



ATTRITION ANALYSIS

Who are we losing?

The average leaver of XYZ

Attrition Age

33.61

Attrition Income

₹ 61.68K

Attrition Training

Time LastYear

2.65

AttritionYear

SinceLast...

1.95

Attrition Salary

Hike (%)

15.48



JobRole Attrition

Sales Executive

EducationAttri...

Bachelor

EducationFie...

Life Sciences

Department...

Research &...

MaritalStatus...

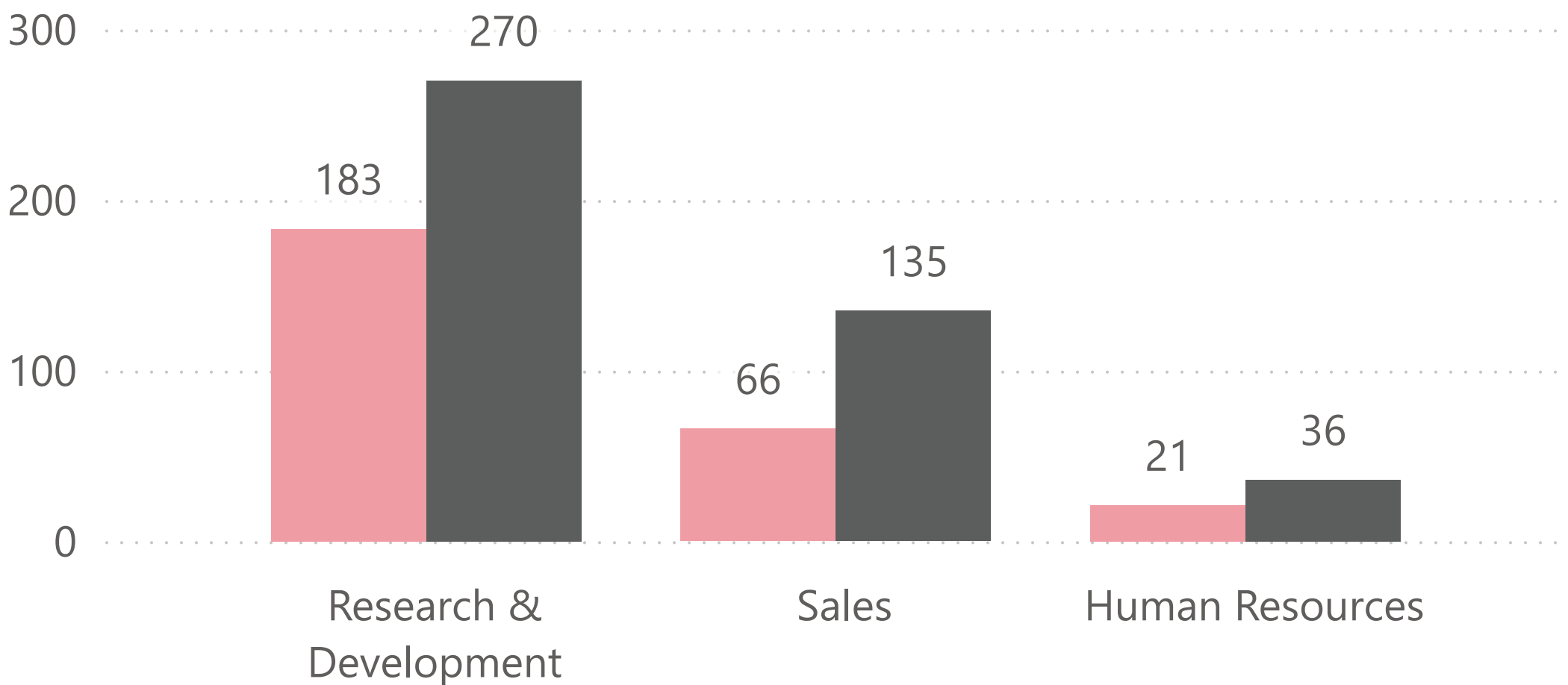
Single

Age Focus

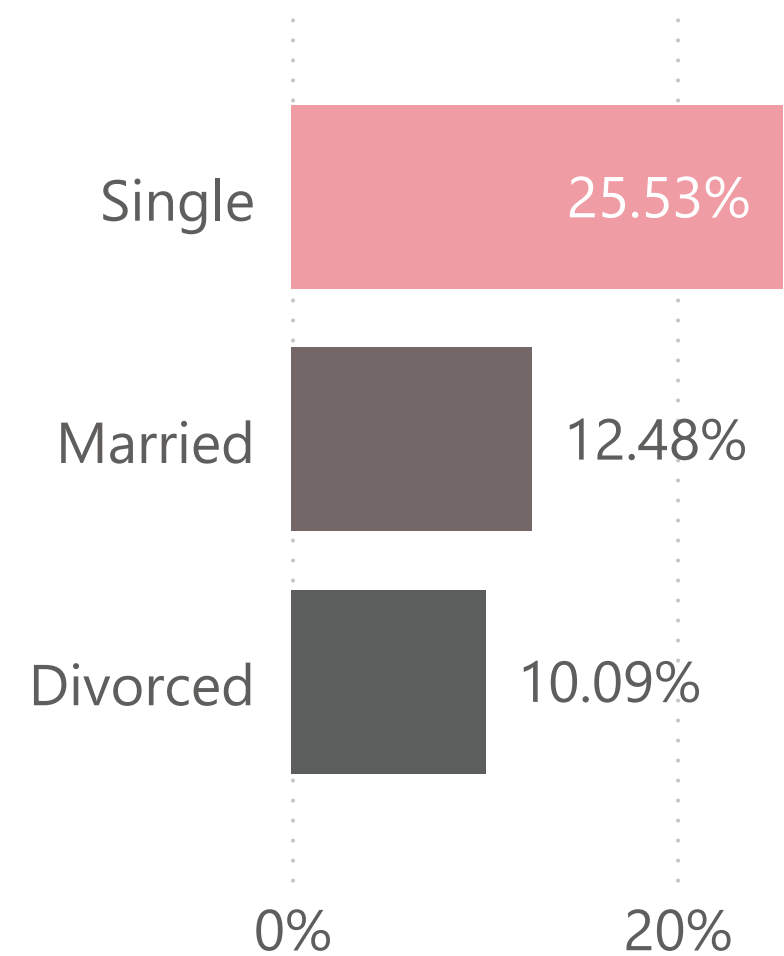
Gender Focus

Attrition Count by Department and Gender

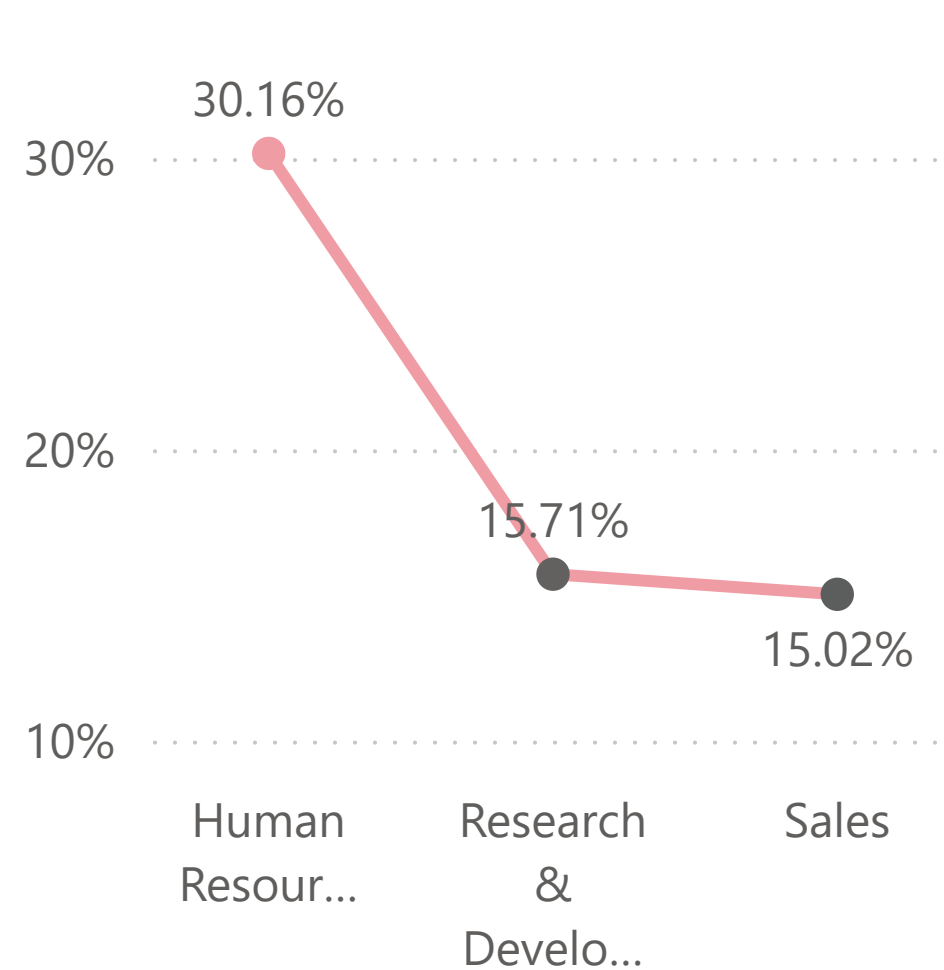
Gender ● Female ● Male



Attrition Rate by Marital Status



Attrition Rate by Department





Are **Basic** Needs Being Met?

