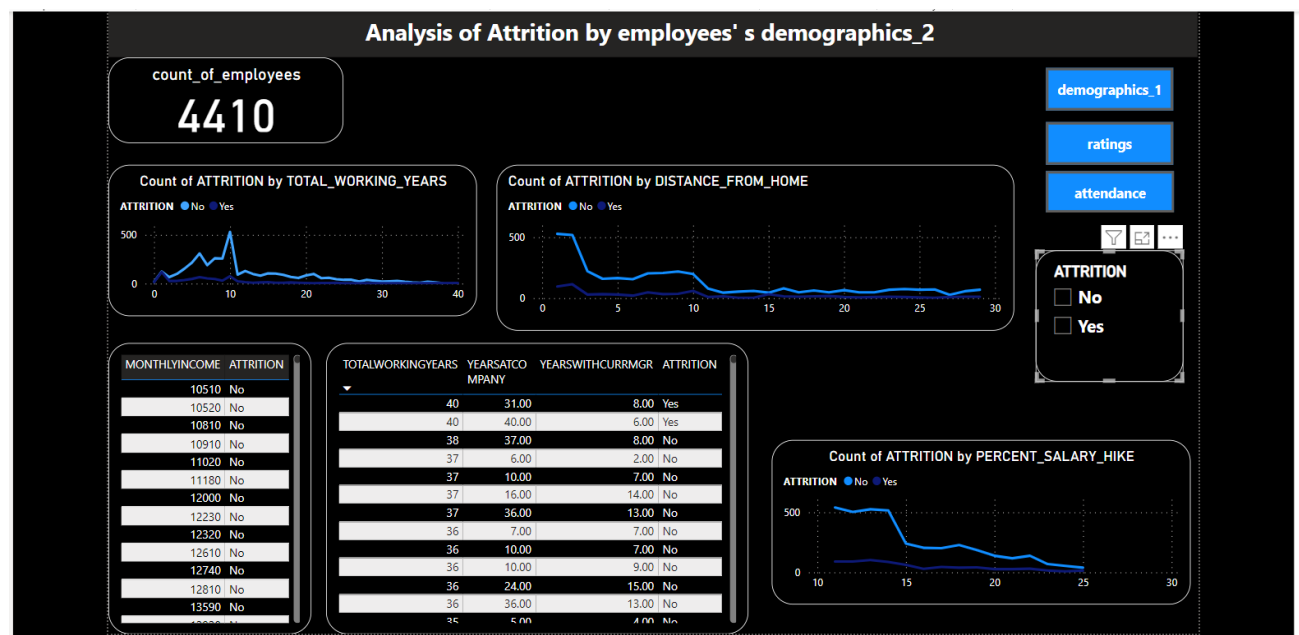
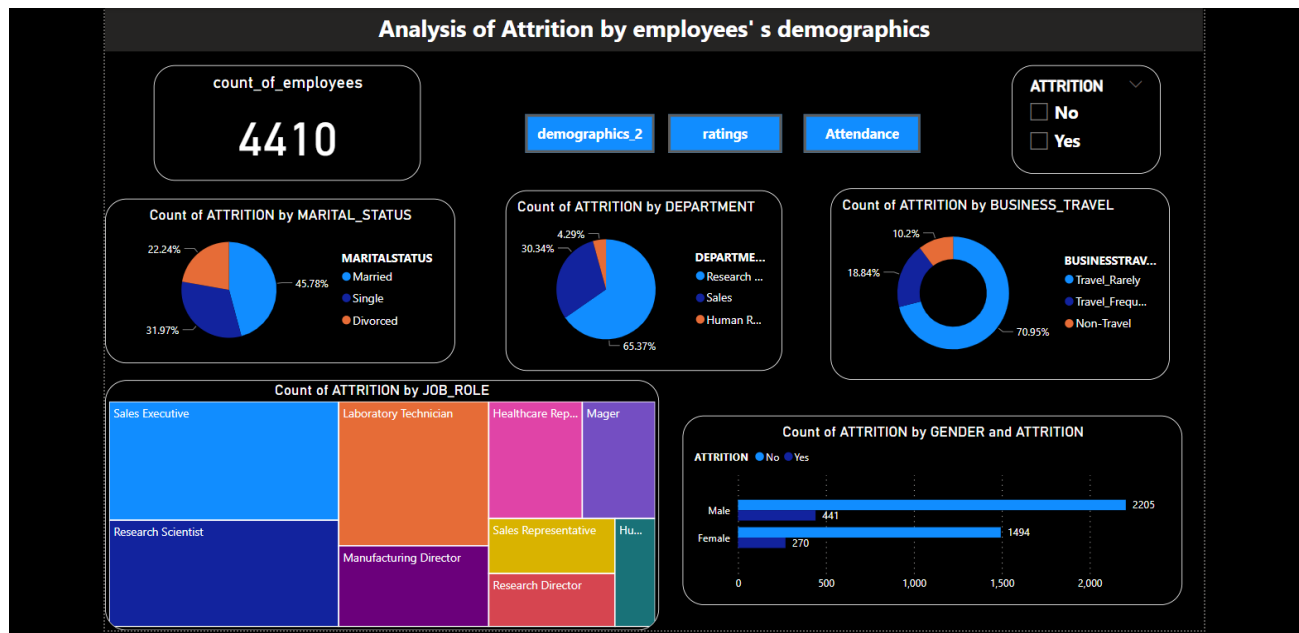
