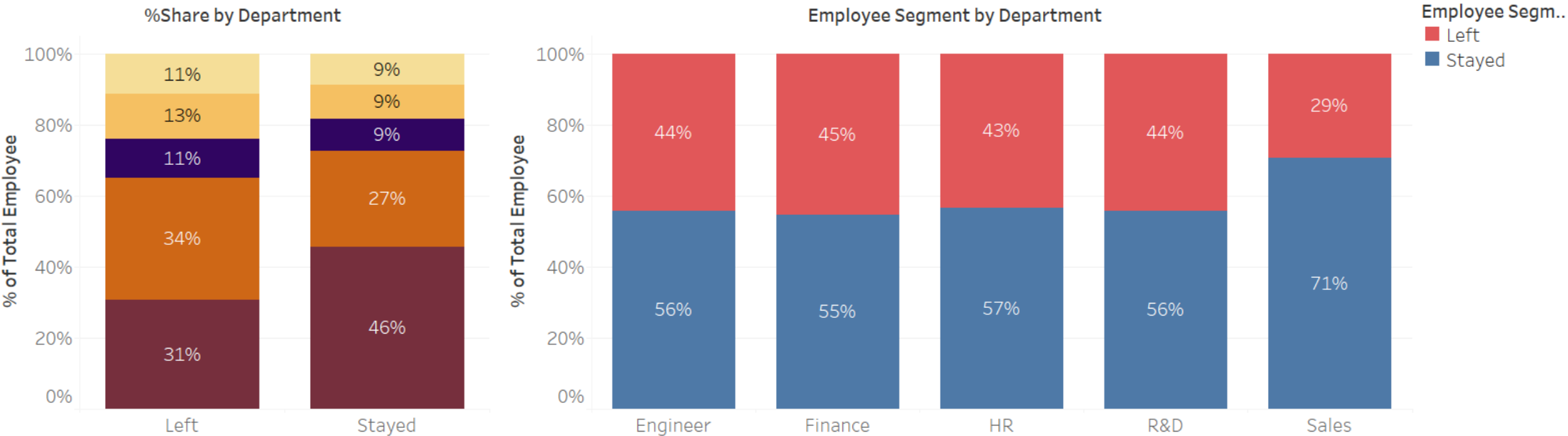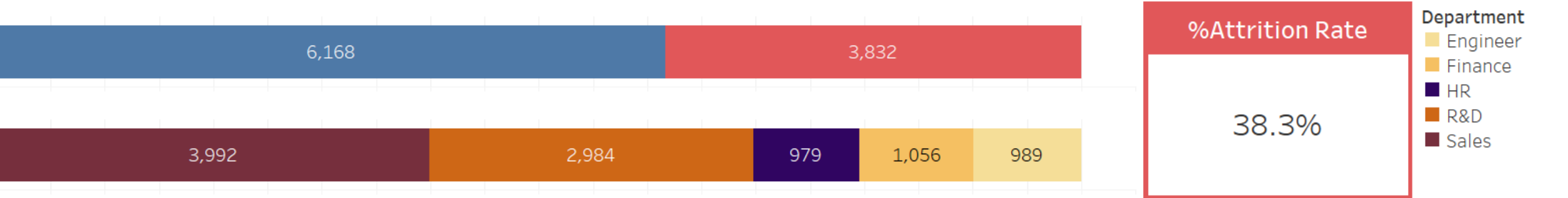# STRATEGY REVIEW FOR PREVENTING EMPLOYEE ATTRITON

