

AB10 RESEARCH LABORATORY

COMPANY EMPLOYEE ATTRITION ANALYSIS 2024

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Overview

- ▶ Introduction 01
- ▶ Aim and objective 02
- ▶ Analysis 03
- ▶ conclusion 04





Introduction

AB 10 Research laboratory is a medical laboratory where tests are conducted out on clinical specimen to obtain information about the health of the patient

AIM AND OBJECTIVES

To comprehend employee attrition and explore the factors contributing to turnover, facilitating the development of effective retention strategies. The goal is to enhance retention and strengthen the workforce through actionable insights

COMPANY DASHBOARD

4410

COMPANY HAS A TOTAL NUMBER OF 4410
EMPLOYEES

1764
female

1764 FEMALE EMPLOYEES

2646
MALE

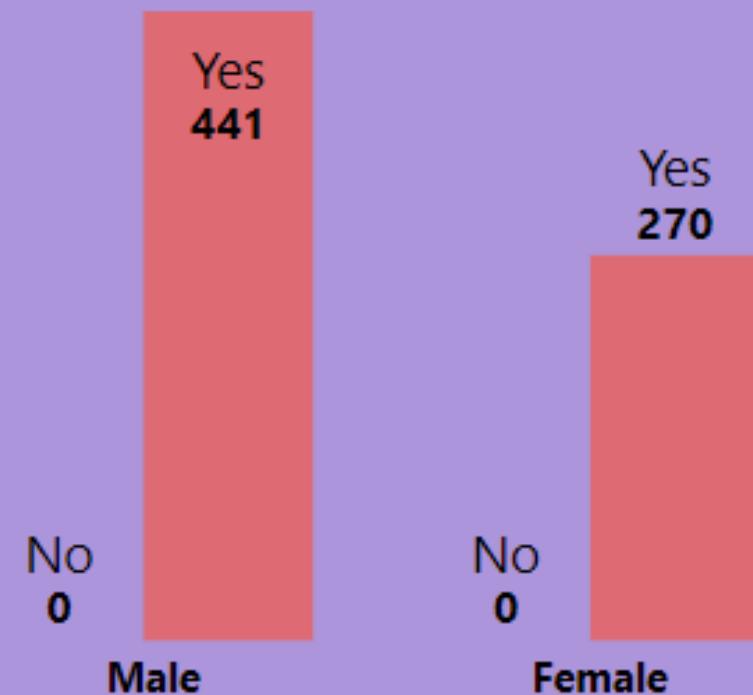
2646 MALE EMPLOYEES

TOTAL ATTRITION

711

GENDER BASED ATTRITION

Attrition ● No ● Yes



TOTAL EMPLOYEE BY AGE GROUP AND GENDER

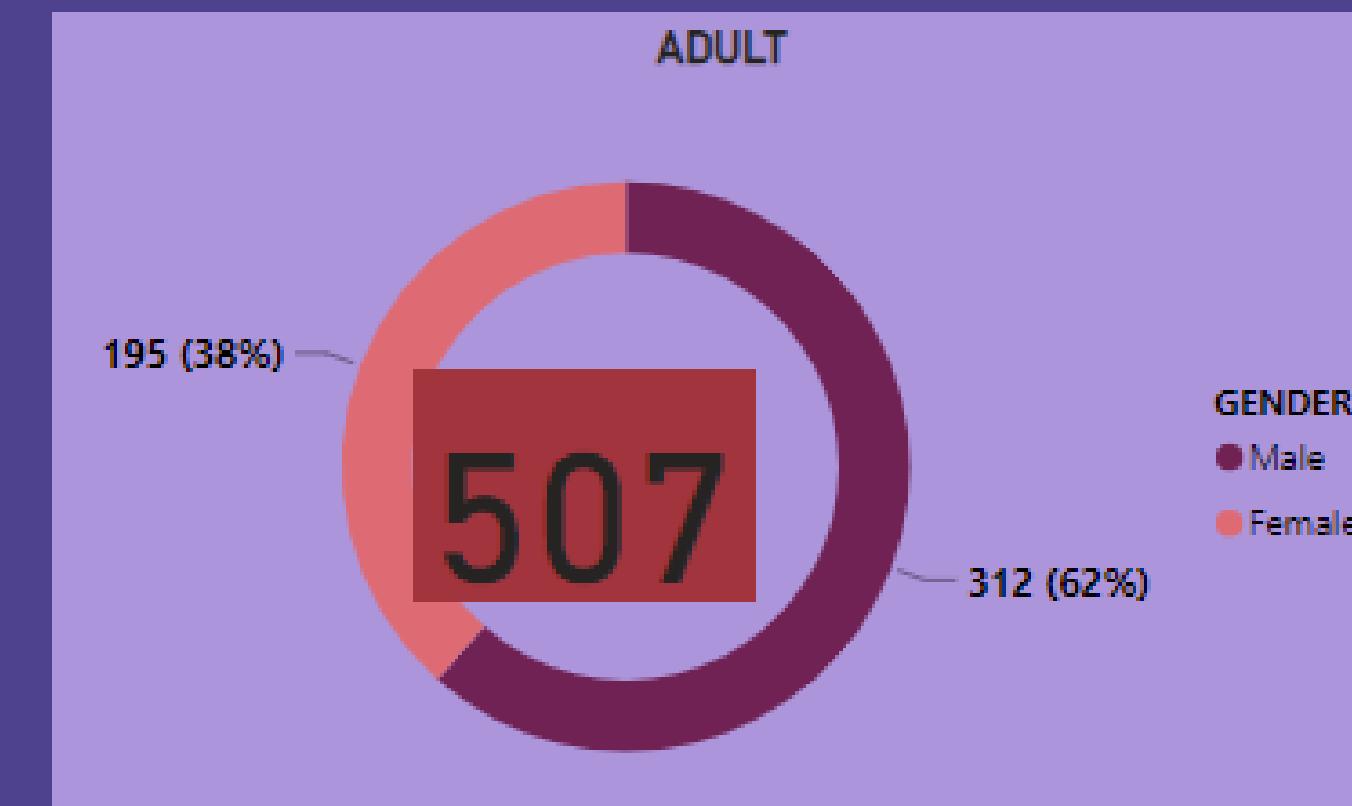
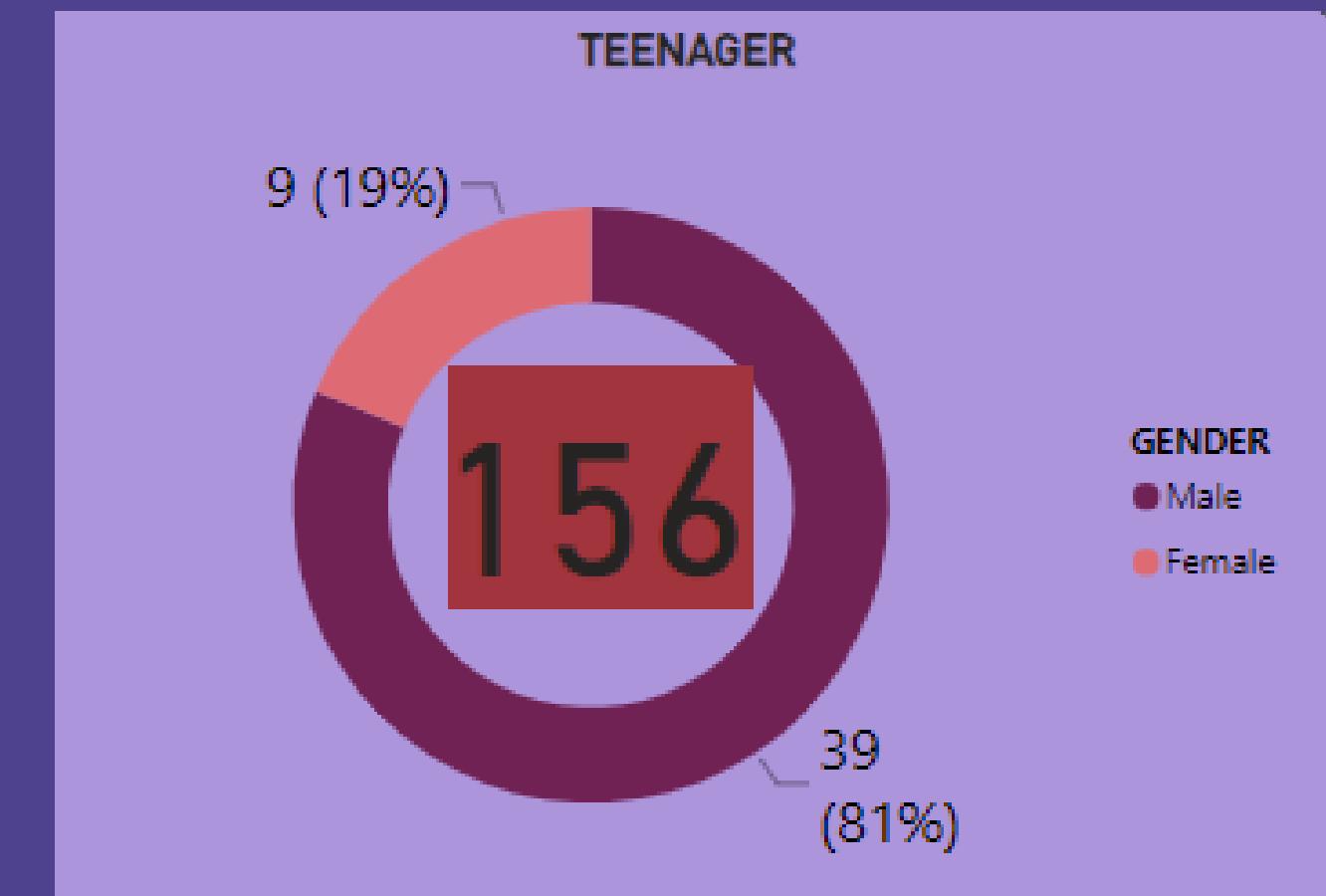
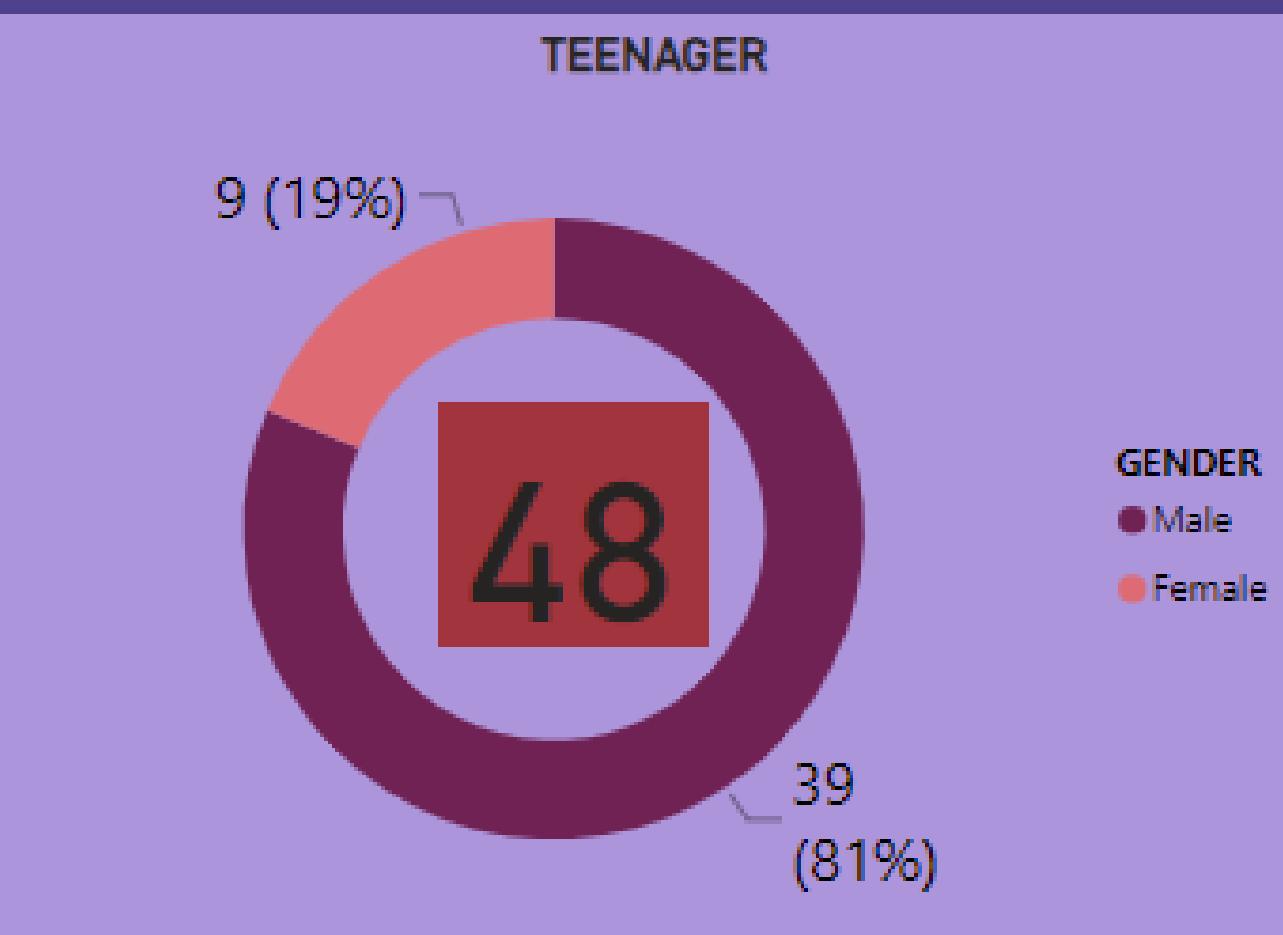
Gender ● Female ● Male



