Employee Attrition – Case Analysis

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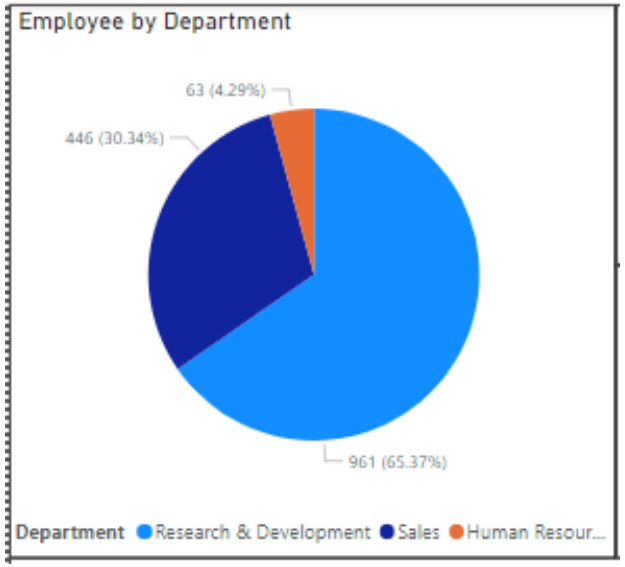
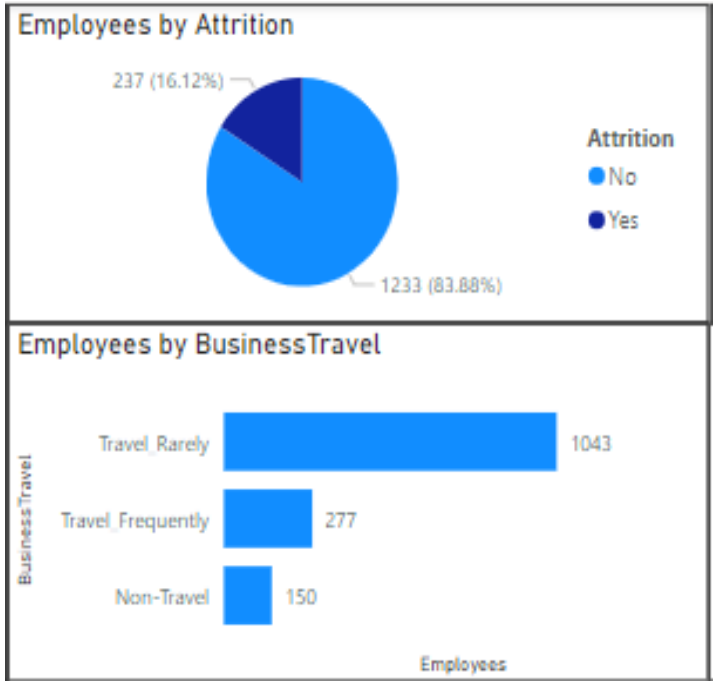
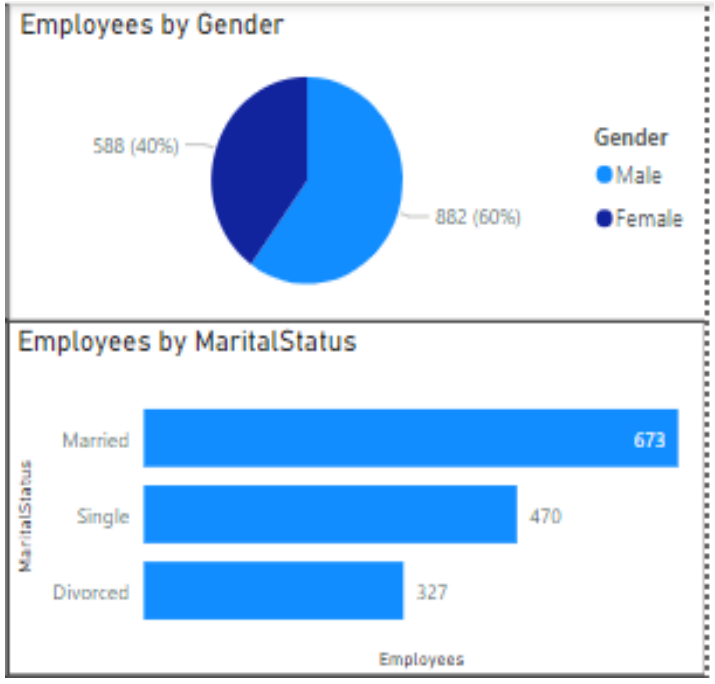
Headcount Overview

Initial Insights:

- Employees at Research & Development are the highest number and Human resources employees are the least
- The company has seen a significant attrition of 16.12%
- Gender diversity of company is in the ratio 60:40 Male: Females
- Most of the employees have to travel for business purpose, no travel ones are less.
- More employees are married than single, and there are considerable count of divorcees as well.