Age

All



Gender

All



Department

All



Attrition Rate

16.12%

AVG Mothly
Income Attrition

49.08K

OverWork Rate

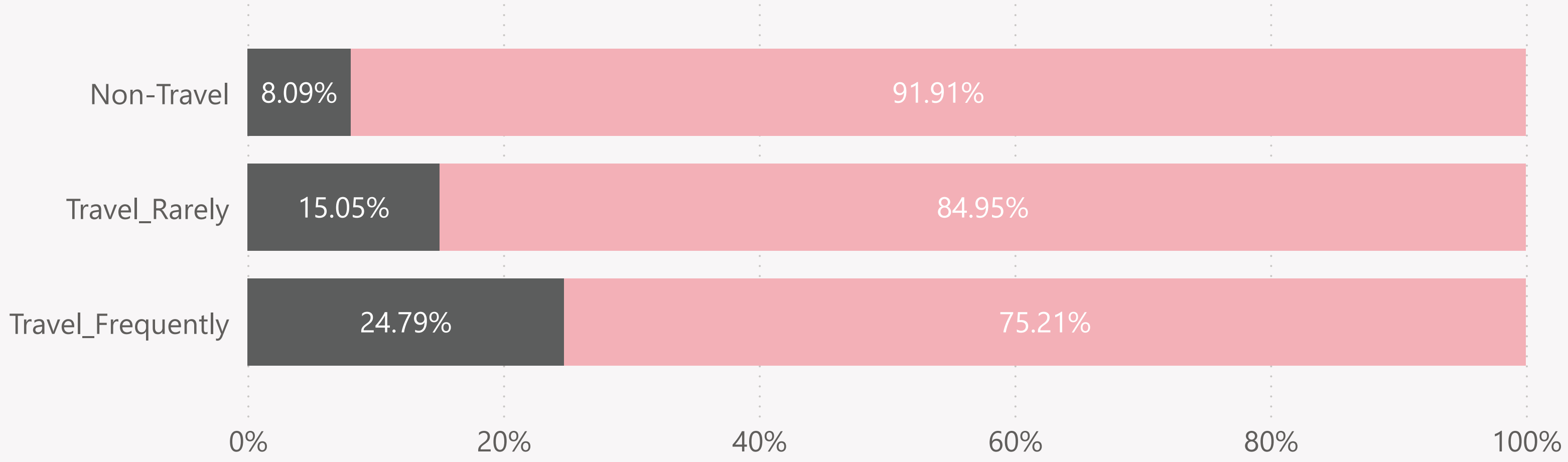
19%

Travel Frequently
Rate

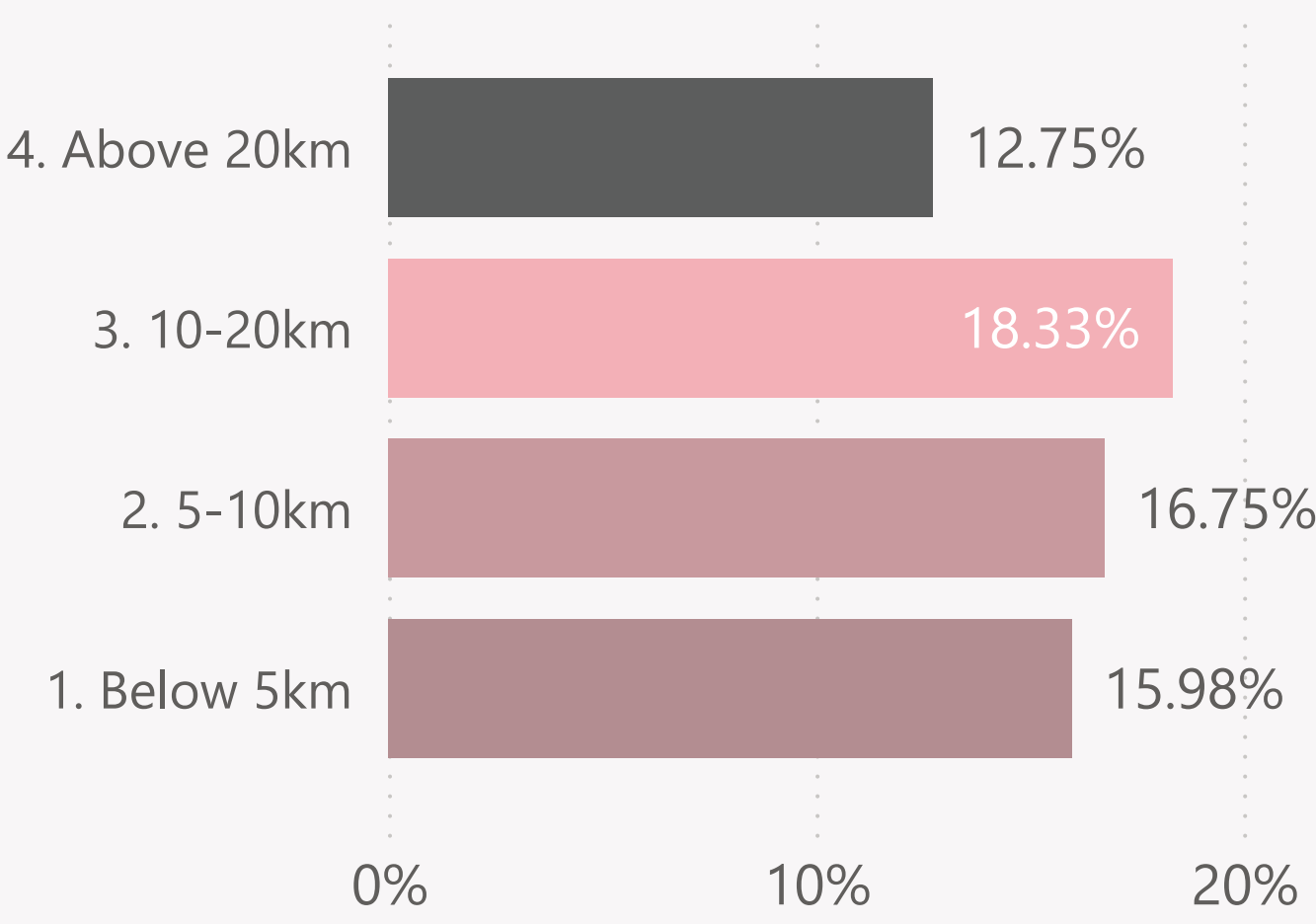
18.84%

What is the Attrition rate based on Business Travel frequency?

Attrition ● No ● Yes



Attrition Rate by Distance From Home



Attrition Rate by Business Travel frequency and Distance From Home

| BusinessT | 1. Below 5km | 2. 5-10km | 3. 10-20km | 4. Above 20km |
|-------------------|--------------|-----------|------------|---------------|
| Non-Travel | 7.04% | 5.26% | 10.00% | 14.29% |
| Travel_Rarely | 13.56% | 15.93% | 19.65% | 12.00% |
| Travel_Frequently | 31.53% | 24.42% | 17.02% | 15.15% |

Monthly
Income

Work Life
Balance and
Working
Hours

Business
Travel and
Distance From
Home



Are **Safety** Needs Being Met?