The company has about three age group where the female adult has the highest value

Visual shows that the male employees has the highest number of employees that has left the company

ATTRITION RATE BY GENDER FOR DIFFERENT AGE GROUP



These visual shows the distribution of attrition between various age groups
this shows that Adult employees has the highest number of employee that have left the company among others

EDUCATIONAL FIELD WISE ATTRITION

Attrition ● No ● Yes

Life Sciences 303

Medical 225

Marketing 75

Technical Degree 45

Human Resources 33

Other 30

Visual A shows the number of employees that have left in each educational field

DEPARTMENT WISE ATTRITION

Attrition ● No ● Yes

453

201

57

0

0

0

Research &
Development

Sales

Human
Resources

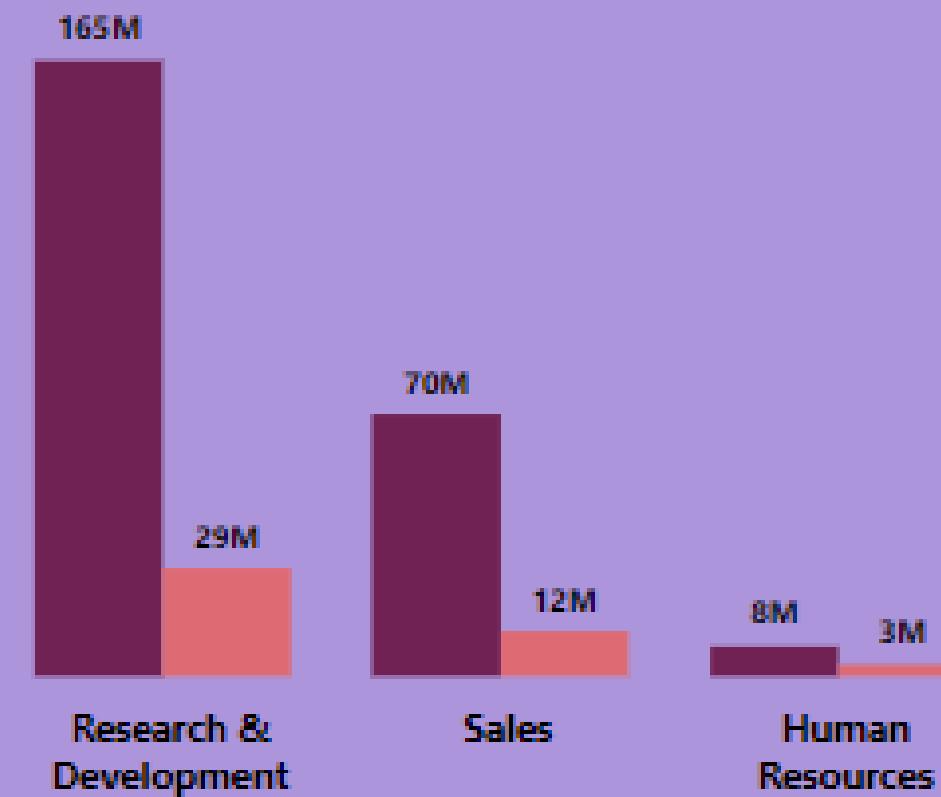
Visual B shows the number of people that have left the department
Research department has the heighest value