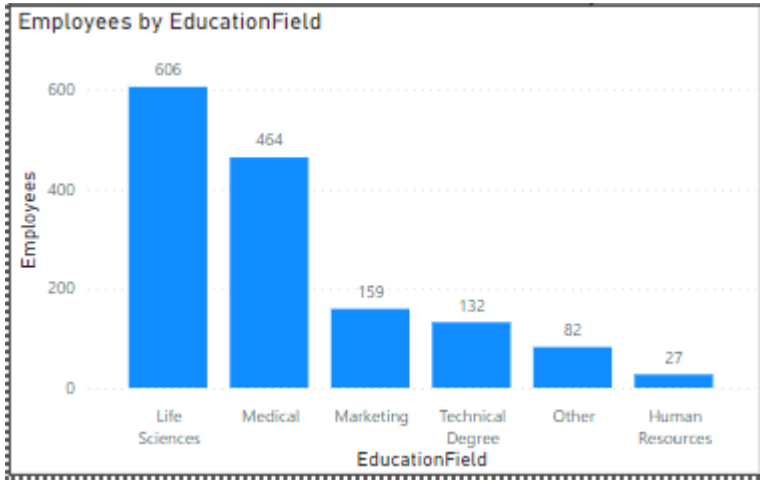


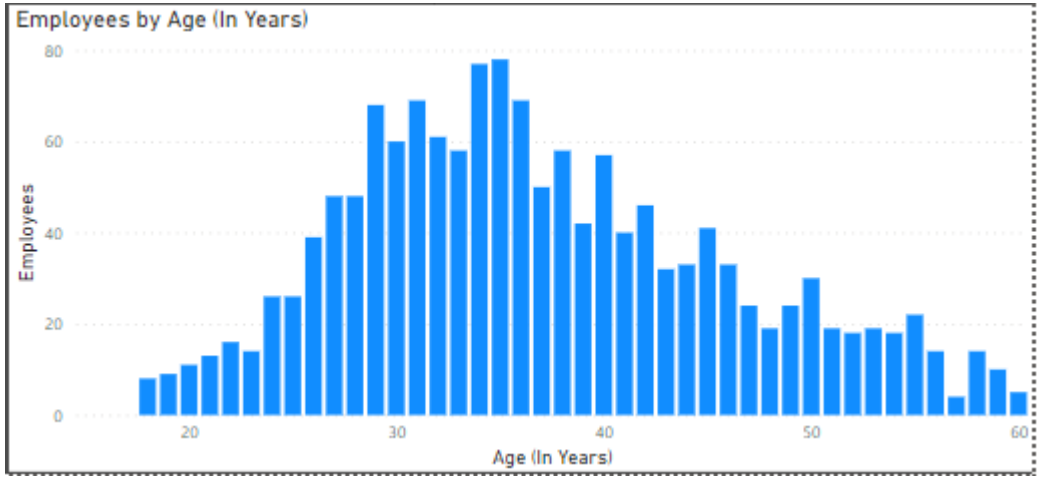




Initial Insights:

- Employees with life sciences educational domain are the highest. Medical background employees are also higher
- Employees from Human resources study domain are the least
- Employees aged between 25-45 have the more number
- Company has more younger workforce than older ones





Employee Attrition

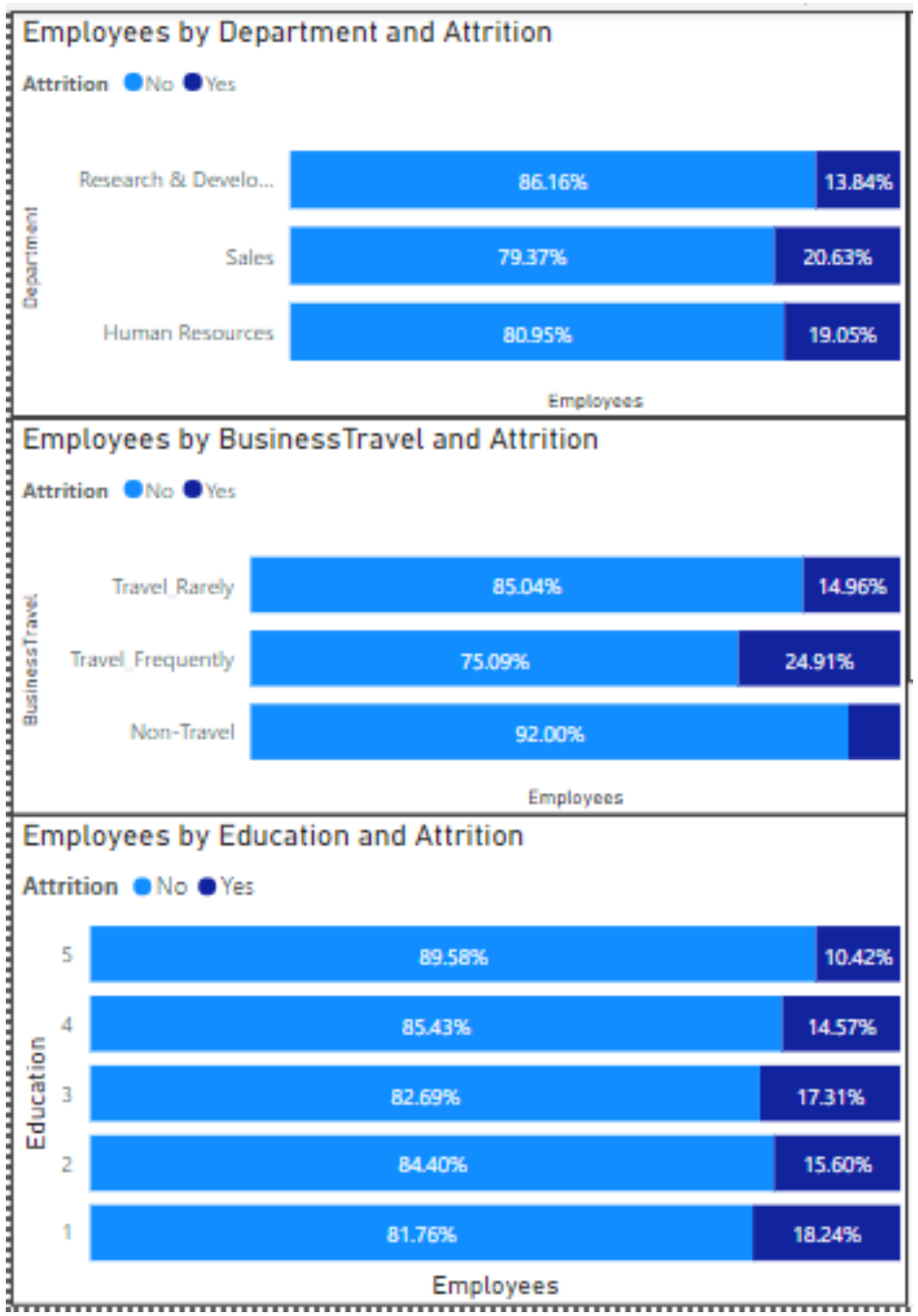
The above dashboard shows the percentage attrition of employees based on age, department, job role, business travel & education level [1(low)-5(high)].