Age

All

Gender

All

Department

All

Attrition Rate

16.12%

Below Average
Environment
Satisfaction Rate

38.57%

Below Average
Job Satisfaction
Rate

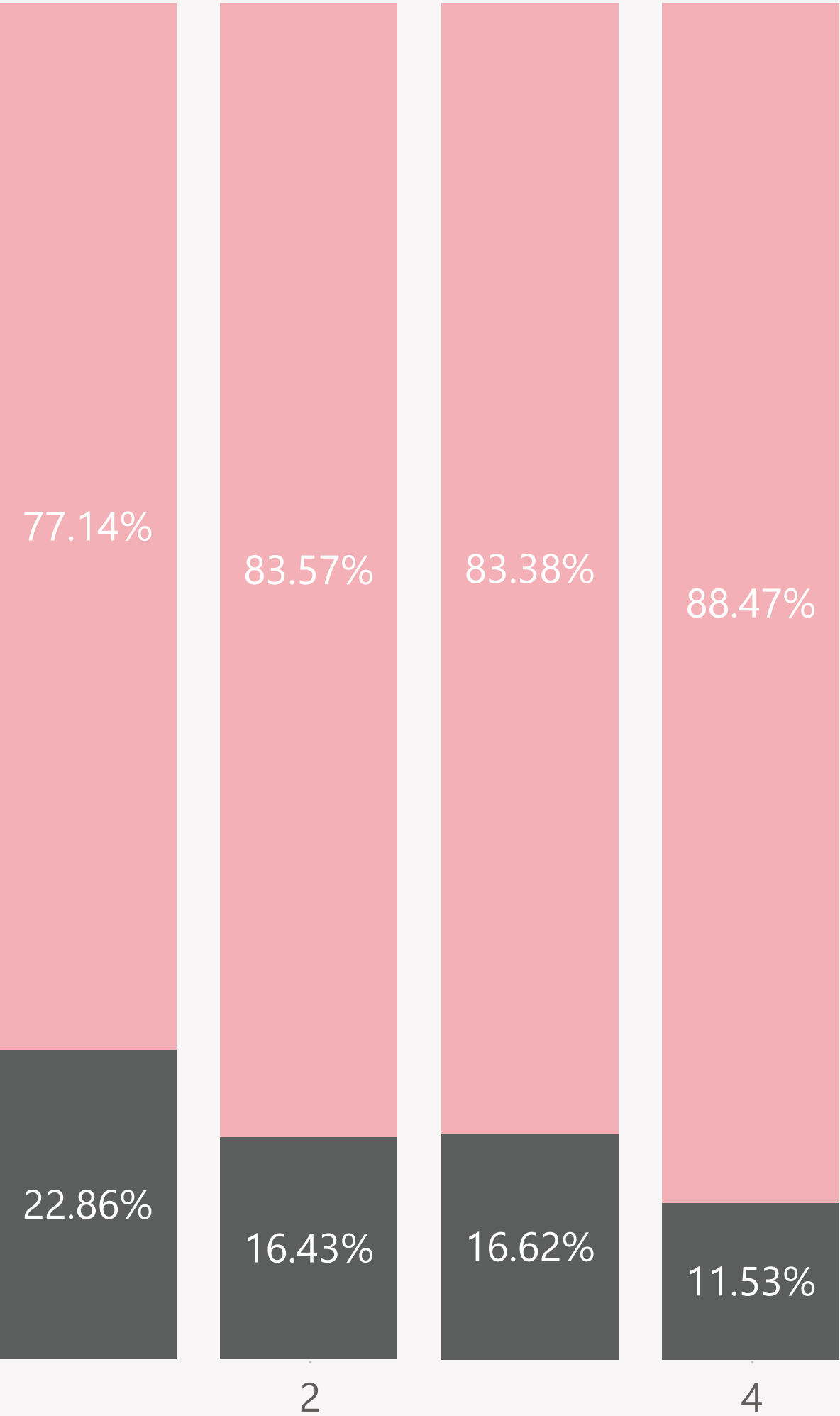
38.55%

Median of
YearsAtCompany

5

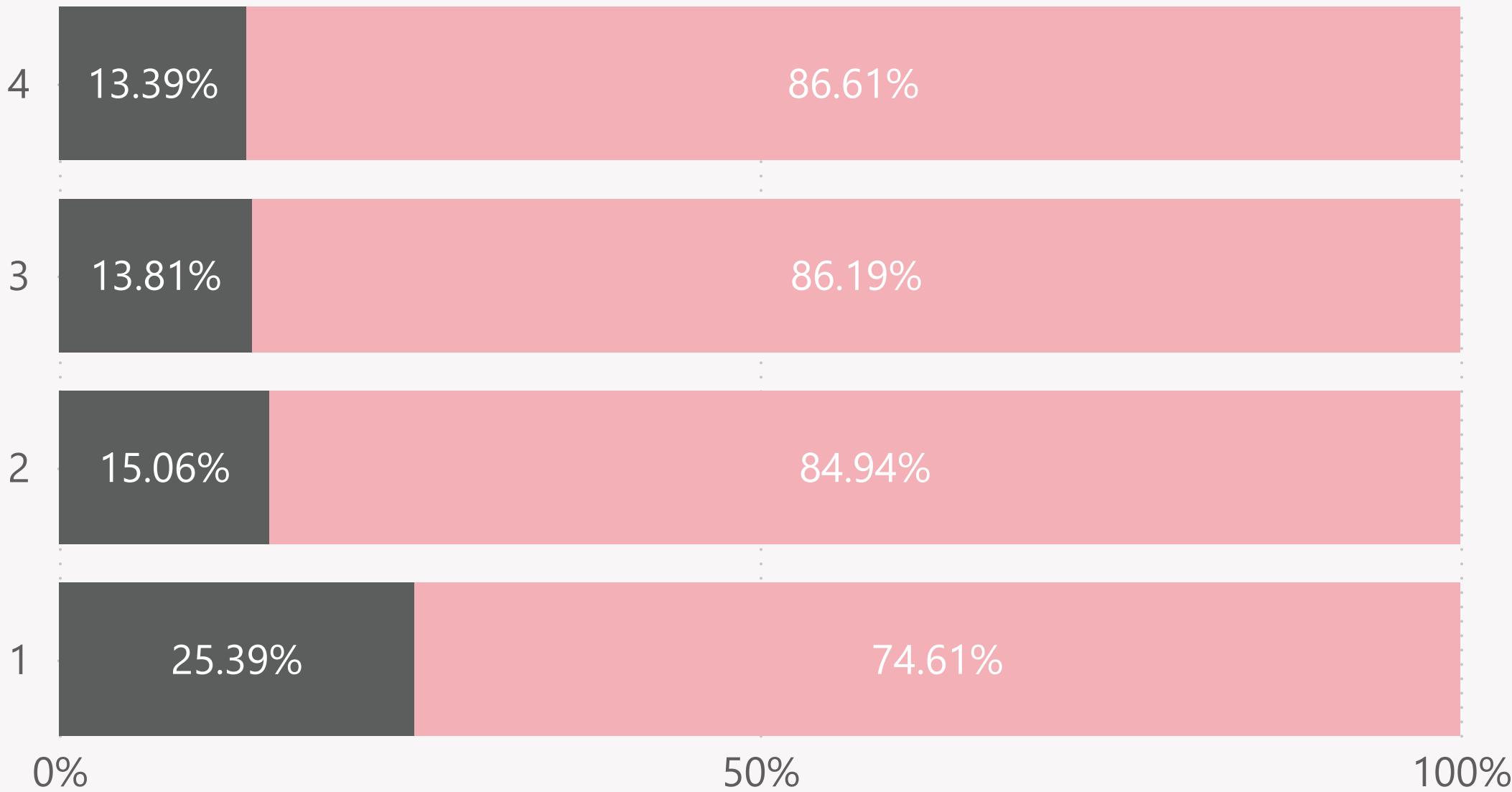
What is the Attrition Rate at each level of Job Satisfaction?

Attrition ● No ● Yes



What is the Attrition Rate at each level of Environment Satisfaction?

Attrition ● No ● Yes



Attrition Rate Base on Satisfaction

| Environment Satisfaction | 1 | 2 | 3 | 4 |
|--------------------------|--------|--------|--------|--------|
| 1 | 37.97% | 34.04% | 21.89% | 16.19% |
| 2 | 25.93% | 13.71% | 15.14% | 9.13% |
| 3 | 16.91% | 13.90% | 12.70% | 12.71% |
| 4 | 18.46% | 11.49% | 16.97% | 8.31% |

Satis
faction

Seniority
and
Work
History



Are Belonging Needs Being Met?