TOTAL MONTHLY INCOME

287M

RELATIONSHIP BETWEEN ATTRITION AND MONTHLY INCOME IN DEPARTMENT

Attrition • No • Yes



DEPARTMENTS AND MONTHLY SALARY

194M



82M



11M



Research &
Development

Sales

Human Resources

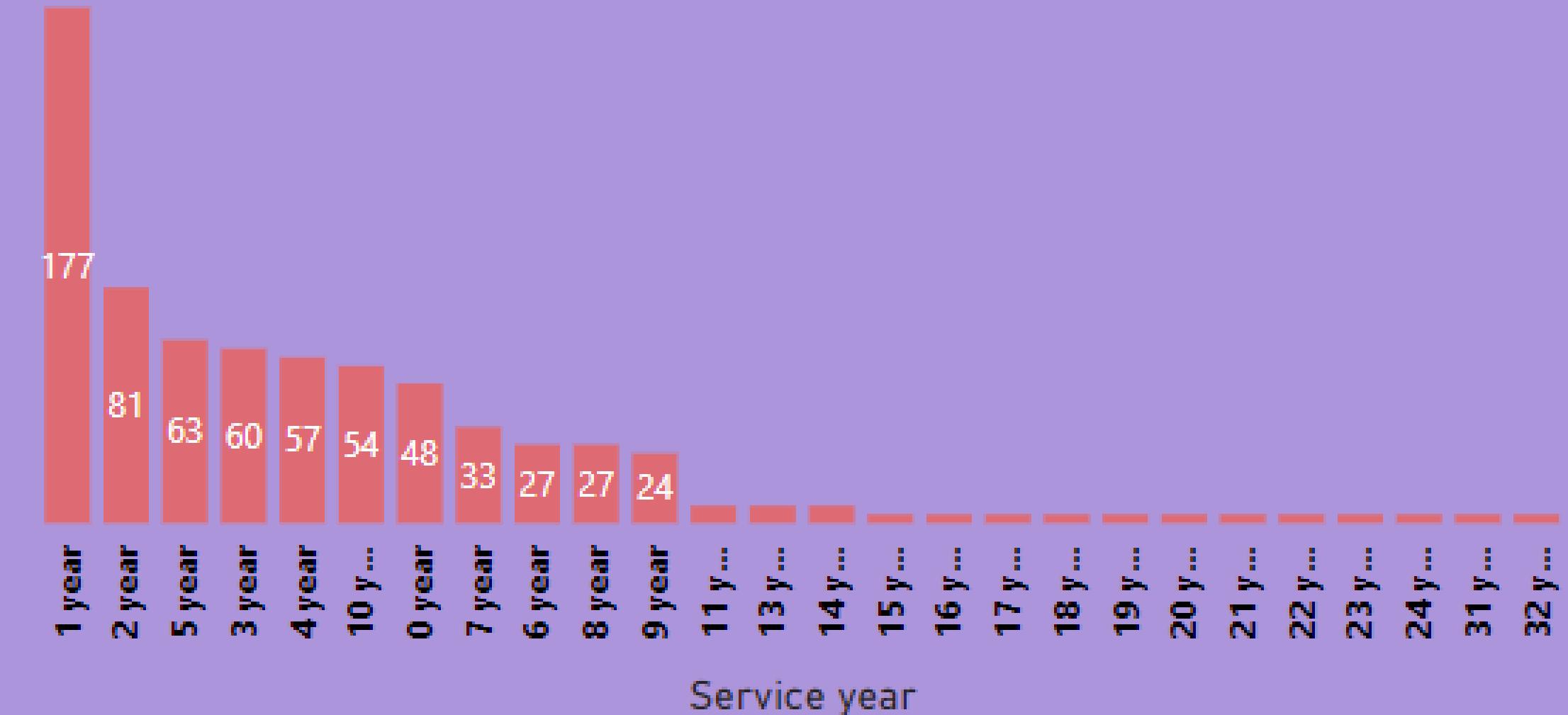
SERVICE YEAR

Gender ● Female ● Male

5 year	234	354
1 year	234	279
3 year	120	264
2 year	159	222
10 year	156	204
4 year	132	198
7 year	114	156
9 year	105	141
8 year	90	150
6 year	90	138
0 year	96	
11 year	63	
20 year	45	
13 year	54	
15 year	15	
14 year	15	
22 year	15	
12 year	15	
21 year	15	
18 year	15	
16 year	15	
19 year	15	
17 year	15	

ATTRITION AND SERVICE YEAR

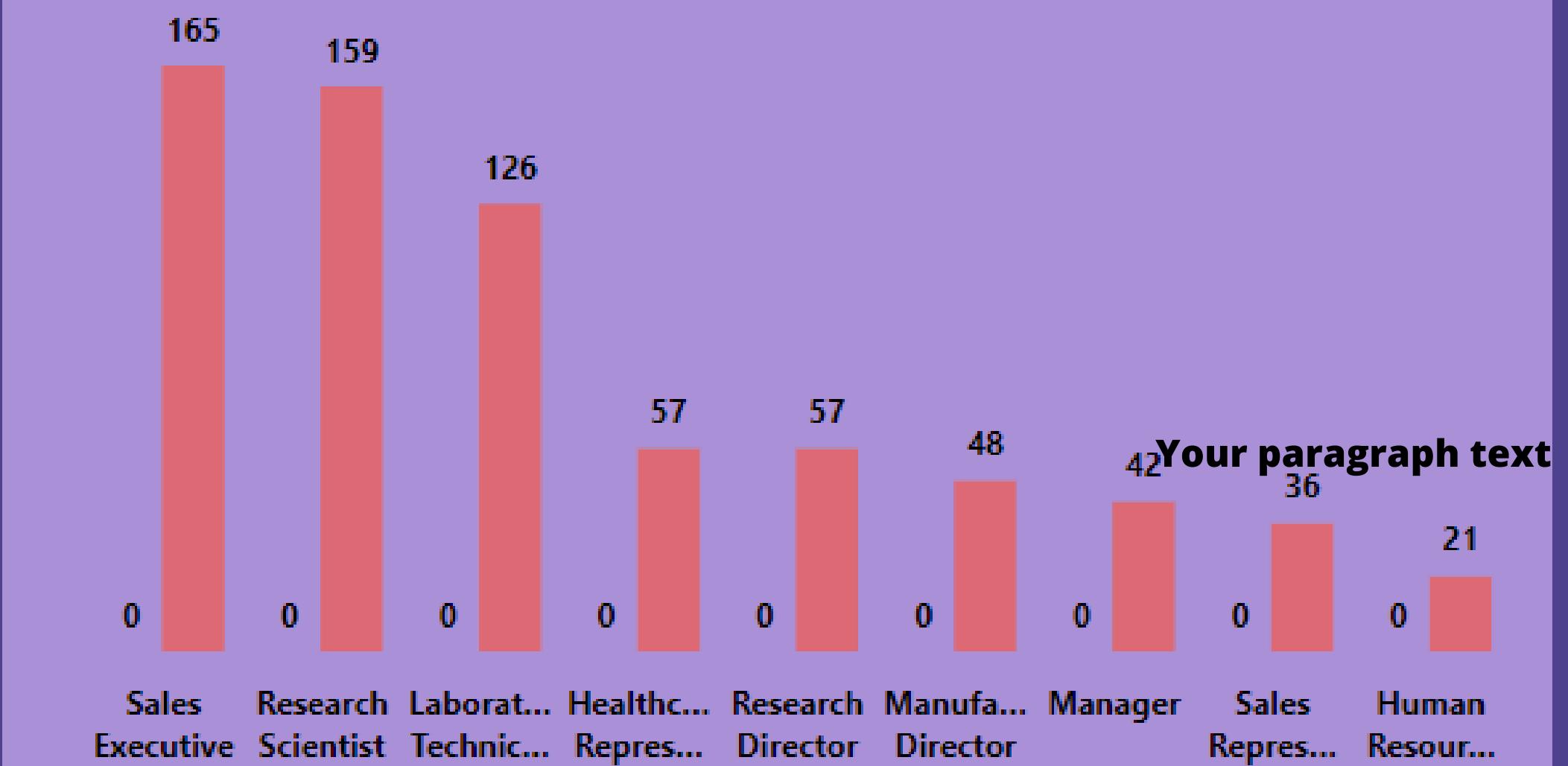
Attrition ● No ● Yes



Visual shows the number of employee that has left according to the service year
employees who have spent just 1 year have the highest level of attrition.