Insights:

- Sales and HR department have seen more attrition. R&D has also seen significant attrition
- Employees who have to frequently travel, have left more than ones who have no travel.
- Lower education level people, 1-Below college, 2-college & 3-Bachelor have left more than higher education level.

Recommendations:

- Sales & HR employees to be given extra attention
- Travel policies and incentives should be revised
- Organizing skill training and career planning sessions for lower education level employees

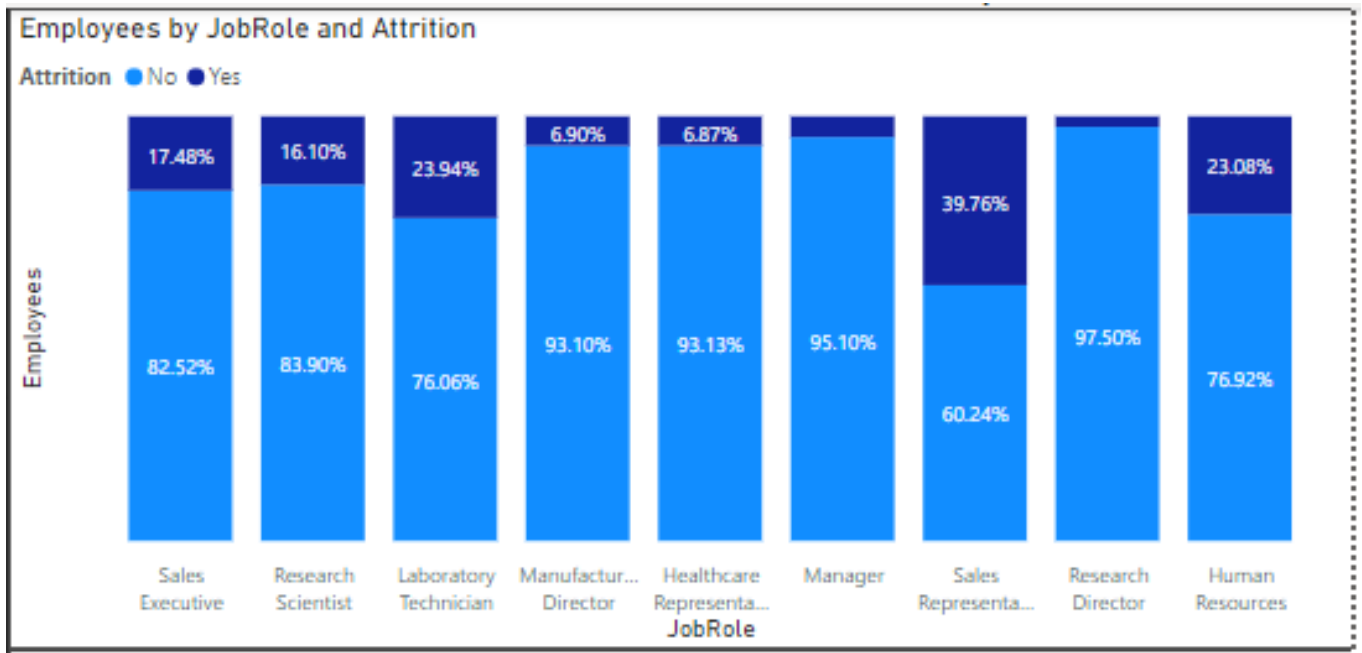


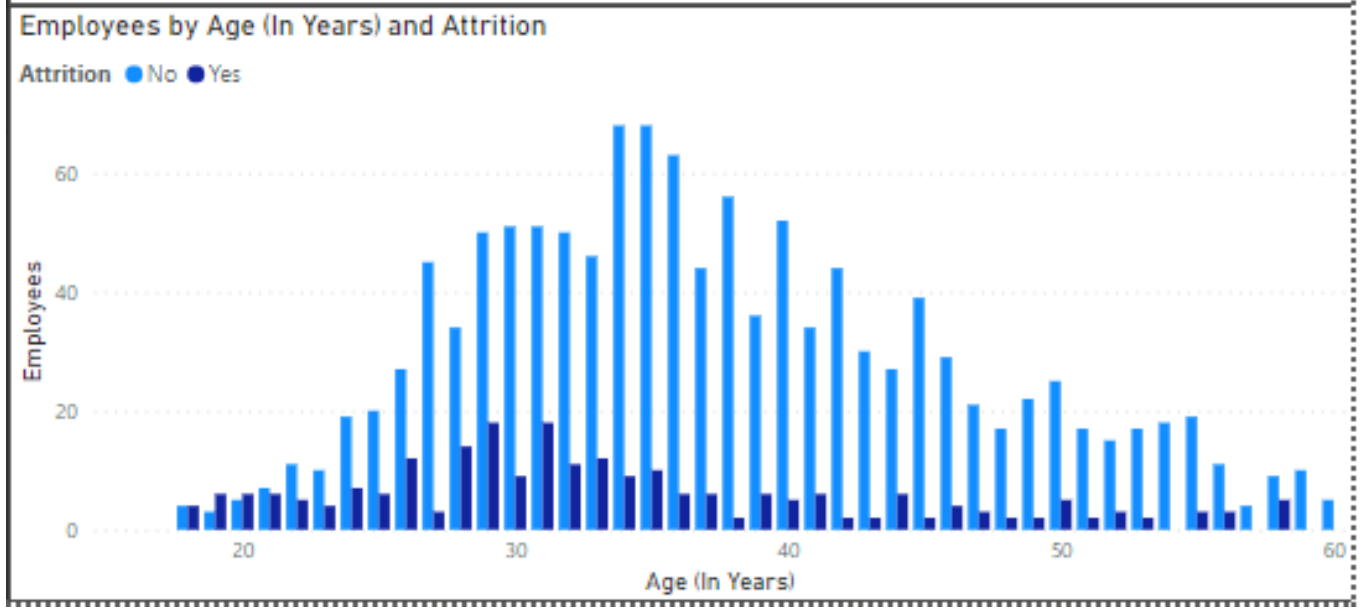
Insights:

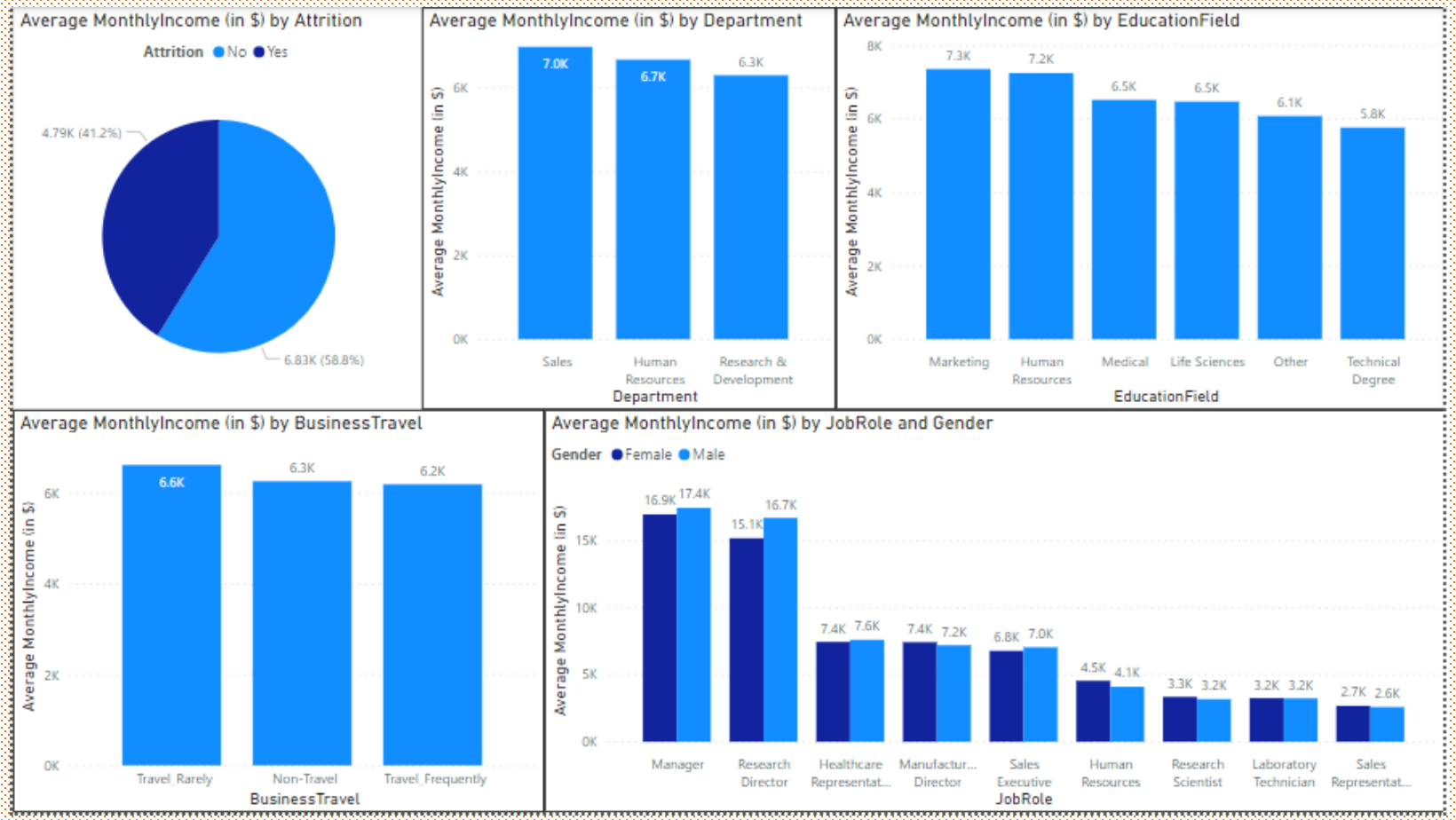
- Research scientist, Lab technician, Sales & HR roles have seen more attrition
- Employees between age group 25-35 leave the organization more often

Recommendations:

- Regular discussions and feedbacks to be taken from the employees at Research, Lab technician, Sales and HR roles
- Younger employees and expectations of younger workforce from the company should be worked upon