Age

All

Gender

All

Department

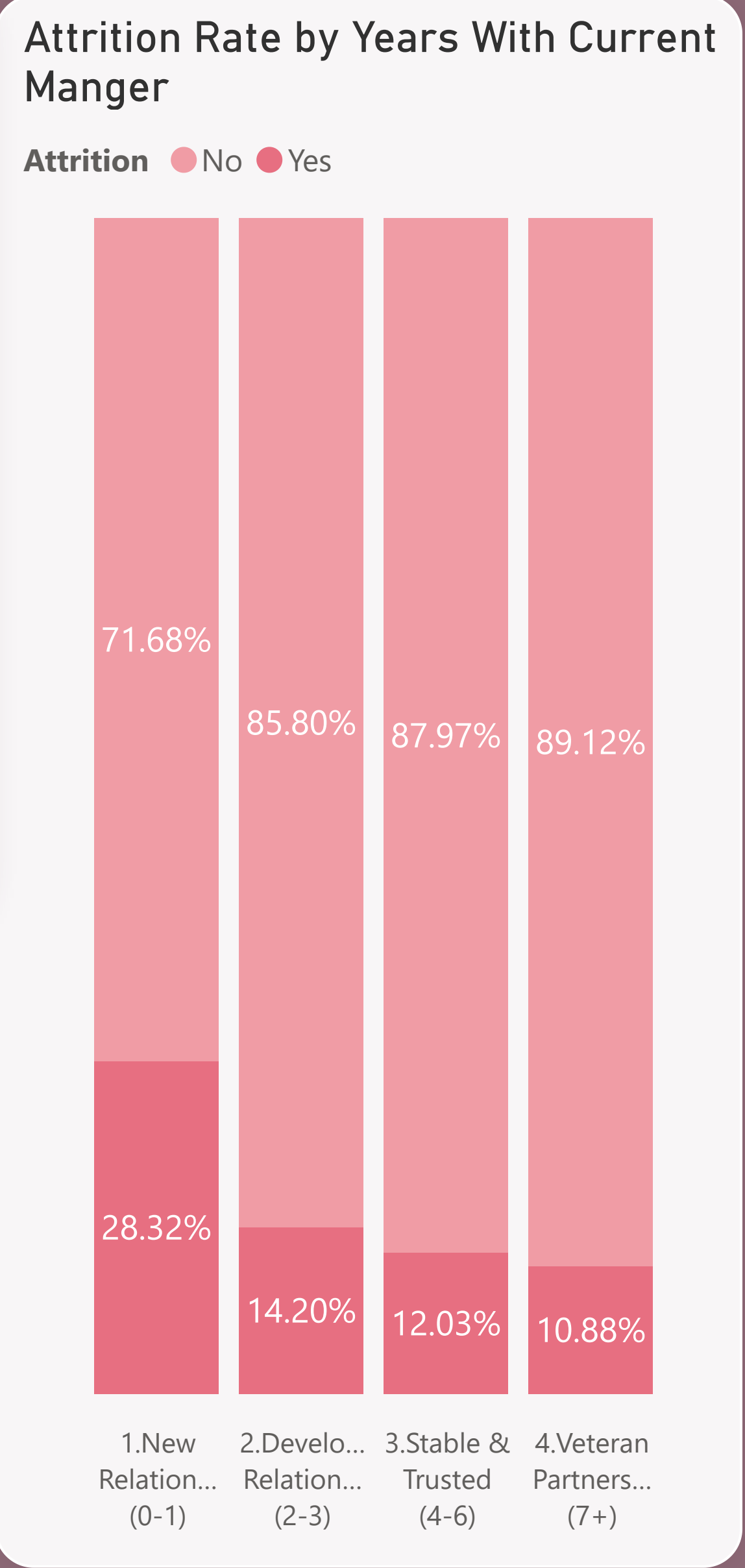
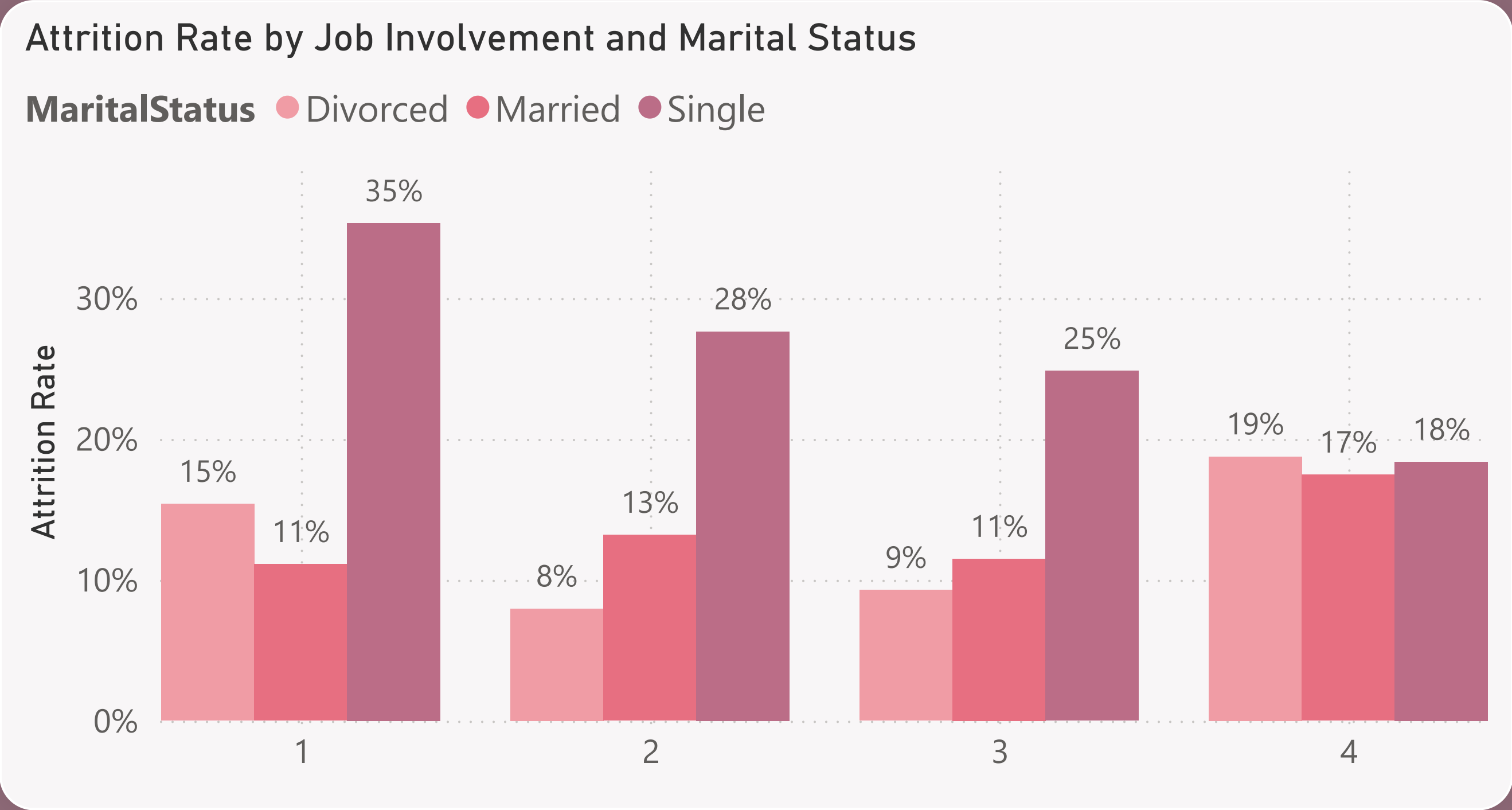
All