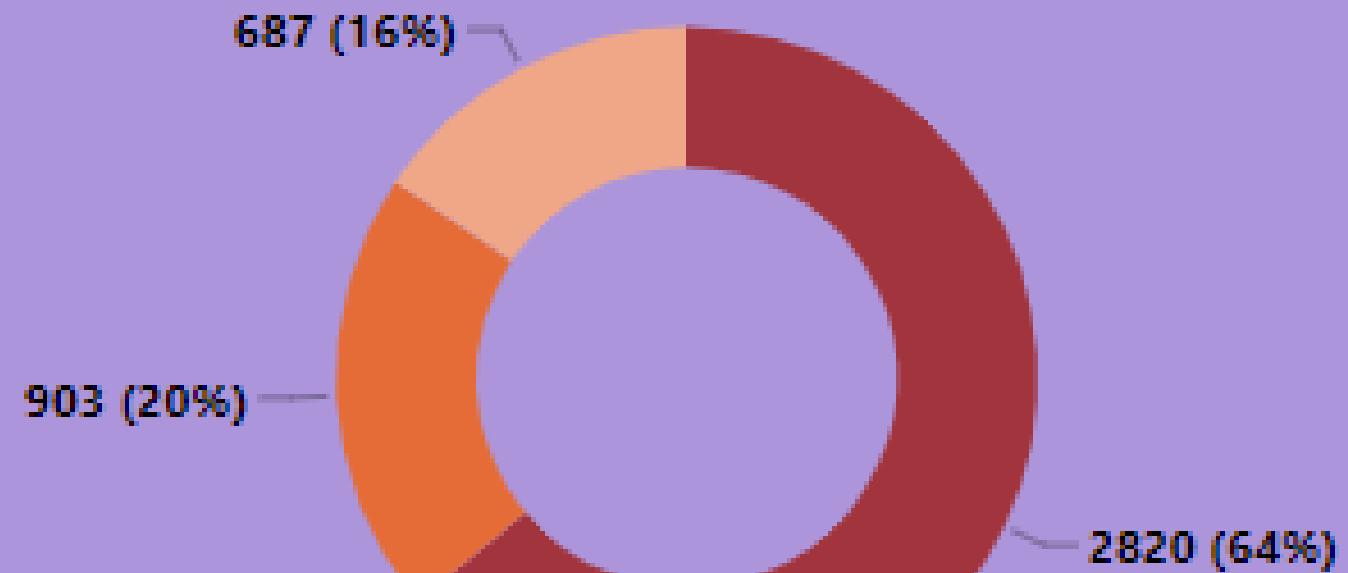
ATTRITION BY JOB ROLE

Attrition ● No ● Yes



Visual A shows the number of employees that have left in each job role where sales Executive have the highest value of people that have left

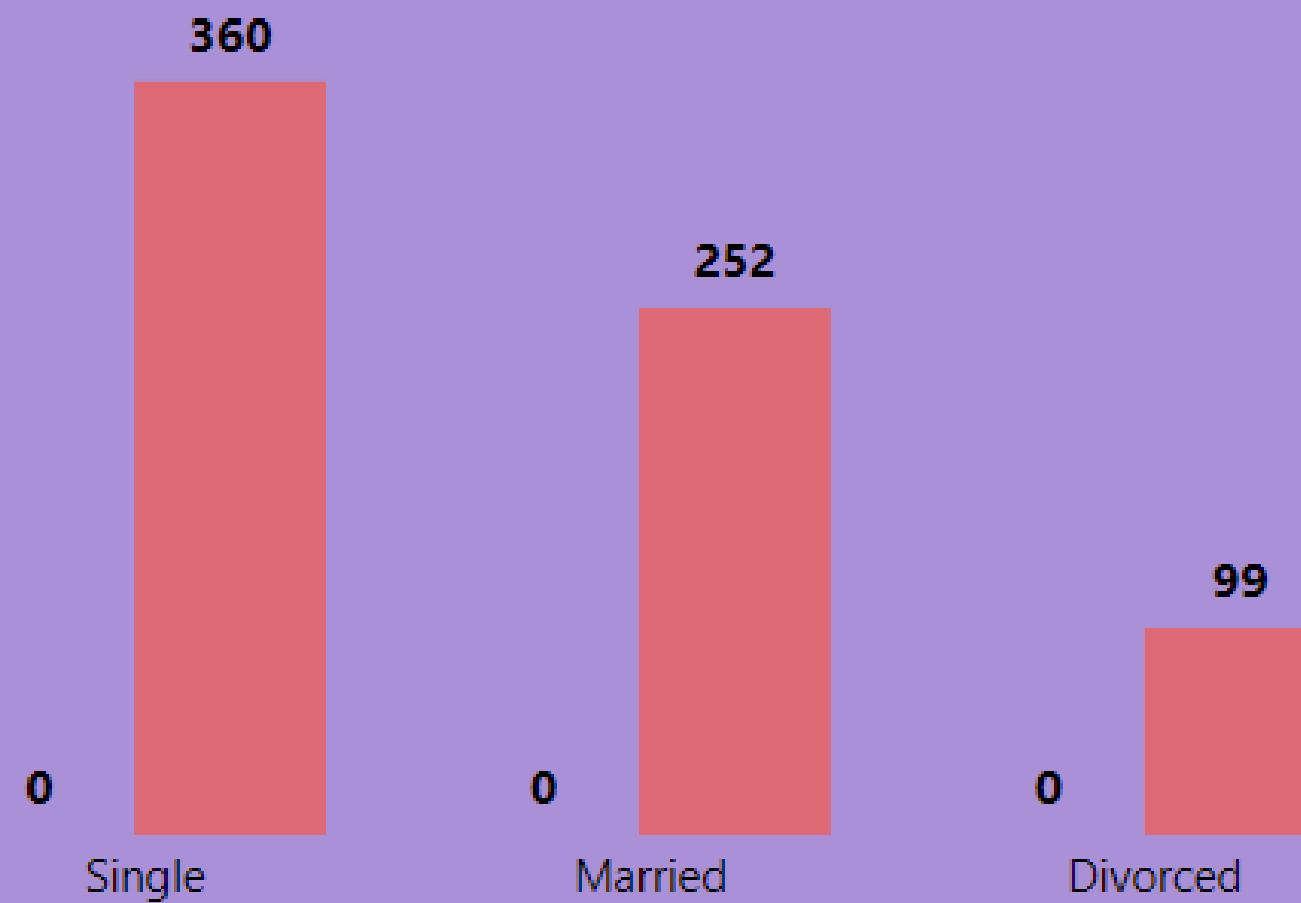
DISTANCE STATUS ● VERY CLOSE ● CLOSE ● FAR