Monthly Income

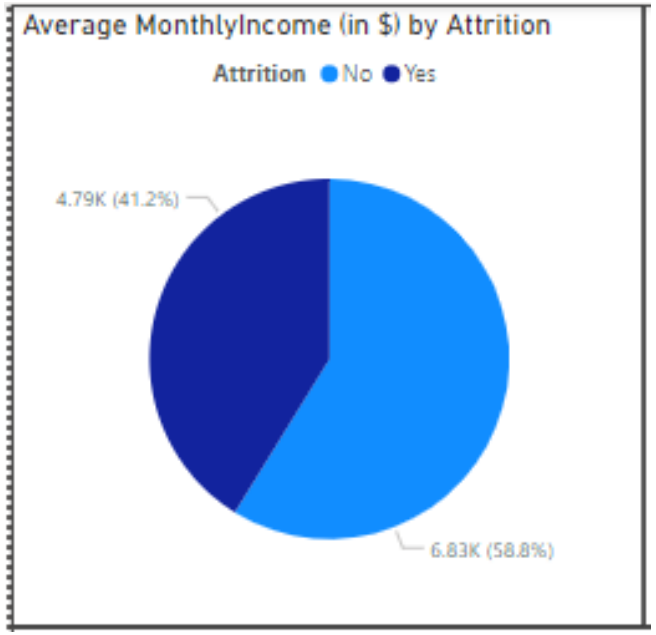
The above dashboard shows the average monthly income of the employees and how it can be one reason for the attrition of employees.

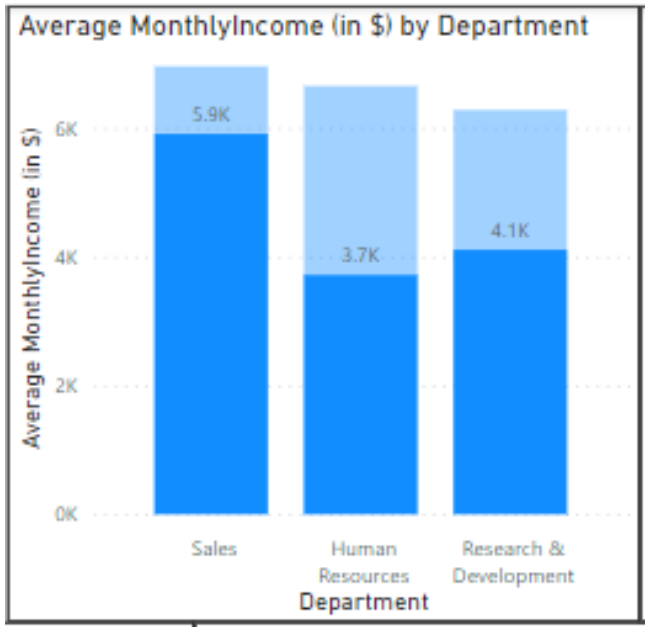
Insights:

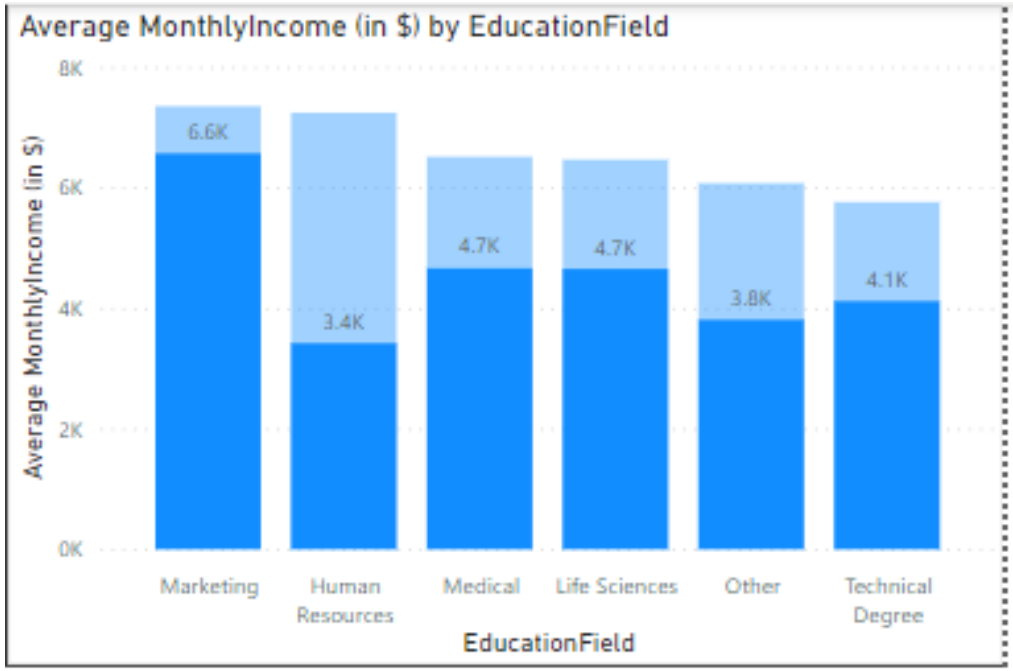
- Average monthly income of employees leaving the organization is lower than the non-leaving ones
- The average monthly income for employees who left in each department is also lower than average income for each department
- The people in HR department and from Human resources education field have the least average income than all other departments and education field respectively

Recommendations:

- Pay revision for HR employees should be done on priority
- Monthly income for people at challenging roles who have tendency of leaving should be revised