Attrition Rate

16.12%

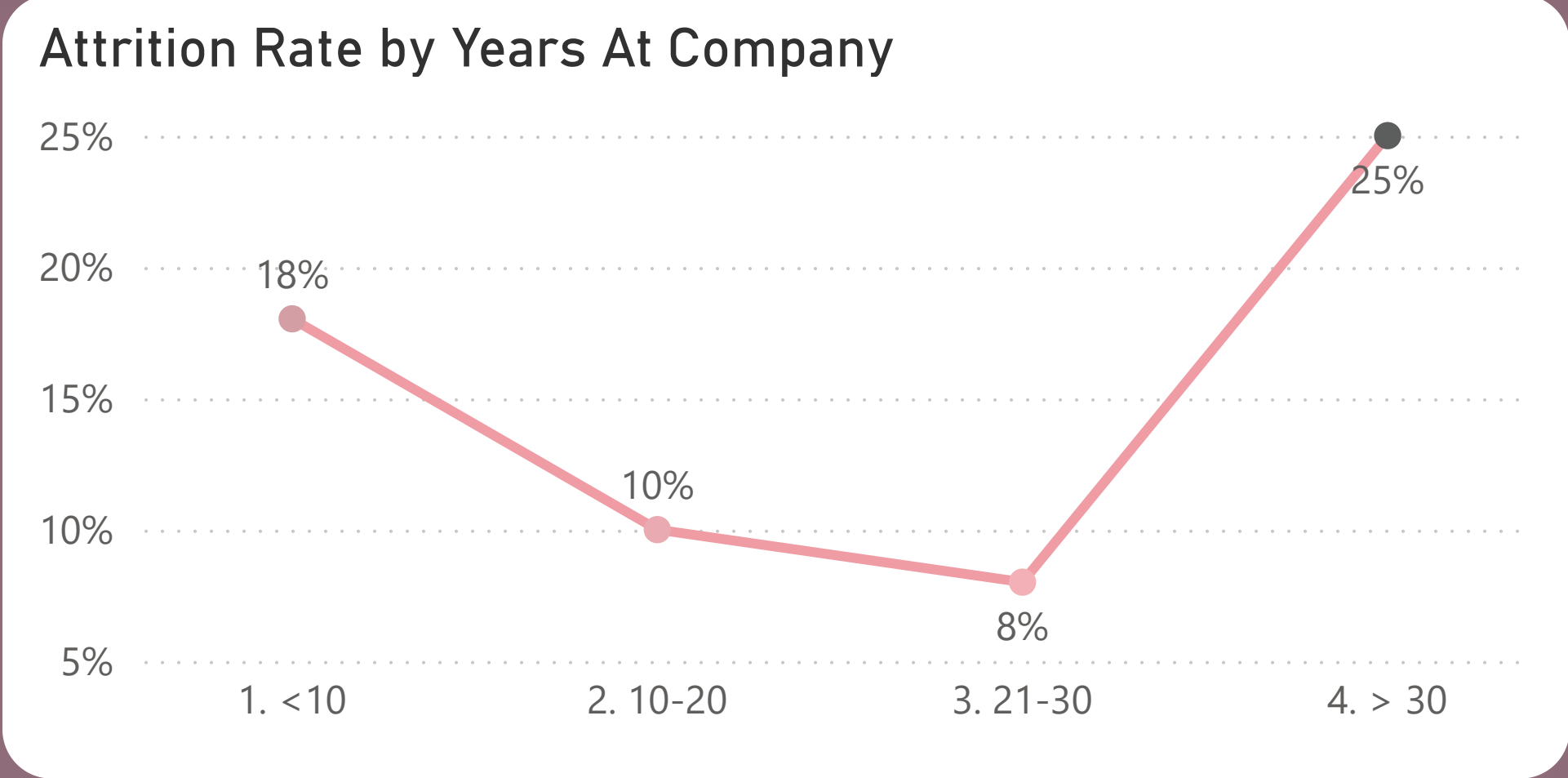
Median of Years With Current Manager

3



Attrition Rate by Job Involvement and Department

| Department | 1 | 2 | 3 | 4 |
|------------------------|-------|-------|-------|-------|
| Human Resources | 40.0% | 30.8% | 31.6% | 14.3% |
| Research & Development | 17.9% | 15.9% | 15.3% | 16.3% |
| Sales | 27.3% | 14.6% | 12.8% | 21.6% |





Are Esteem Needs Being Met?

