

# Employee Attrition



# Overview

A young Black woman with her hair in a high bun of braids is sitting at a desk in an office. She is wearing a bright yellow cardigan over a white top. She is looking intently at a computer monitor, with her hands on the keyboard. The background is slightly blurred, showing other office workers and computer monitors, creating a professional and busy atmosphere.

One of the main problems faced by companies is employee attrition, this is caused by several factors.

According to the data, 16% (237 of 1470) of employees has left the company.

In this presentation we will be covering the most prior reason why employees are leaving the company.

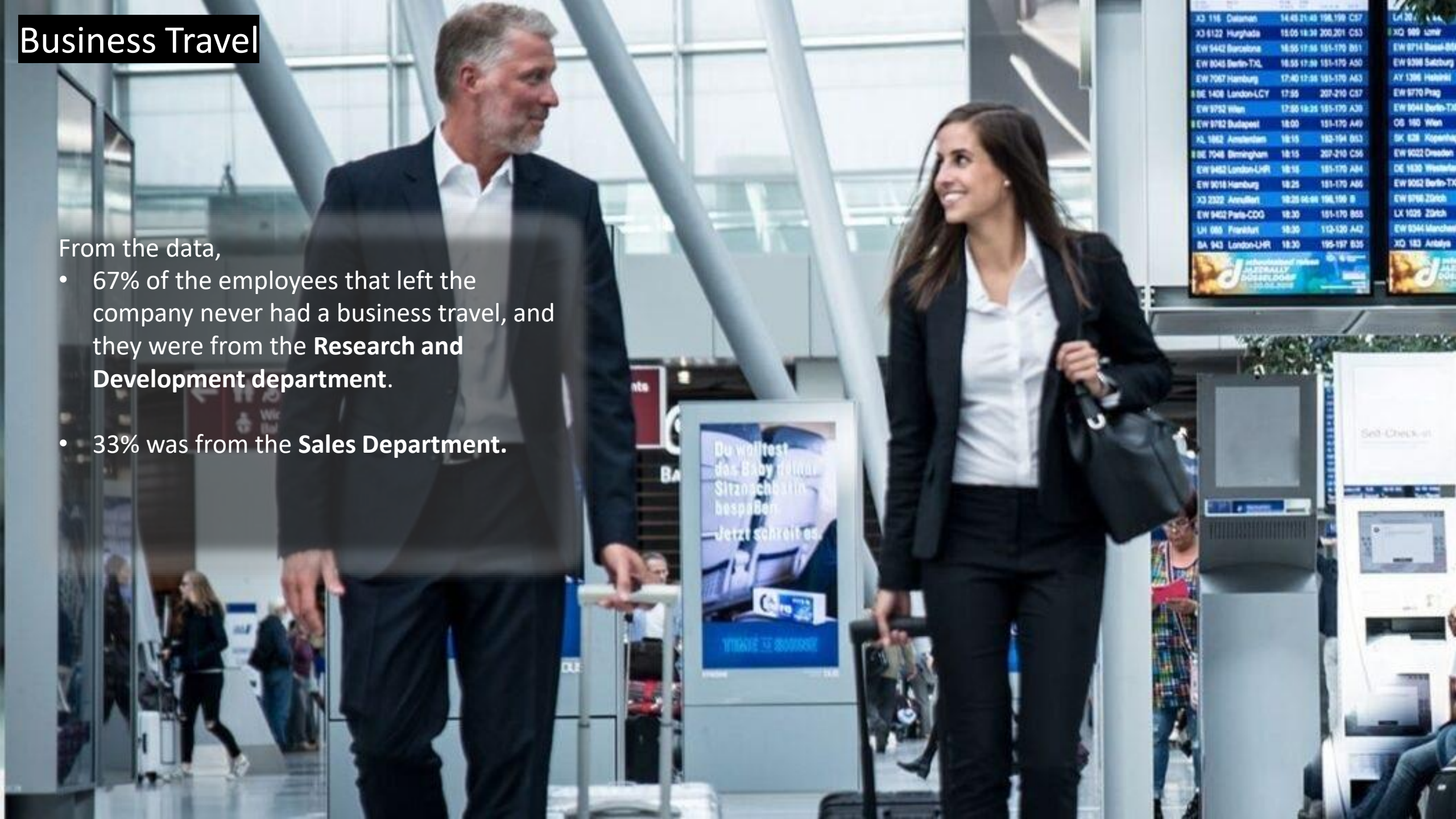
At the end we I will uncover ways to combat or reduce the problem of employee attrition.



# Business Travel

From the data,

- 67% of the employees that left the company never had a business travel, and they were from the **Research and Development department**.
- 33% was from the **Sales Department**.