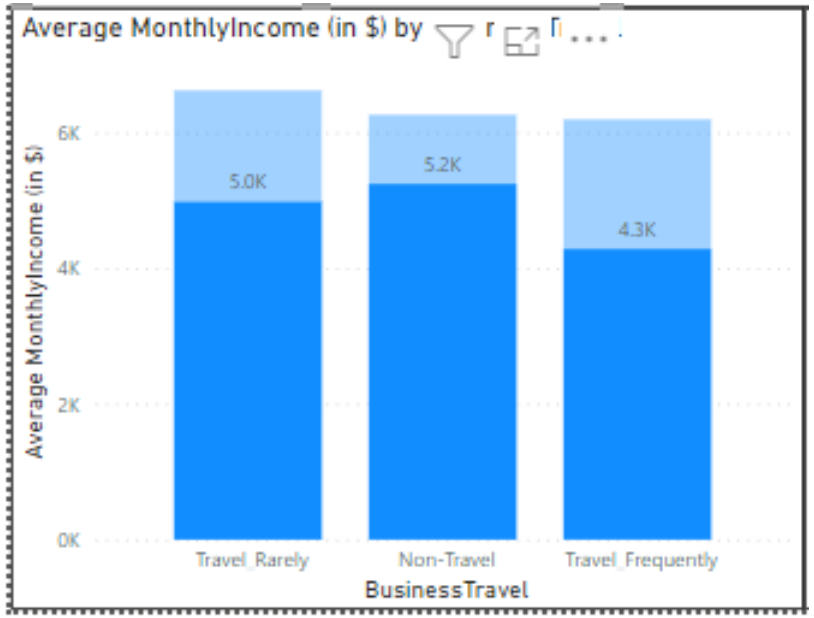


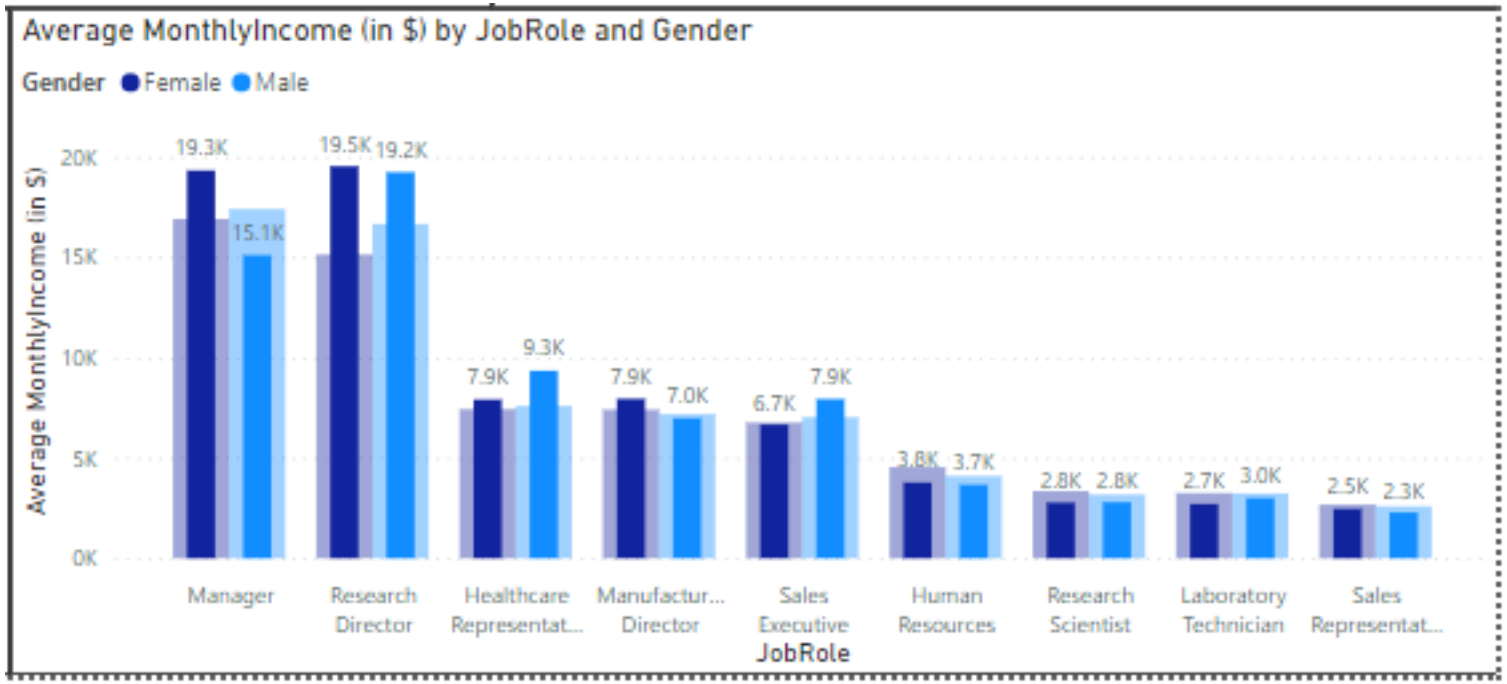
Insights:

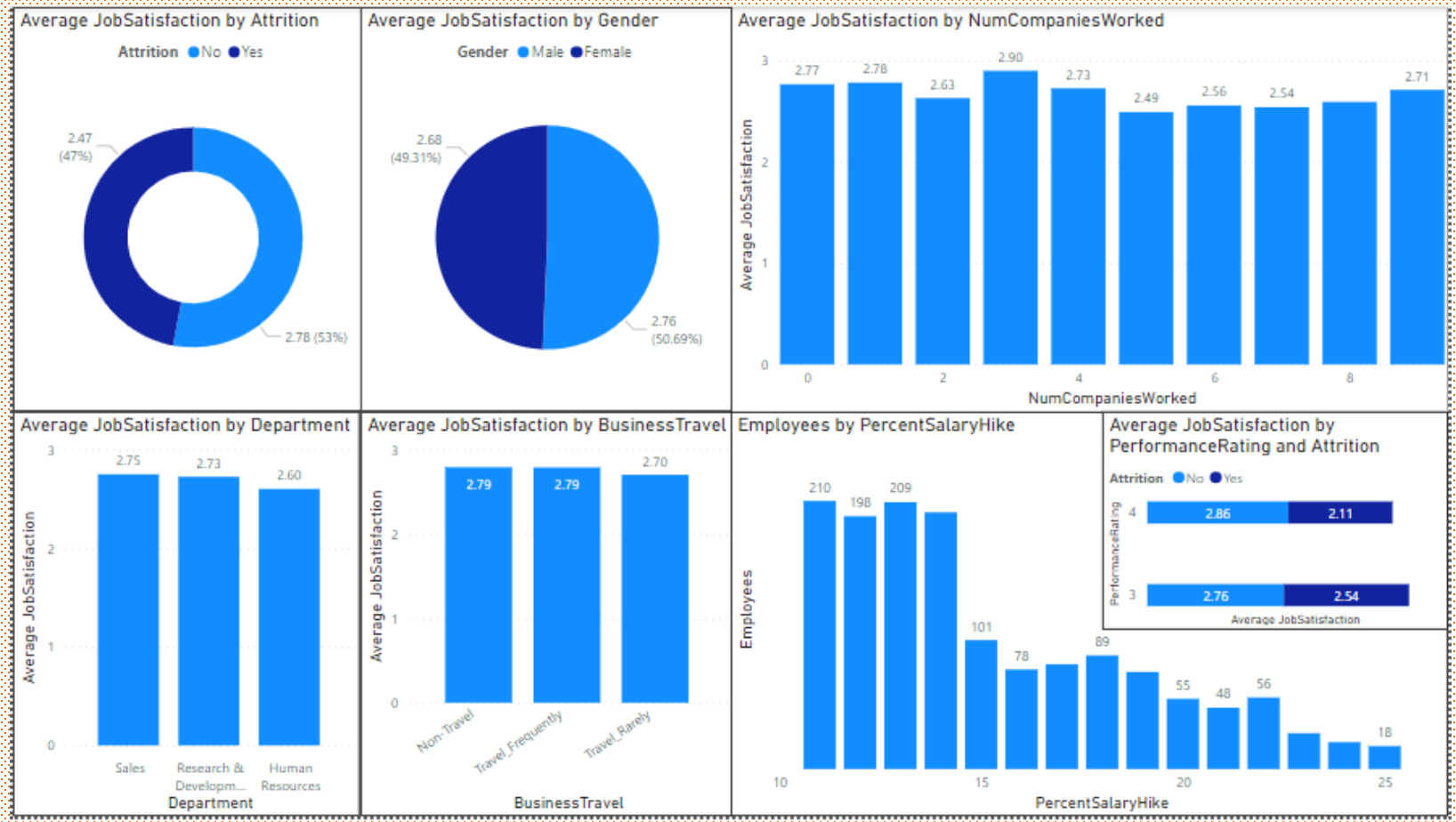
- Average income of those who travel frequently is lesser
- Male employees at various roles have higher monthly income than females
- Females who were Managers, research directors, healthcare representative, Manufacturing director with more income than average for the same roles are the most of employees who left the organization

Recommendations:

- Additional pay for the ones who travel often due to job work should be introduced
- Female employees at higher positions like Manager, Directors etc. should be talked to and their problems to be taken care