Age

All

Gender

All

Department

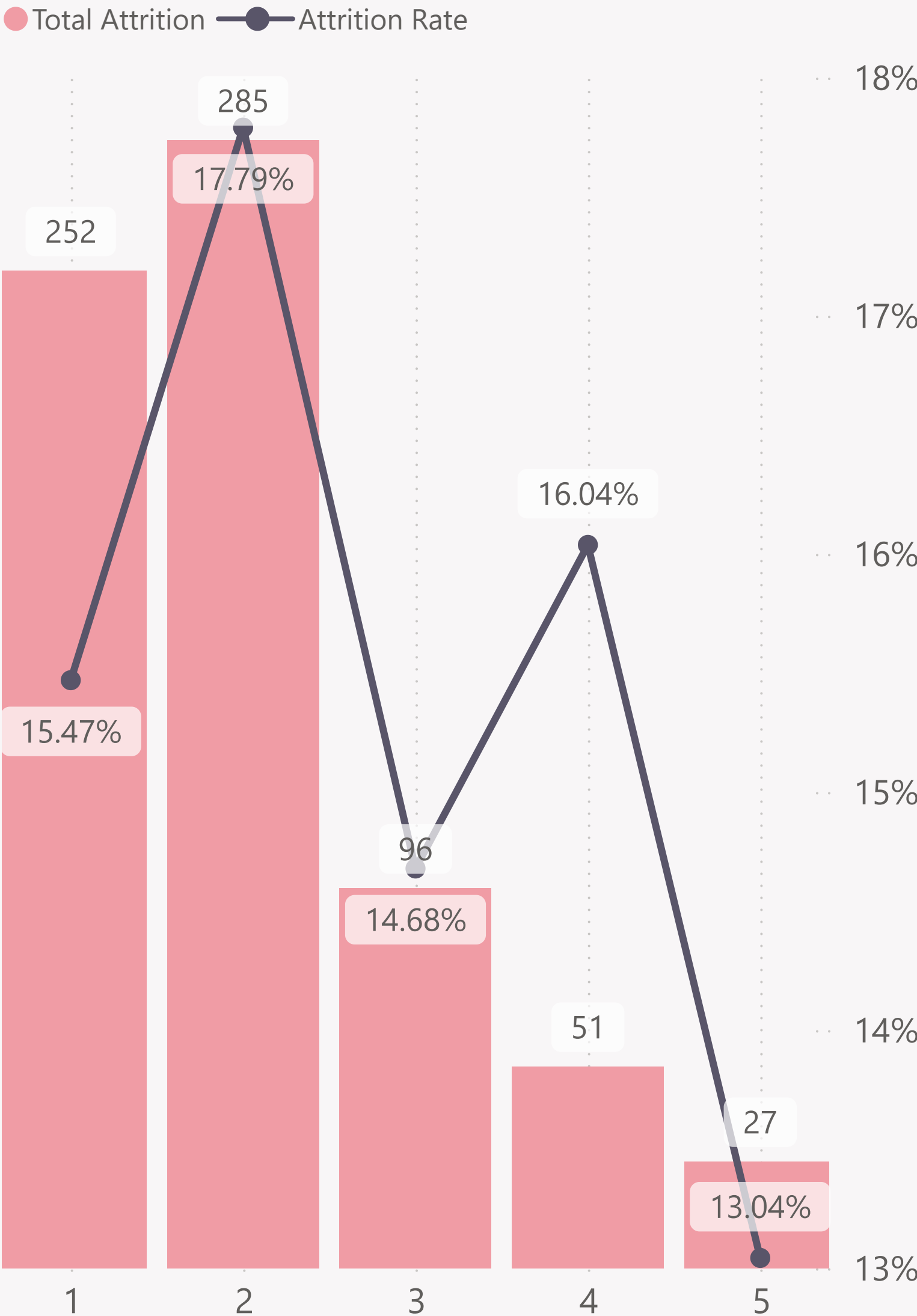
All

Attrition Rate
16.12%

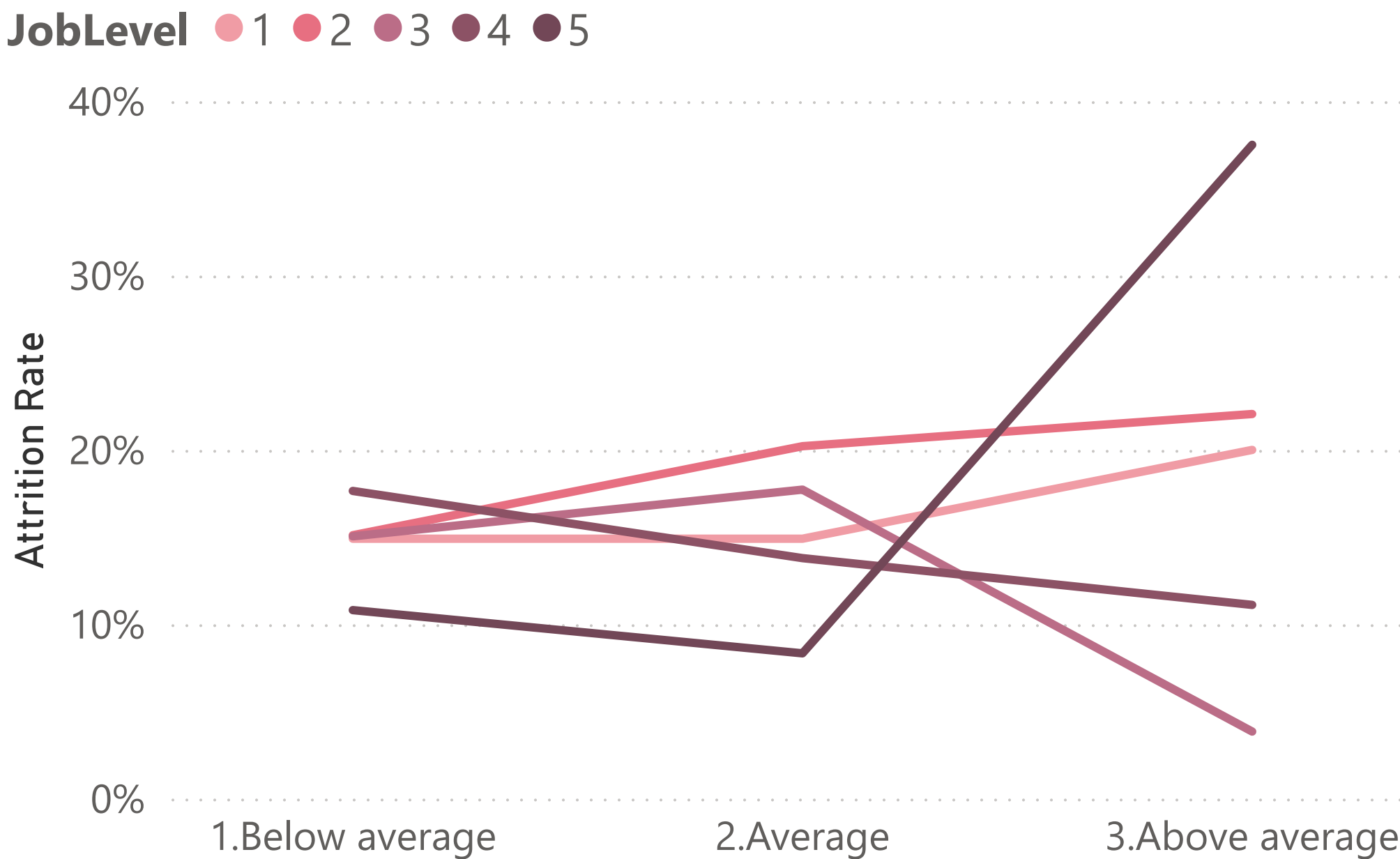
Median of
Percent
SalaryHike
14

Median of Years
Since Last
Promotion
1

Attrition Rate by Job Level



Attrition Rate by Job Level and % Salary Hike



Attrition Rate by Job Level and Years Since Last Promotion

| YearsSinceLastPromotion | 1 | 2 | 3 | 4 | 5 |
|----------------------------|-------|-------|-------|-------|-------|
| 1. Recently Promoted (0-1) | 15.9% | 19.3% | 14.8% | 15.9% | 15.7% |
| 2. Waiting Period (2-3) | 22.1% | 14.5% | 11.1% | 12.5% | 20.0% |
| 3. Long-Term Wait (4-6) | 4.0% | 12.3% | 17.6% | 14.3% | 0.0% |
| 4. Stagnant (7+) | 13.8% | 18.3% | 16.0% | 25.0% | 0.0% |



Are Self-Actualization Needs Being Met?