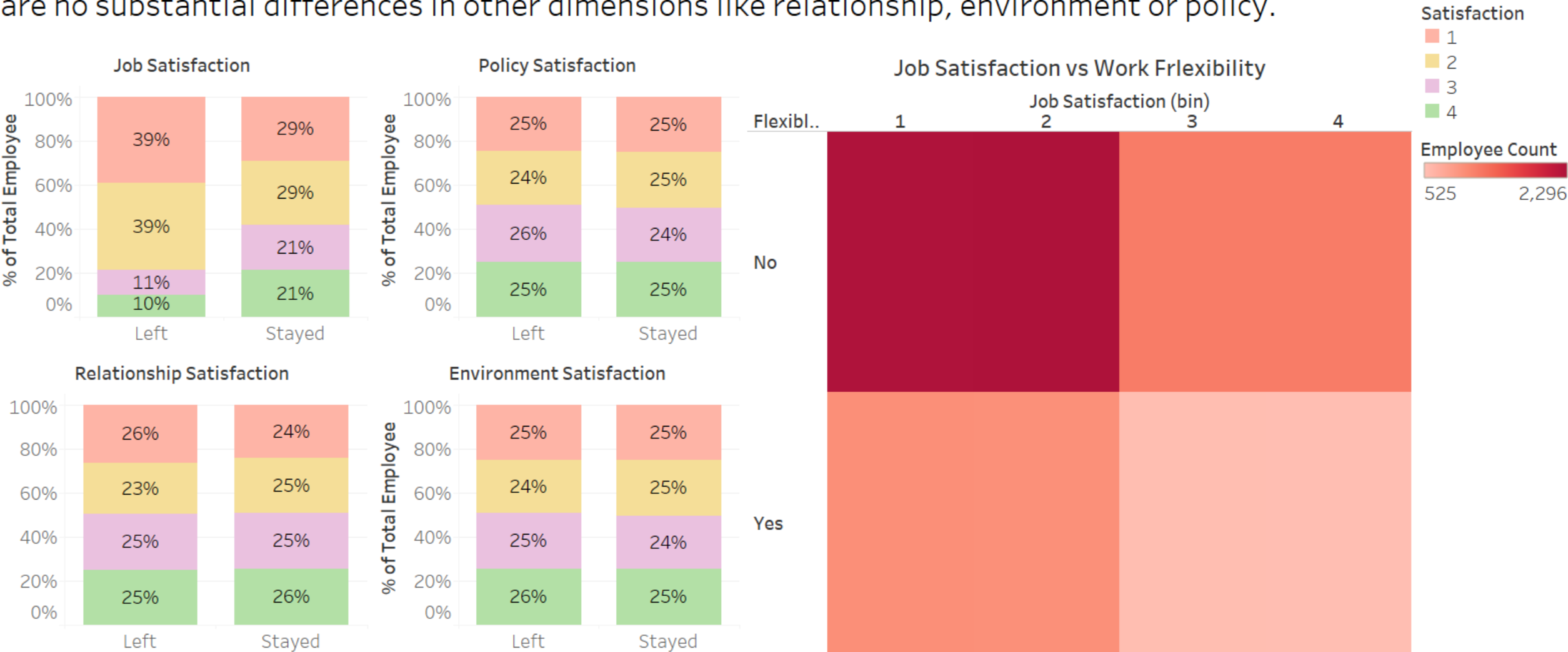# How does the company's attrition situation?

The organization experienced a significant attrition rate of about 40% of its whole workforce. The Sales department, which employs the most people, can retain staff, although attrition rates are high in other divisions.

6,168	3,832

3,992	2,984	979	1,056	989

%Attrition Rate

38.3%

Department
- Engineer
- Finance
- HR
- R&D
- Sales

%Share by Department

- Left: Engineer 11%, Finance 13%, HR 11%, R&D 34%, Sales 31%
- Stayed: Engineer 9%, Finance 9%, HR 9%, R&D 27%, Sales 46%

Employee Segment by Department

Employee Segm..
- Left
- Stayed

Department	Left	Stayed
Engineer	44%	56%
Finance	45%	55%
HR	43%	57%
R&D	44%	56%
Sales	29%	71%

Are employees satisfy with working with the organization?