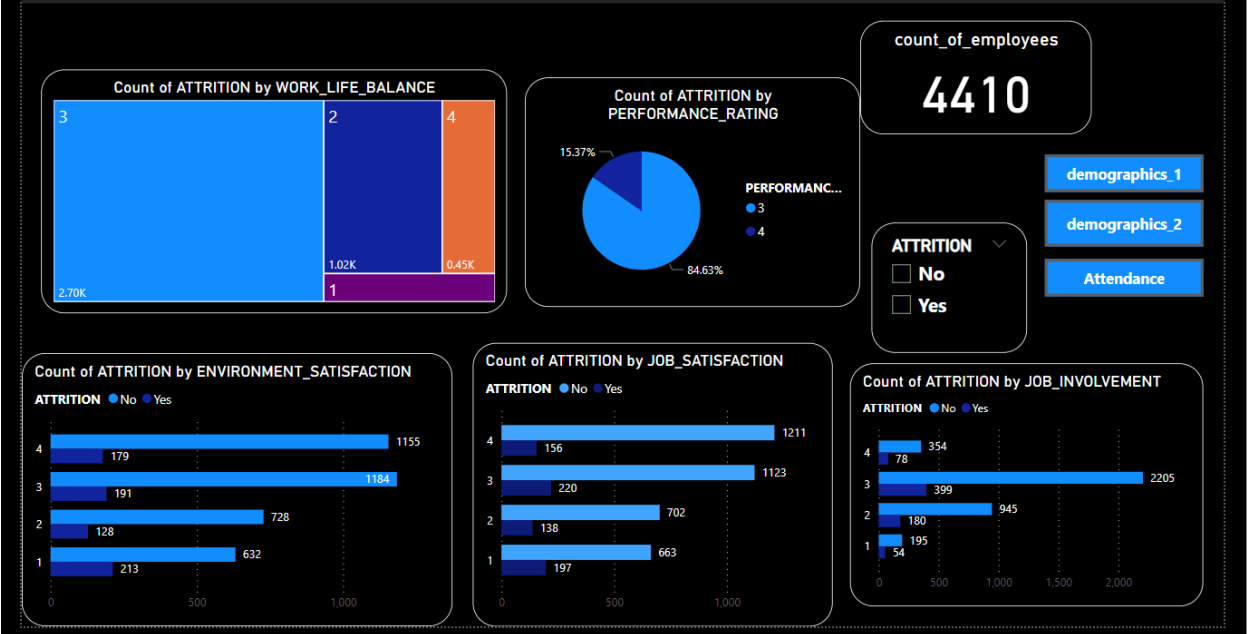


