

# *THE WAR ON ATTRITION*

*CREATED FOR: KIM WEXLER, HEAD OF HR*

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*BAIN & COMPANY*

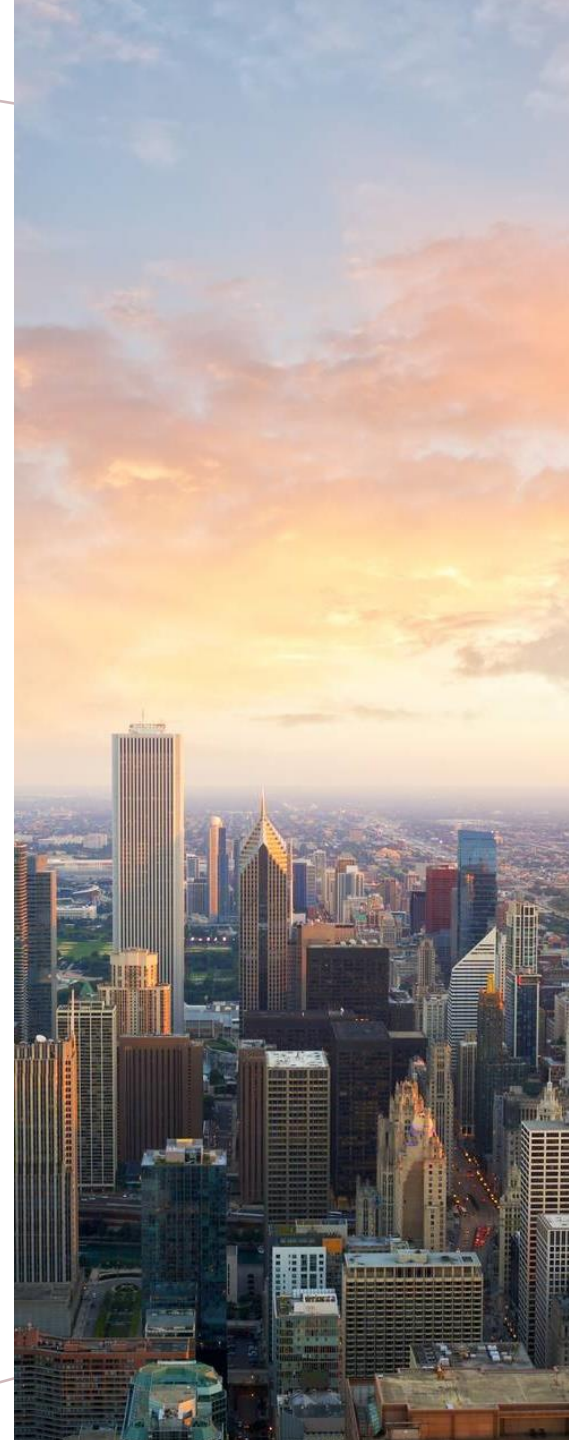


Executive summary

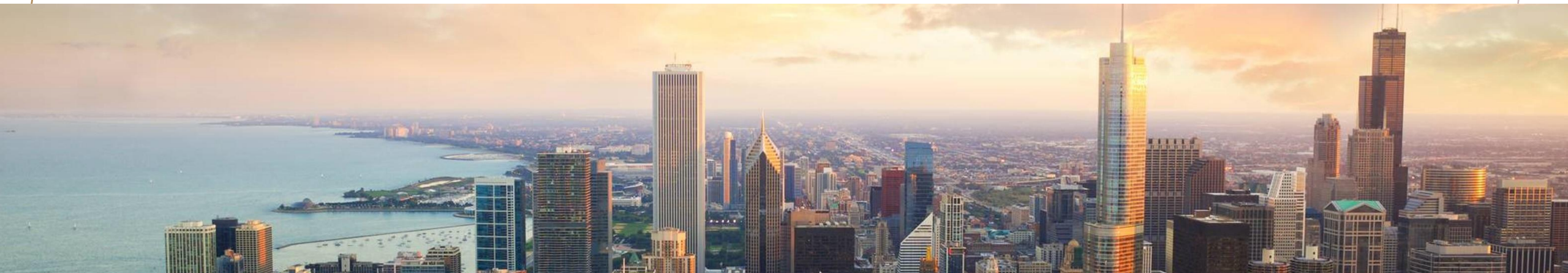
Data

Predictive Model

Recommendation/Next Steps



# *EXECUTIVE SUMMARY*





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## PROBLEM STATEMENT

- Stakeholder is facing an unprecedented amount of employee attrition/churn rates and wants to use company HR data to determine what insights you can gain from it

## PROPOSED SOLUTION

- After running many analyses of your data, our team decided to leverage the decision tree as our model due to its ability to target and show specific features that have a stronger impact on attrition