Age

All



Gender

All



Department

All



Attrition Rate

16.12%

Median of Training Times Last Year

3

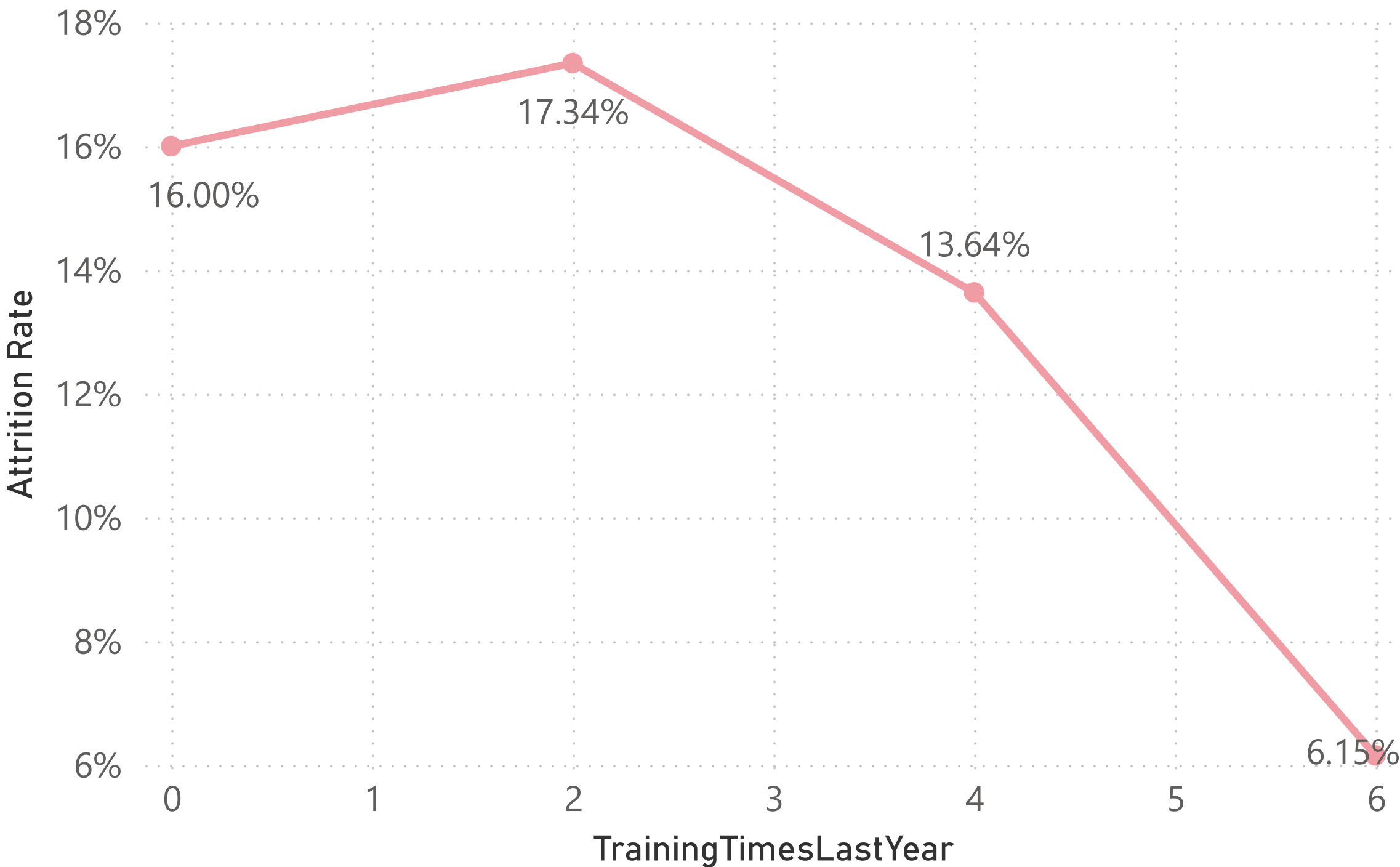
Unrelated Field Rate

31.22%

Attrition Rate by Job Level and Field Match Level

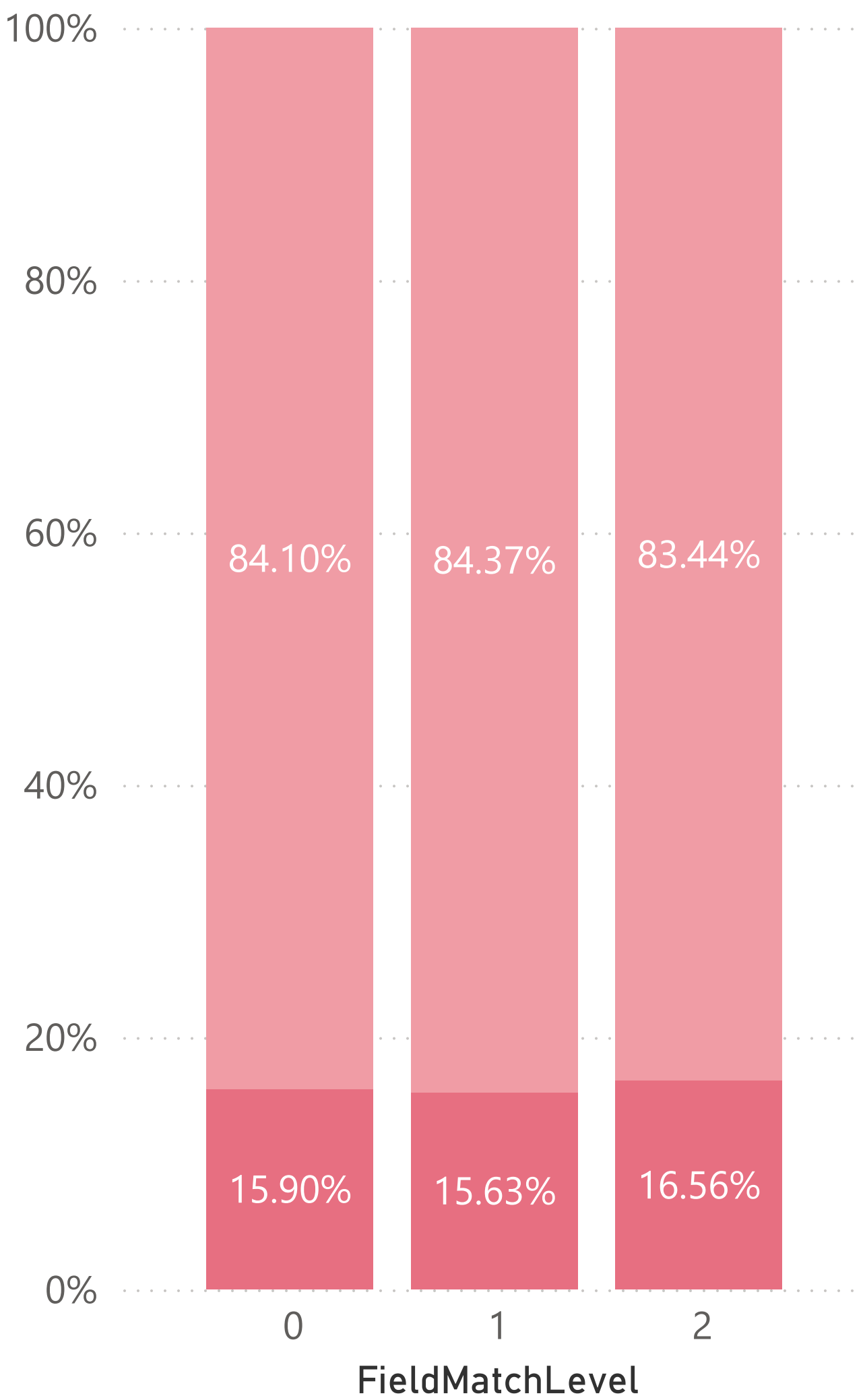
| FieldMatchLevel | 1 | 2 | 3 | 4 | 5 |
|-----------------|-------|-------|-------|-------|-------|
| 0 | 14.4% | 14.1% | 19.4% | 23.7% | 17.6% |
| 1 | 17.5% | 19.2% | 6.7% | 9.1% | 14.3% |
| 2 | 15.0% | 19.8% | 16.5% | 13.0% | 9.7% |

Attrition Rate by TrainingTimesLastYear