The majority of departed employees rate lower Job Satisfaction scores compared to current employees. Inflexible work may be a primary factor, as it correlates with diminished Job Satisfaction, indicating the need for a revision of flexible working arrangements . Meanwhile, there are no substantial differences in other dimensions like relationship, environment or policy.


Job Satisfaction

Satisfaction	Left	Stayed
1	39%	29%
2	39%	29%
3	11%	21%
4	10%	21%

Policy Satisfaction

Satisfaction	Left	Stayed
1	25%	25%
2	24%	25%
3	26%	24%
4	25%	25%

Relationship Satisfaction

Satisfaction	Left	Stayed
1	26%	24%
2	23%	25%
3	25%	25%
4	25%	26%

Environment Satisfaction

Satisfaction	Left	Stayed
1	25%	25%
2	24%	25%
3	25%	24%
4	26%	25%

Satisfaction
1
2
3
4

Job Satisfaction vs Work Frlexibility

Job Satisfaction (bin)

Employee Count
525 — 2,296

Which KPI that HR teams should be focus in order to maintain employee?

Burnout significantly contributes to high attrition rates, as left employees exhibit higher burnout scores. Overtime might be potential contributor to burnout, as employees who have 16 working OT hours and above are more likely to experience greater amounts of Burnout Risk Score.
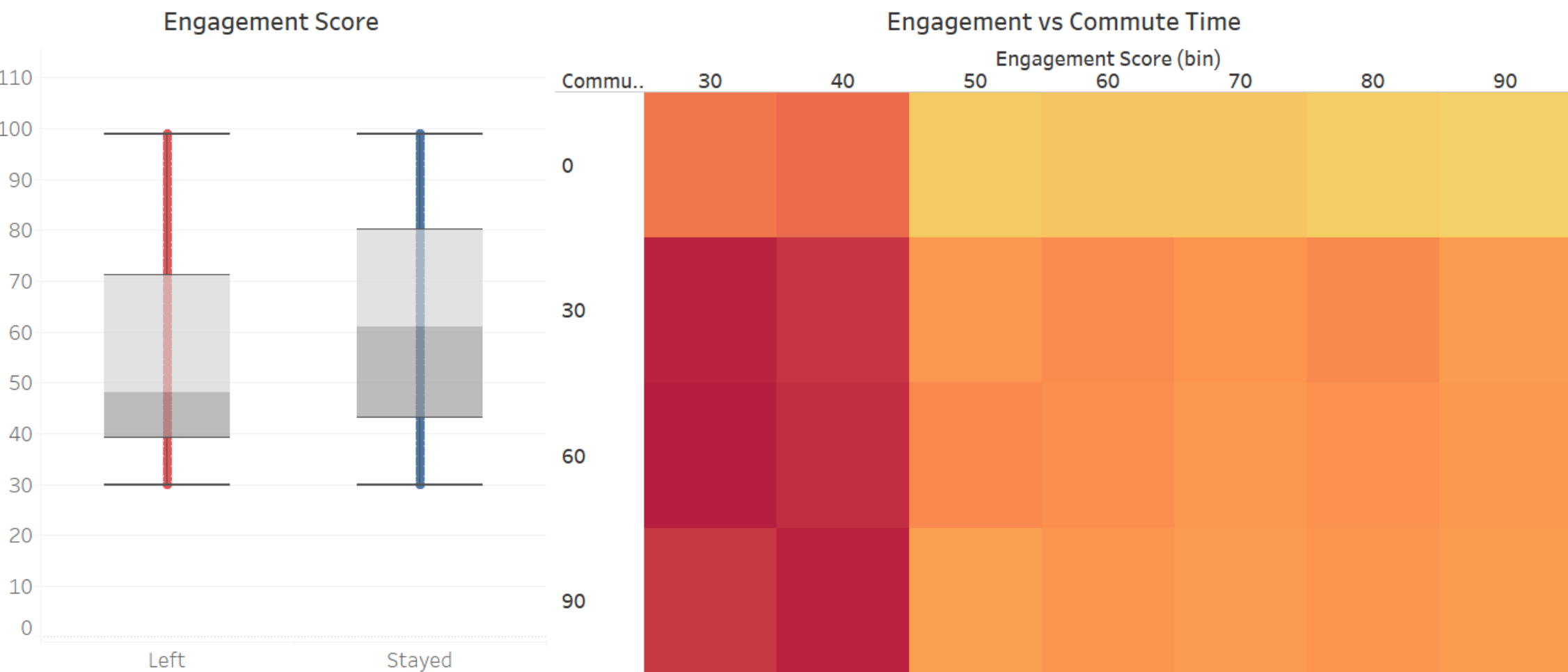
Employee Count
18 — 260
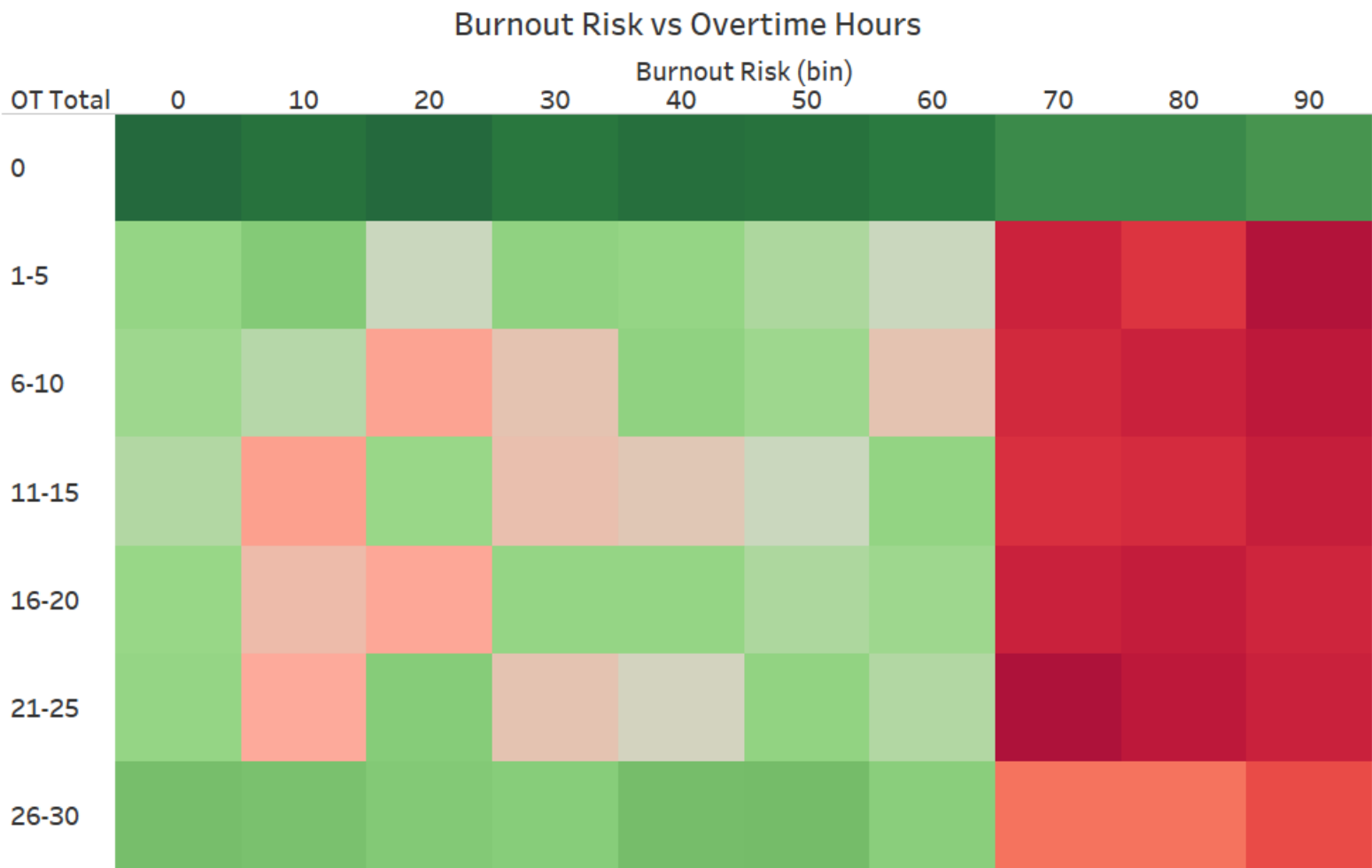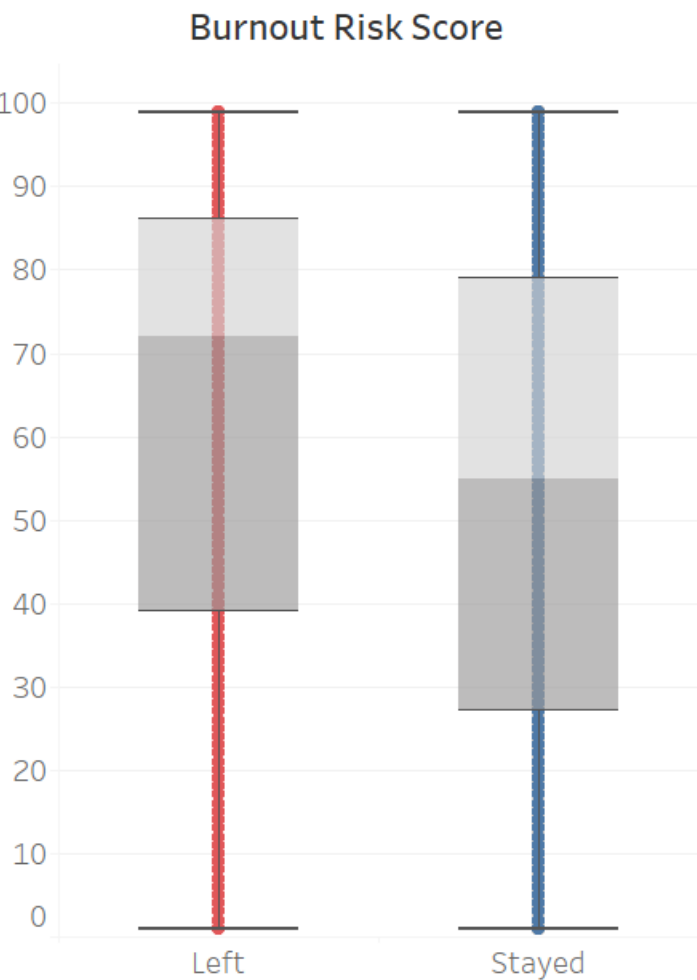
Burnout Risk Score