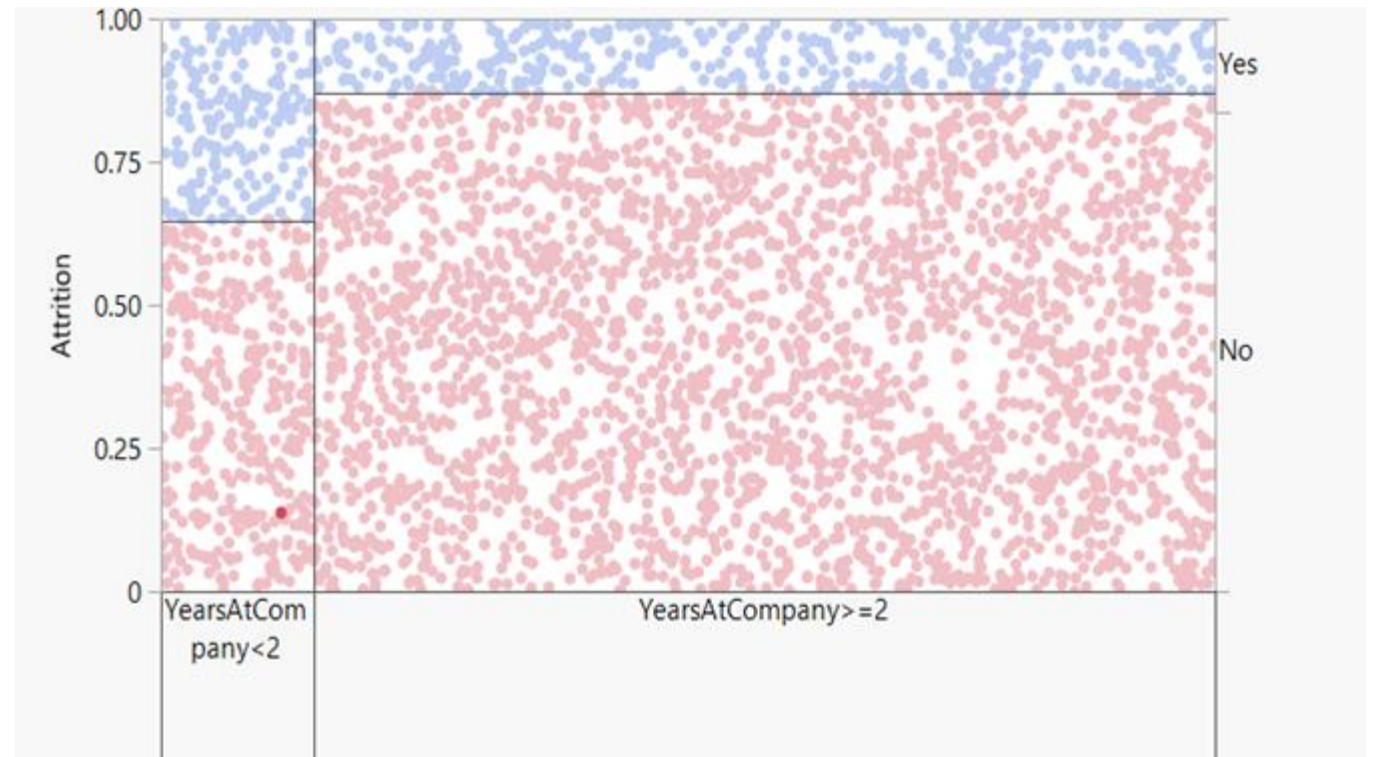
*PREDICTIVE MODEL*

# *PREDICTIVE MODEL*

## Decision Tree

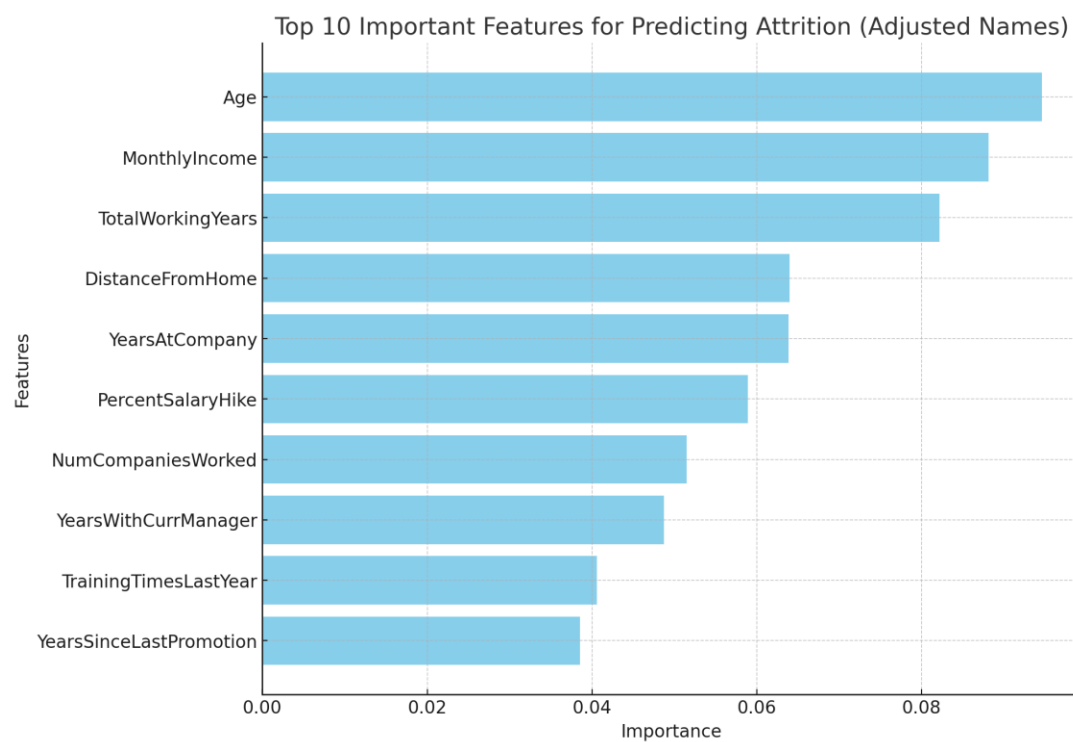
Based on our decision tree, we have a R-square value of 0.043 for training data using 3500 data points. We have a R-square value of 0.042 for validation data using 870 data points.