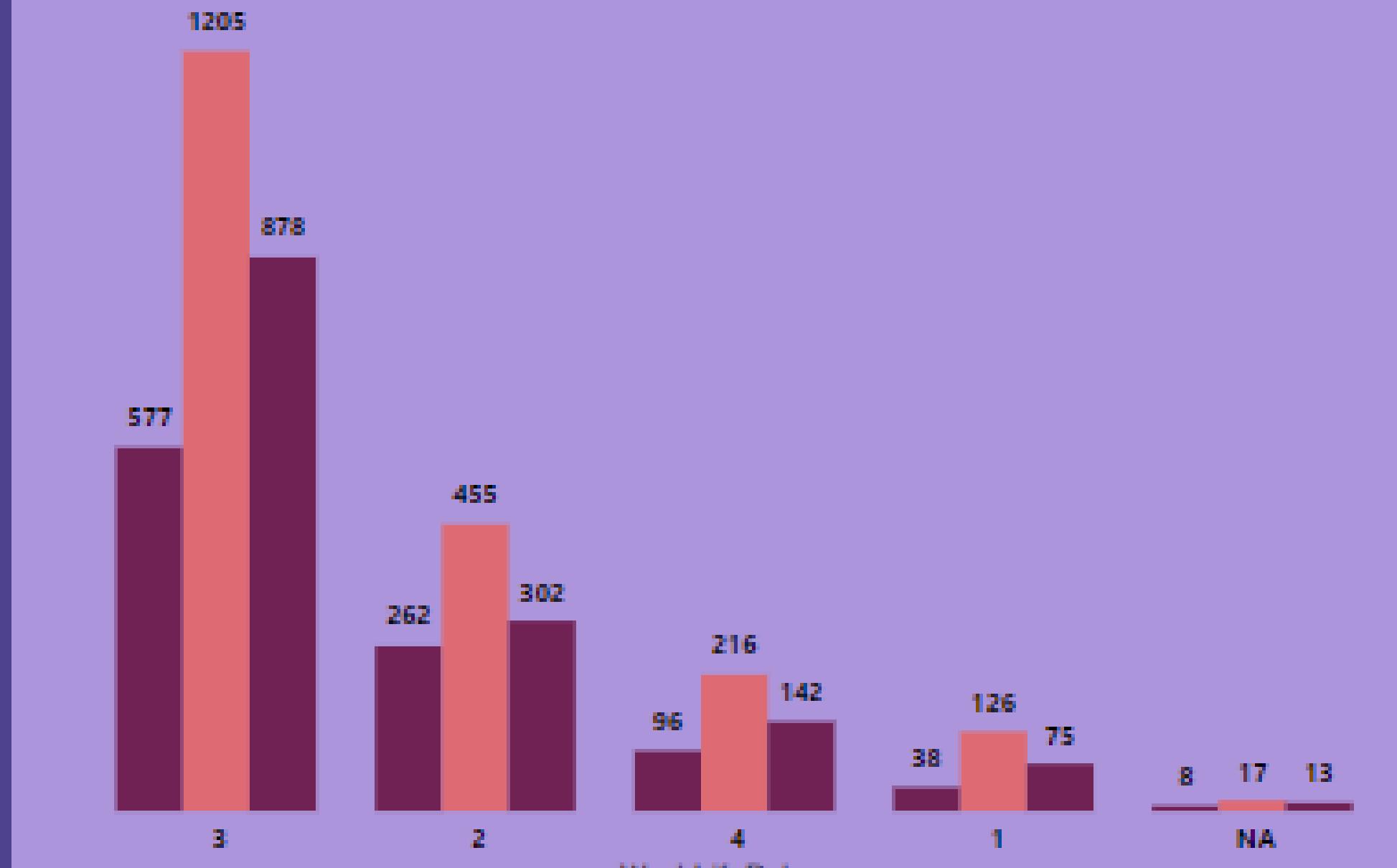
visual B shows the distance of the employees from work . This shows that most of the employees stay very close to the work place