Burnout Risk vs Overtime Hours

Which KPI that HR teams should be focus in order to maintain employee?

Current employees had a superior median engagement score compared to past employees, indicating that enhanced engagement contributes to employee retention. Commute duration may be a factor as commuting time beyond 30 minutes may have lower engagement scores. Policies such as housing allowances or employee residences should be implemented to enhance engagement.

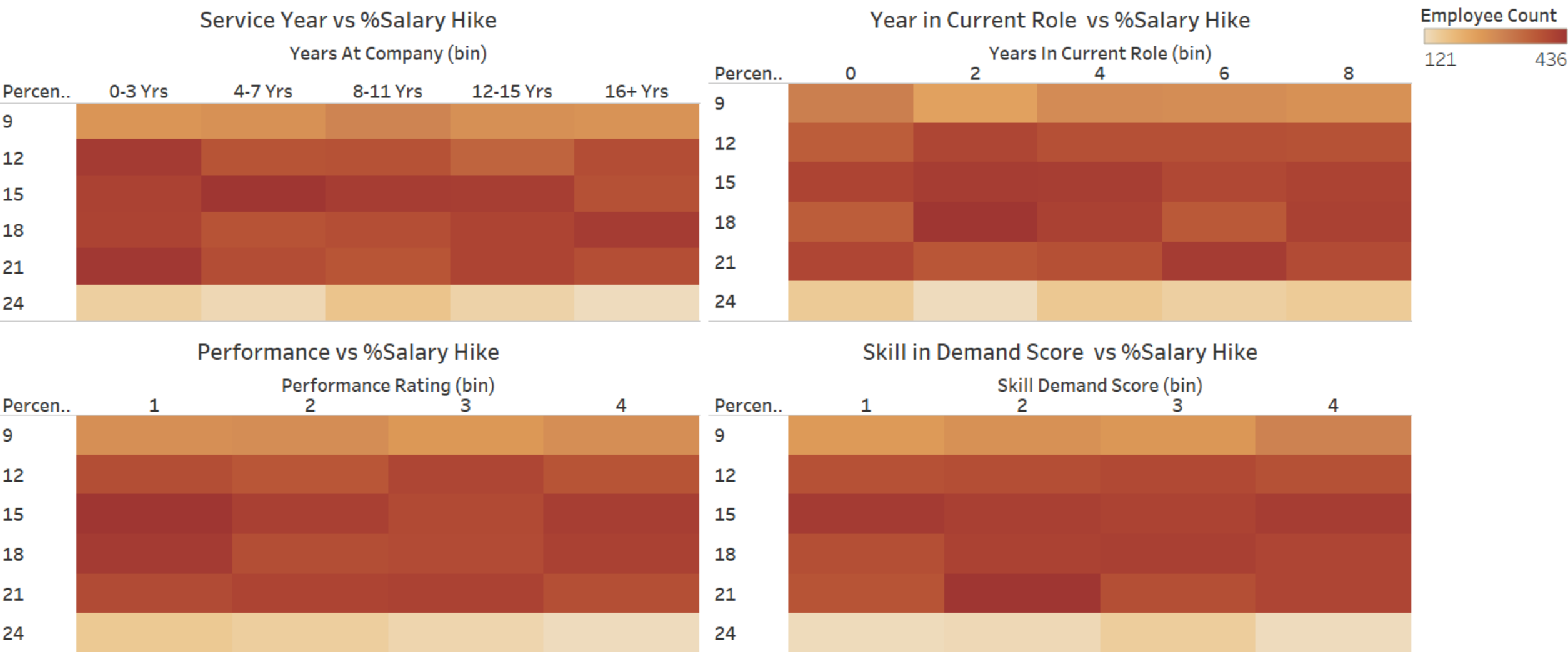**Employee Count**

163   551

Engagement Score

Engagement vs Commute Time

Engagement Score (bin)

Commu..	30	40	50	60	70	80	90

0

30

60

90

Left   Stayed

Is there any opportunity to focus in compensation and benefit strategy?

There is no significant correlation between Percent Salary Hike and other factors like Service Year, Year in Current Role, Skill in Demand Score, or Performance Rating. The company need to revise the strategy for rewarding excellent performance and in-demand skills to retain employees.

Employee Count
121 — 436

Service Year vs %Salary Hike — Years At Company (bin): 0-3 Yrs, 4-7 Yrs, 8-11 Yrs, 12-15 Yrs, 16+ Yrs; Percent: 9, 12, 15, 18, 21, 24

Year in Current Role vs %Salary Hike — Years In Current Role (bin): 0, 2, 4, 6, 8; Percent: 9, 12, 15, 18, 21, 24

Performance vs %Salary Hike — Performance Rating (bin): 1, 2, 3, 4; Percent: 9, 12, 15, 18, 21, 24

Skill in Demand Score vs %Salary Hike — Skill Demand Score (bin): 1, 2, 3, 4; Percent: 9, 12, 15, 18, 21, 24

THANK YOU

KHWANCHAT
PHUTPHITHAK