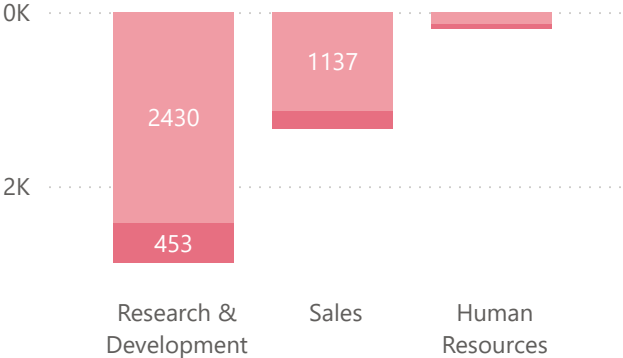
Attrition Rate by Field Match Level

Attrition ● No ● Yes



Count of Employee by Department and Attrition

Attrition ● No ● Yes



| Distance | 1. Below 50k | 2. 50k-100k | 3. 100k-150k | 4. Above 150k |
|---------------|--------------|-------------|--------------|---------------|
| 1. Below 5km | 17.09% | 16.93% | 16.42% | 6.67% |
| 2. 5-10km | 15.27% | 19.30% | 6.82% | 30.30% |
| 3. 10-20km | 21.01% | 14.94% | 12.50% | 22.22% |
| 4. Above 20km | 13.51% | 12.00% | 14.29% | 9.09% |