# Employee Attrition's case study

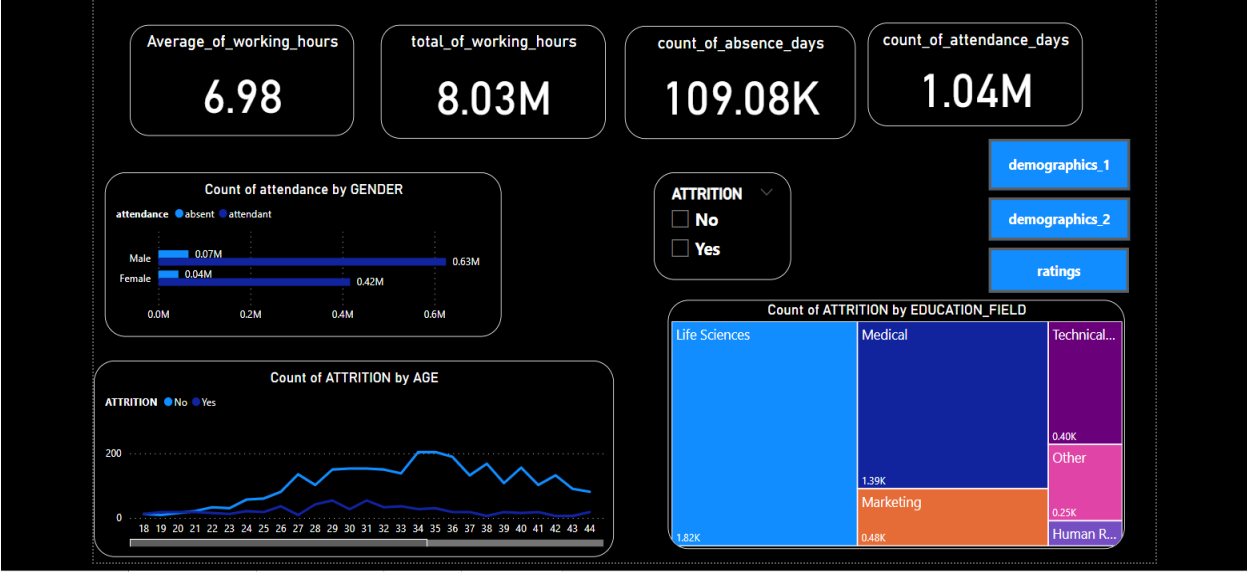
My dashboard consists of 4 pages :



Analysis of Attrition by ratings of employees



Analysis of Attrition by attendance , working hours and employees' s demographics



- **Summarizing insights :**

- There are so many factors that affect the attrition rate
- I chose 10 factors to analyze their relation with attrition :

- 1 – Attrition for each marital status :**

- Single : 50.63%
- Married : 35.44%
- Divorced : 13.92%
- So it is obvious that the most frequent marital status is the single status

- 2- Attrition for genders :**

- Male : 57%
- Female : 43%
- It is not a huge gap between both genders but men has the largest probability of attrition than women

- 3 - Attrition for job roles :**

- There are a lot of job roles but these are the top 3 in attrition :
- sales executive (165)
- research scientist (159)
- laboratory technician (126)

-recommendation :

-I recommend that we should care more about workers in these 3 jobs and try to satisfy their needs to keep them

- 4 - Attrition for different ages :**

-I noticed that the highest level of Attrition falls in a specific age range : 34 – 36

- Recommendation :

-I recommend to try to understand the needs of the employees in this age range because it is a crucial range where people are not so young and also they are not old .. they are close to the middle of their career so if we succeeded to keep them at this age , most probably they will stay many years after that age

### **5 - Attrition vs work life balance rating :**

-I found that most of employees who left the company put a rating of 3 to the work life balance

I think it is a little tricky because I thought I would find this majority at the lowest rating .. so I think most of employees were confused at choosing rating so they chose the middle rating so it is not a real indicator

### **- Attrition for educational fields :**

- There are a lot of educational fields but these are the top 3 in attrition :

- Life science
- medical
- marketing

-recommendations :

I recommend we try to analyze this point more to understand what makes employees from these specific educational fields tend to leave the company

### **7 – Attrition vs total working years :**

- I found that most of the employees who left the company made this decision after only 1 year of working
- this is a bad indicator which means the company fails to attach the employees to it ..Mostly if we succeeded to convince the employees to stay after 1 year , we will keep them for many years

### **8 – Attrition vs percent salary hike :**

- I found that most of the employees who left the company had a percent salary hike = 13%
- Recommendation :
- I recommend that we raise the percent salary hike more to be close as much as possible to 25% .. this will help us to keep more employees

### **9 - Attrition for working hours :**

- I found that employees who left the company had average of working hours = **7.55** hour
- And the people who did not leave the company had average of working hours = **6.87** hour
- I think the more working hours increase the more employee get tired of working and try to leave the company
- Recommendation
- I recommend that we try to reduce the working hours

### **10 – Attrition for different departments :**

- Research and development : 63.71%
- sales : 28.2%
- human resources : 8%

- Recommendation :
- I recommend that we should care more to Research and development department to eliminate the high rate of attrition in this department