Based on this, we believe our model has acceptable performance

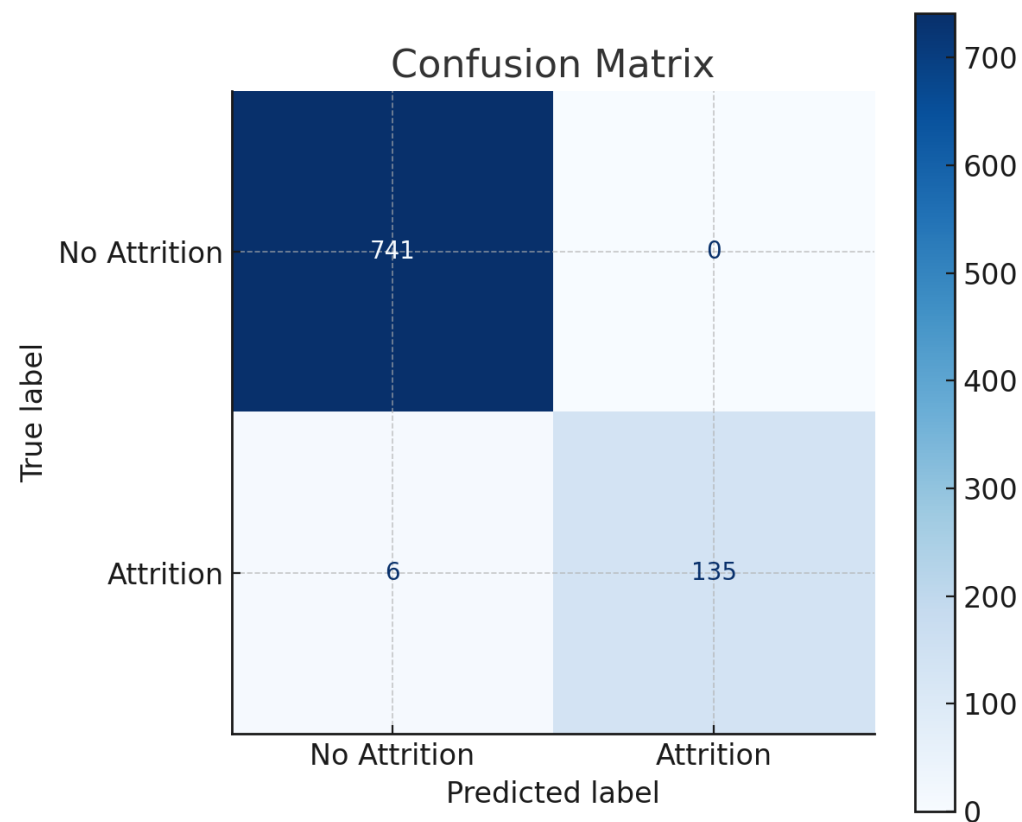


# *PREDICTIVE MODELS*

## Feature Importance



## Confusion Matrix



The background features several thin, light brown lines that intersect to form various geometric shapes, including triangles and polygons, creating a modern, abstract design.

*RECOMMENDATION/NEXT STEPS*



For early year employees and <20 years of age, we recommend these next steps for you and the family:

- Flexibility to WFH
- Improving benefit package (stock options, Unlimited PTO, health/wellness insurance, home office stipend, etc)
- Civic engagement
- Career development opportunities
- Managerial feedback on performance

We believe these key changes will entice & inspire employees to stay and reduce attrition.

.



*THANK YOU!*

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# *APPENDIX*