# Employee Satisfaction

The background of the slide features a close-up, shallow depth-of-field photograph of several hands. In the center, a hand is prominently shown giving a thumbs-up gesture. To its left and right, other hands are partially visible, also appearing to give thumbs up, though they are out of focus. The lighting is bright and natural, highlighting the skin tones and the texture of the clothing (a blue shirt is visible on the right).

- 53% of the employees that left had high **job involvement**. 11% of the employees had low **job involvement**.

But it seems the median monthly income of these employees are closely the same.

# Work Environment

According to the data,

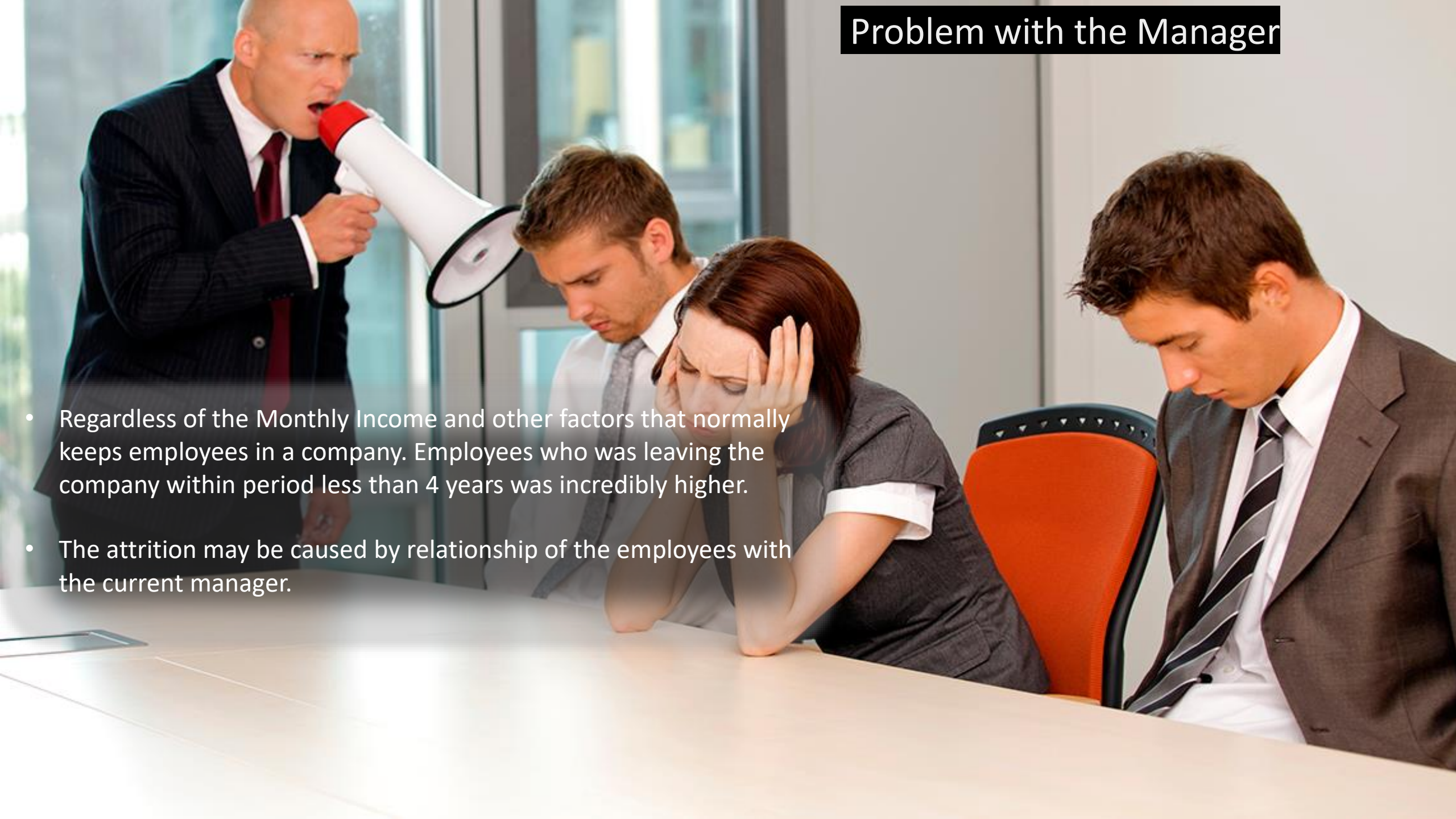
- 30% (72 out of 237) of the employee who left the company had **low environment satisfaction**. It was highest in the rest of the responds.





