a grim
picture

Male Turnover



Female Turnover



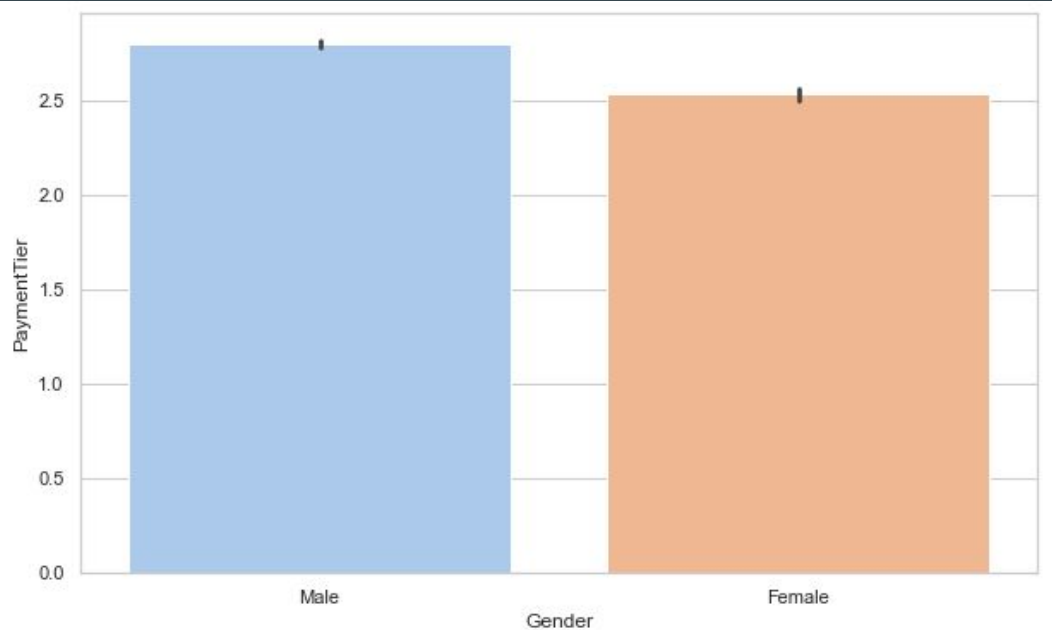


Could other factors
influence attrition beyond
location?

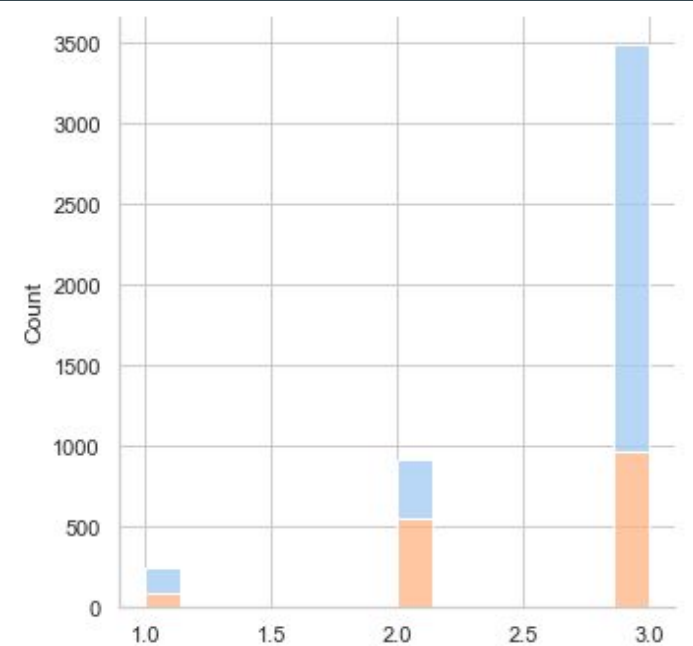
I'll examine:

- Payment Tier
- Experience
- Education
- Age

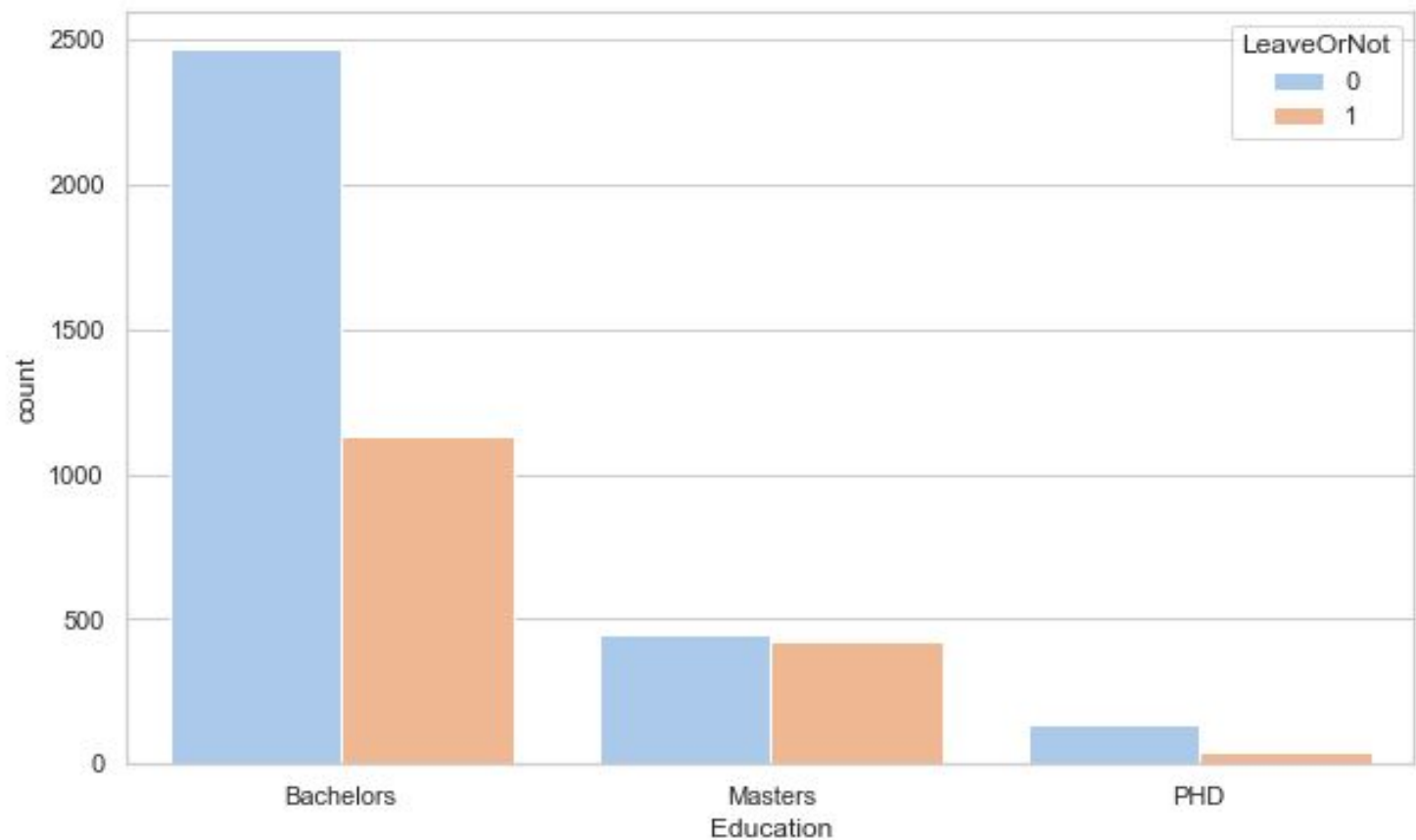
Pay vs Gender



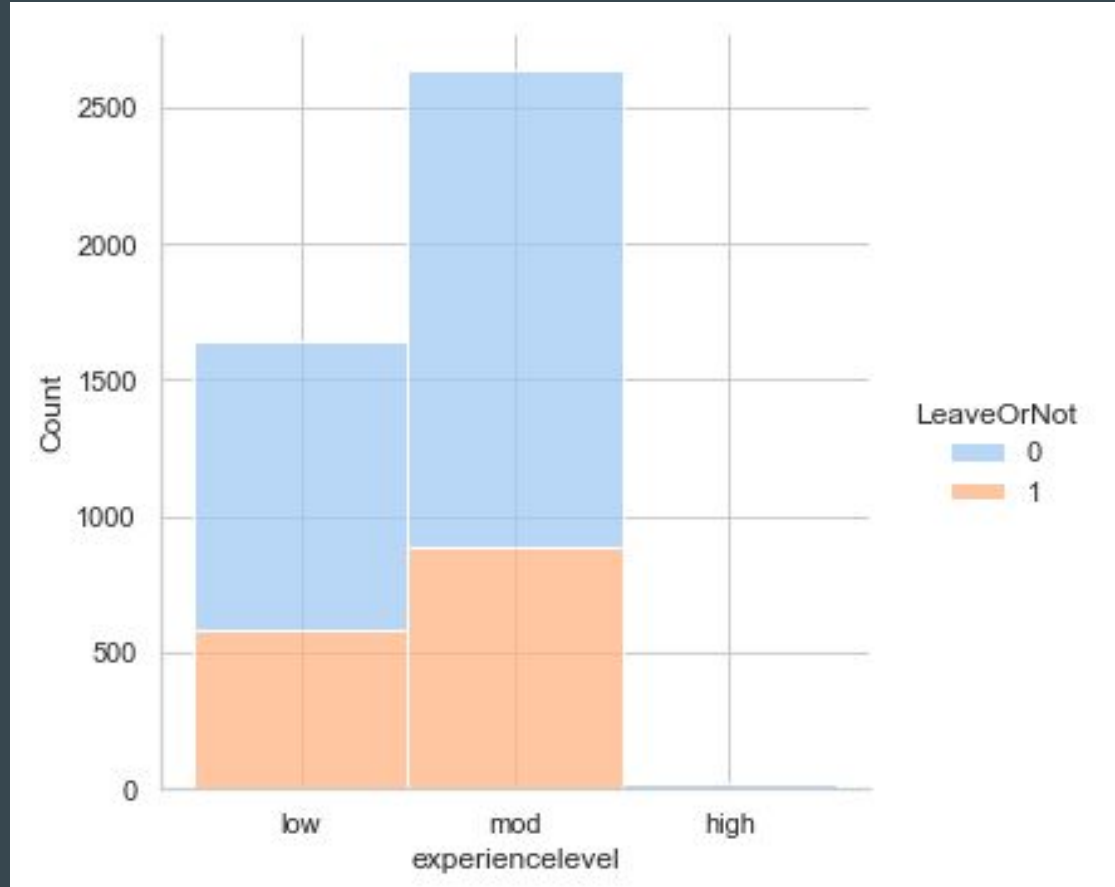
Attrition vs Pay



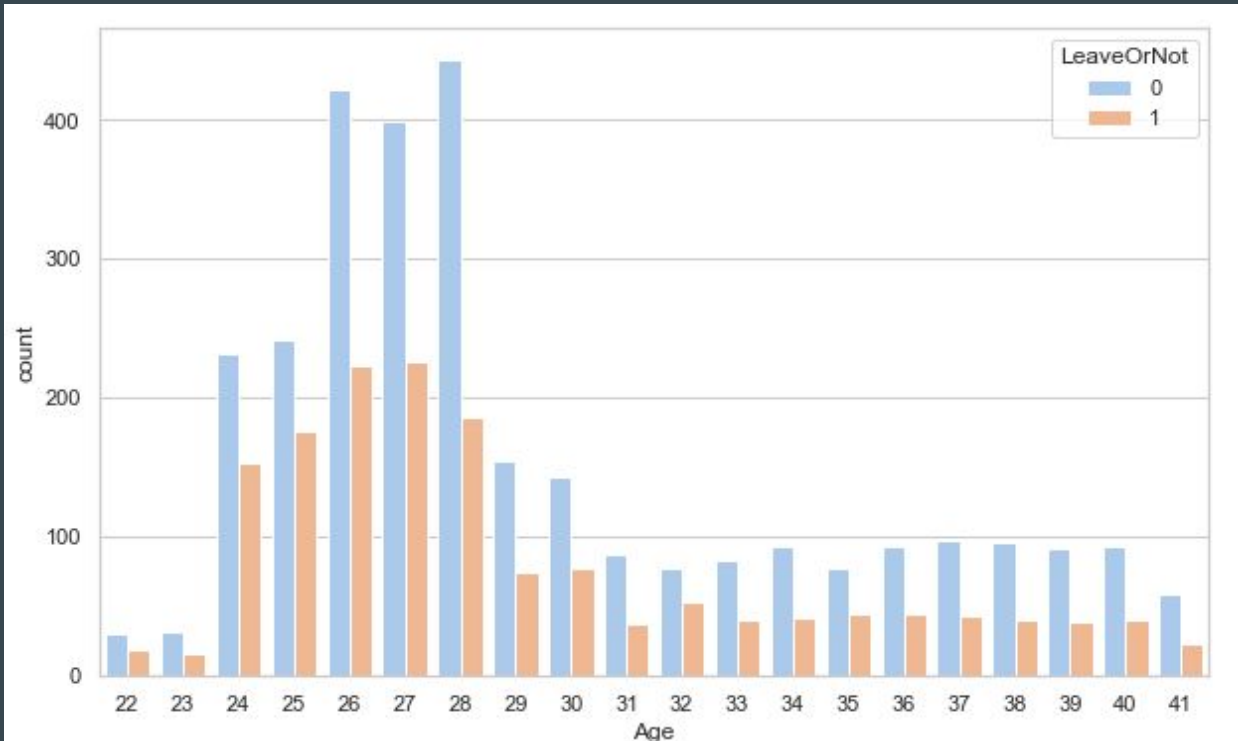
