Problem

1) For which kind of Reason Employee's are leaving/attrition from this Company ??

Interpretation

How to Reduce Attrition Based on different Job Role

1) **HealthCare representative :** out of 131 **employees** 9 **employees** are leaving the company whose giving the rate of 4/4 . Most importantly, among those 9 **employees** 6 **employees [36-55+]** were overaged. So, the attrition seems normal.

2) **Human resources :** Total 12 employees leaving the company from total of 52 employees. Some key factors have to noticed here all are majority employees are

from technical backgrounds and they are on growing age at their work life. Also, one fourth of the people leaving after 1 year of their service. Most focused issue is most of the employee's who are leaving belonging the age group of [25-35]. So in my opinion, Increasing salary [26-35] age group people after 1 year helps to catch them in our company .

3) <u>Laboratory technicians:</u> Most of the attrition are shown in this group. So, in from the dashboard one picture came in front among 62 employe's, specialized on life science and medical sector, 46 men employee maximum from age group [25-35] with salary Only upto 5k leaving the company after getting 1 year's of experience. **So in my opinion, Increasing salary [26-35] age group specialized in life science and Medical sector people after 1 year helps to catch them in our company.**

4) <u>Manager :</u> From total 102 employee 5 employee's are leaving whose are at belonging to age group [46-55] and 4 employee's given job satisfaction score 2 or above and also their salary was up to the mark . So, the attrition called normal. Nothing to be worry at all .

5) <u>Manufacturing director :</u> 10 Manufacturing director's leaving the company out of 145 Manufacturing directors . Highlighted things here 6 person's are Male whose

salary was up to mark and they were happy the company reflecting their job satisfaction score. 3 Manufacturing directors from age group [26-35] and 3 are [35-45]. So, I think here's the issue isn't salary most of them after achieving 10 years of experience they may be want to switch new country or go for own business. So, increasing their salary won't be a good decision at all.

6) <u>Research Scientist</u> : Among 47 Research Scientist 29 employee's are on the age group of [26-35] and maximum person's salary upto 5k which forced them giving maximum job   satisfaction ratio upto 2 and also after 1 year of experience they leaving the company .**So in my opinion, increasing salary [26-35] age group specialized in life science and Medical sector people after 1 year helps to catch them in our company.**

7) <u>Sales Executive</u> :Total 326 employee 57 employe's are leaving 33 male , 34 employee's are less than 46 year's whose leaving the company their job satisfaction score wasn't bad are and also draw a handsome salary . So, them company introduce some activity which more strongly connect them with the company . Like : Yearly some cultural functions, Family get-together, Football

8) <u>Sale's Representative :</u> Total 33 employee's are leaving 16 people from [18-25] and 12 people from [26-35] age group and they leaving company after 1 year , whose salary also upto 5k . So, Salary of sales representative's should be increased after 1 year of experience in this company for those 2 age groups .

Workflow

i)   Make a Pivot table and examine which columns are important

ii)   Make a New column as Count of Attrition.
Attrition Yes – 1
No – 0

Faced Problems

1) After Uploading Excel File can't Transform that have to use CSV files.

KPI – key performance Indicators.

2) Instead of Table we use matrix here. [Which give Column and Row option]

3) If use individual Age Then prefer to use Line or Area Chart to do the things.

Attrition by individual Age