**Employee Attrition Analysis and Prediction**

**Key Metrices:**

1. Total number of Employees in the past 5 years – 1470
2. Total Number of Employees that remained – 1233
3. Total Number of Employees that left – 237
4. Overall Attrition Rate – 16.12%
5. Average Job Satisfaction of all the employees – 2.73
6. Average Job Satisfaction of those that remained – 2.78
7. Average Job Satisfaction of those that left – 2.48
8. Average Performance of all the Employees – 3.15
9. Average Performance of those that remained – 3.15
10. Average Performance of those that left – 3.16
11. Average Monthly Income of all the employees – 6.50K

**Examine Distribution of Education Levels Analysis:**

|  |  |
| --- | --- |
| Education Levels | Sum of Employee’s with Attrition |
| Level 1 | 170 |
| Level 2 | 282 |
| Level 3 | 572 |
| Level 4 | 398 |
| Level 5 | 48 |

**Work-Life Balance Analysis:**

|  |  |
| --- | --- |
| Work life Balance Levels | Sum of Employee’s with Attrition |
| Poor work life balance | 22.84% |
| Good work life balance | 16.52% |

Recommendations

• Management should put in efforts to improve work-life Balance of those who currently have poor work-life Balance.

• This could be done through increasing off-days, making work more flexible by giving room for employees to work from home when needed.

**Relationship Satisfaction Analysis:**

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| --- | --- |
| Relationship Satisfaction Levels | Sum of Employee’s with Attrition |
| Poor Relationship Satisfaction | 20.65% |
| Good Relationship Satisfaction | 15.47% |

Recommendations :

• Line Managers should make work environment more friendly. They should also be patient with their subordinates when explaining work tasks.

• lunch should be eaten together. That is, managers and subordinates should be encouraged to eat lunch together. This will bring about unity, love and oneness as they talk, make jokes and laugh.

**Job Involvement Analysis:**

|  |  |
| --- | --- |
| Job Involvement Levels | Sum of Employee’s with Attrition |
| Poor Job Involvement | 33.73% |
| Good Job Involvement | 14.4% |

Recommendations :

• Management should put in efforts to improve job Involvement level of those who are currently poorly satisfied at the company. this would reduce employee attrition rate in the future.

• This could be done by the HR department sending out questionnaires on ways to improve employee job Involvement, and implementing them.