## Problem with the Manager

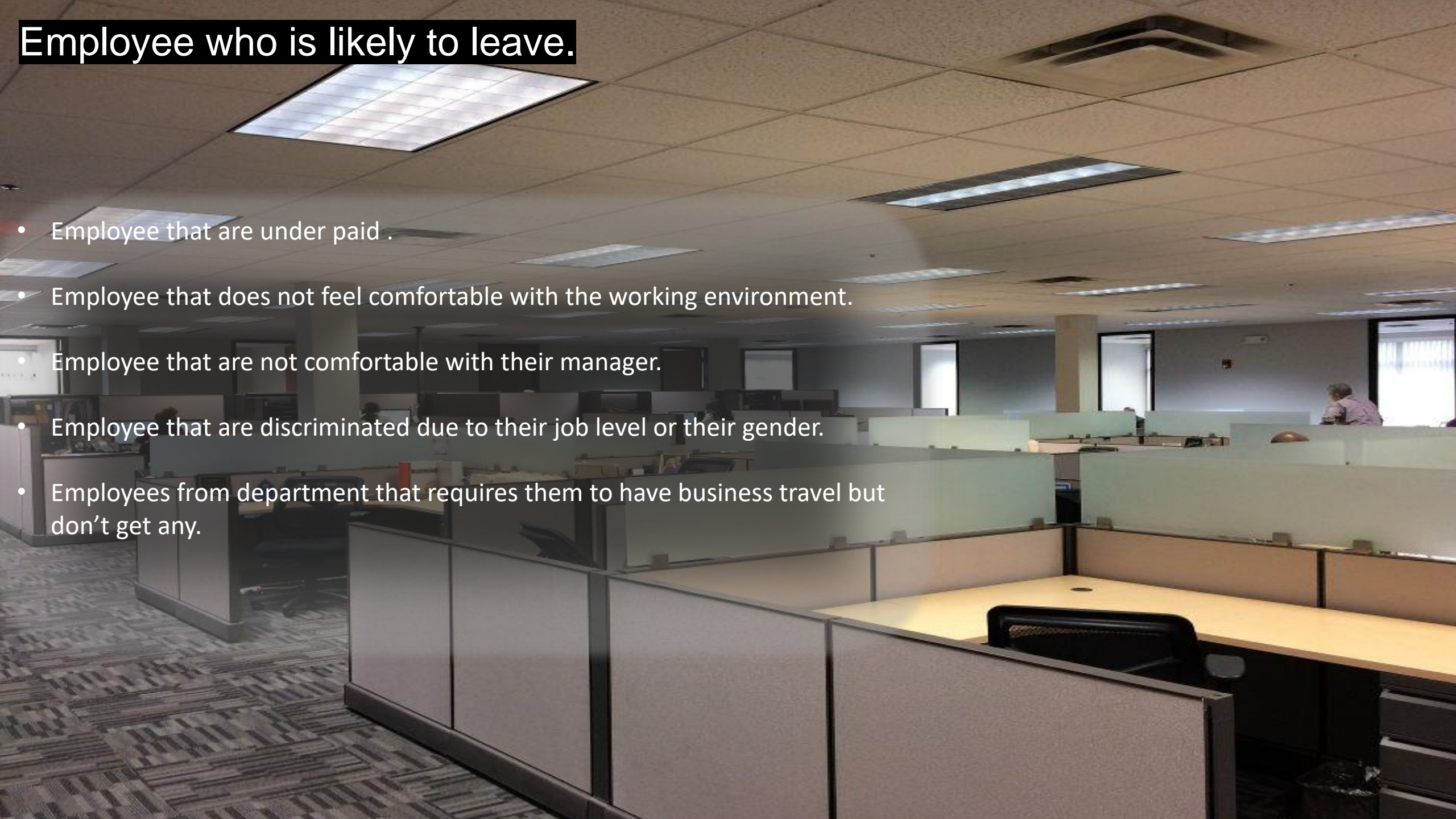
- Regardless of the Monthly Income and other factors that normally keeps employees in a company. Employees who was leaving the company within period less than 4 years was incredibly higher.
- The attrition may be caused by relationship of the employees with the current manager.





# Employee who is likely to leave.

- Employee that are under paid .
- Employee that does not feel comfortable with the working environment.
- Employee that are not comfortable with their manager.
- Employee that are discriminated due to their job level or their gender.
- Employees from department that requires them to have business travel but don't get any.





# Recommendation

- There should be a fair distribution of income to employees of different levels and gender with no discrimination.
- The management should consider the well-being of the employees to their priorities.
- The company must make sure the environment the employee at working in are conducive enough.

