# Question 1

There are many confounding and highly co-related variables. Hence we only identify 3 correlated variables as main factors, we may not get all the insights (as they will essentially be pointing to the same root cause). <Show highly correlated terms in the presentation before going to the next section>

Hence we want to find the 3 main themes that lead to attrition.

## 3 main themes contributing to attrition

* Money related
* Age and tenure related
* Intrinsic factors (such as satisfaction)

### Money related

* Significant factors included
  + Monthly Income
  + Stock Option Level
* Conclusion: The more you are paid, less chance of leaving – no surprise here

### Age and tenure related

* Significant factors include
  + Age
  + Marital Status
  + Years of Service
  + Years at Company
  + Years in Current Role
  + Years with Manager
  + Job Level
* Younger employees and less likely to be marries and are not tied to a job as much. More flexible, hence more attrition.
* Younger employees are expected to have less years of service, with company, etc.
* May need to put in programs to retain younger population.
* At the same time important to note that we should not introduce age discriminatory practices (company is doing good right now in this respect – see job satisfaction results by age – shows no difference)

### Intrinsic Factors

* Significant Factors are
  + Job Satisfaction
  + Environmental Satisfaction
* Conclusion:
  + People who were more satisfied were not likely to leave

### Special Mention

Burnout due to overtime was another very important factor and needs to be mentioned. Not sure if it fits into a category here, but we should definitely mention it. Conclusion could be that the company needs to do more to control burnout due to overtime.

# Question 2 (Job Role Specific Insights)

Few main themes emerged here.

* Research Scientists and Lab technician were almost equal in all aspects – Age, Job Level, Salary, Travel, Overtime etc. However Lab technicians had a 50% more change of leaving. What might be causing this? Recommendation to management - We need to dig in more to get t root cause.
* HR role seems to be least satisfied in general – does this lead to more attrition (check)
* Sales rep have high attrition, but may not be necessarily due to travel (Travel vs. Job Role shows other roles travel almost same as sales rep). This is most likely being caused by the younger population in this role.
* Directors, Managers, Health reps have least attrition in general and most salary. There may be a direct factor here (or could also be related to Age – need to confirm).