Those with Masters most likely to leave



The rate of attrition is similar among all experience levels

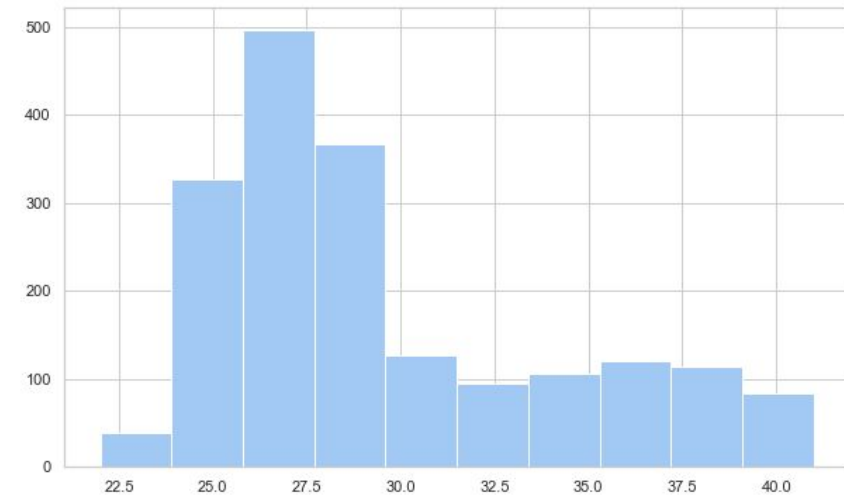


The highest turnover is for those under the age of 26

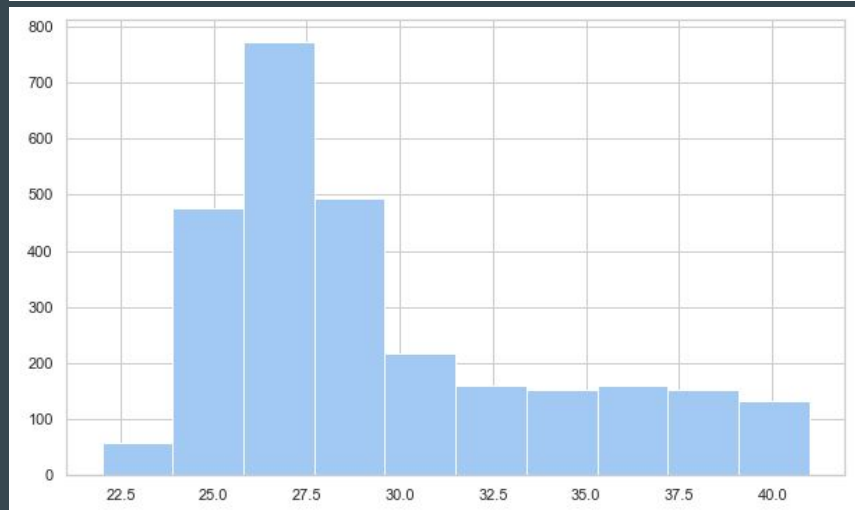


Age does not explain
turnover

Female Ages



Male Ages



Conclusion

Change is necessary in Pune.

JoiningYear	0.18
PaymentTier	-0.2
Age	-0.051
ExperienceInCurrentDomain	-0.031
LeaveOrNot	1
LeaveOrNot	