MARITAL STATUS AND ATTRITION

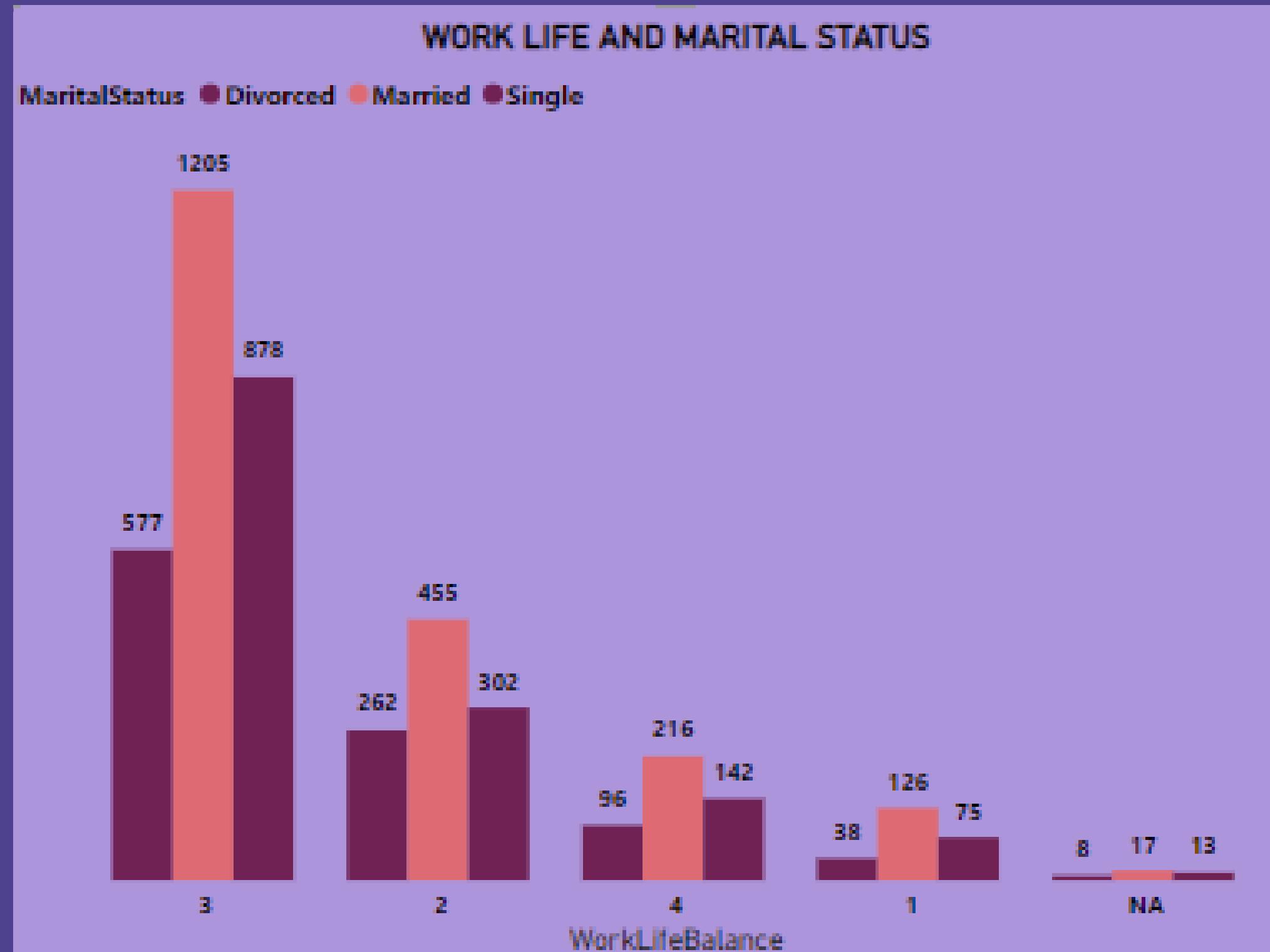
Attrition ● No ● Yes



MaritalStatus ● Divorced ● Married ● Single



Visual shows that single employees have the highest level of attrition



Visual shows relationship between worklife balance of employees and their marital status
The highest value in this visual is 3 which is considered poor , that is married employees have not been able to manage work and their daily activites



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CONCLUSION

The analysis highlights areas where targeted interventions can enhance employee retention.

There is a significant effect on attrition due to employee monthly income which income which has to be sorted

By addressing factors like work-life balance and compensation, implementing strategies to support employees in high-turnover roles, and fostering a supportive work environment, the company can reduce attrition rates and improve organizational stability. Proactive measures aligned with these insights can lead to a more engaged and committed workforce, ultimately contributing to long-term success.

THANK YOU!

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