Employee Satisfaction

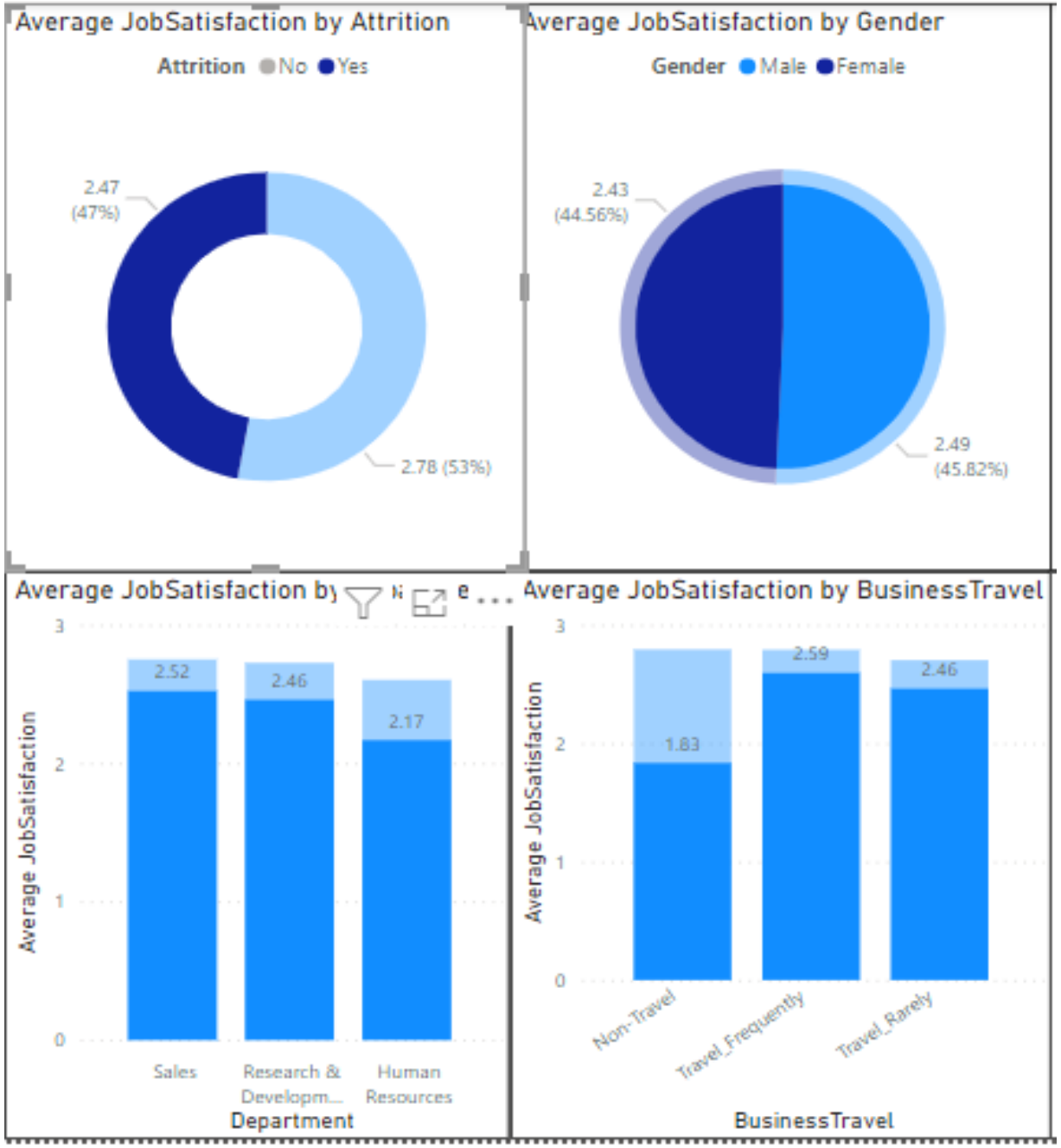
This dashboard shows the average of job satisfaction scores (1-4) of employees based on gender, departments, business travel, no. of companies worked before and salary hike. Attrition based on job satisfaction can also be seen.

Insights:

- Average job satisfaction score is less for employees who have left
- Females are less satisfied with the company job
- Employees left under the Human Resources department are less satisfied and do not find their job and working promising
- Employees with no-travel are not happy

Recommendations:

- Female employees in the company and their feedback about job is to be focused
- Pay perks, working condition, job roles of HR people should be checked and restructured
- Business travel opportunities related to meetings, skill building, cross-culture trainings for employees should be provided

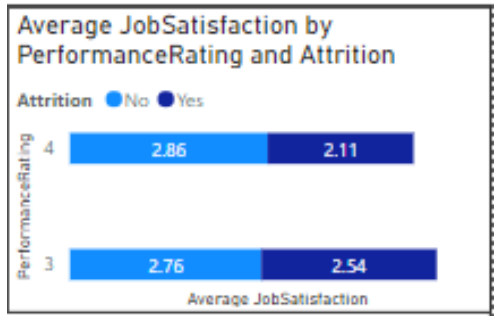


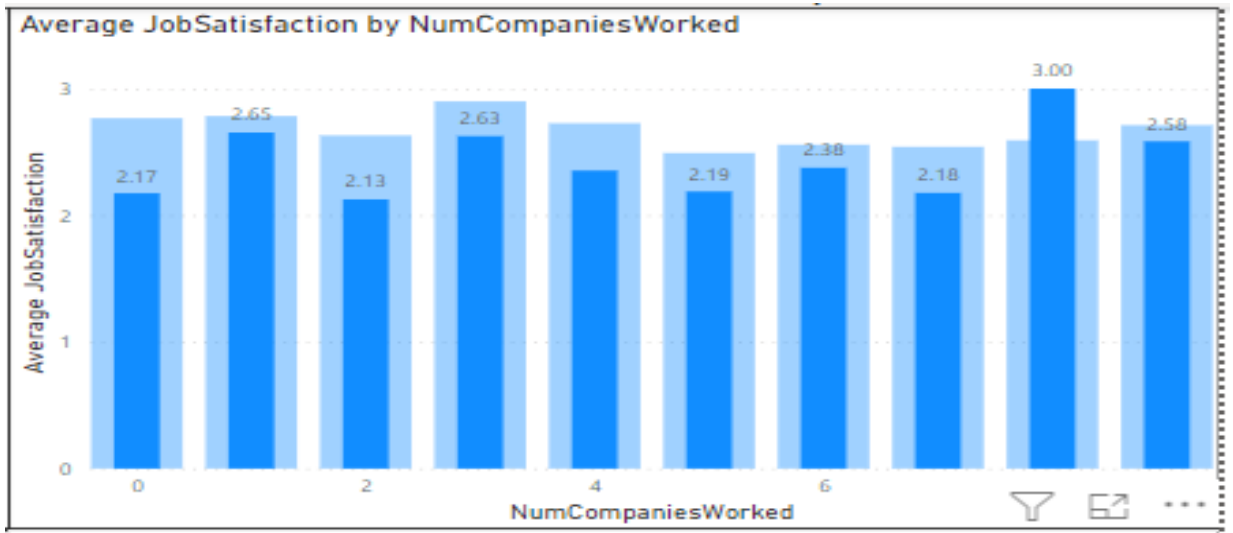
Insights:

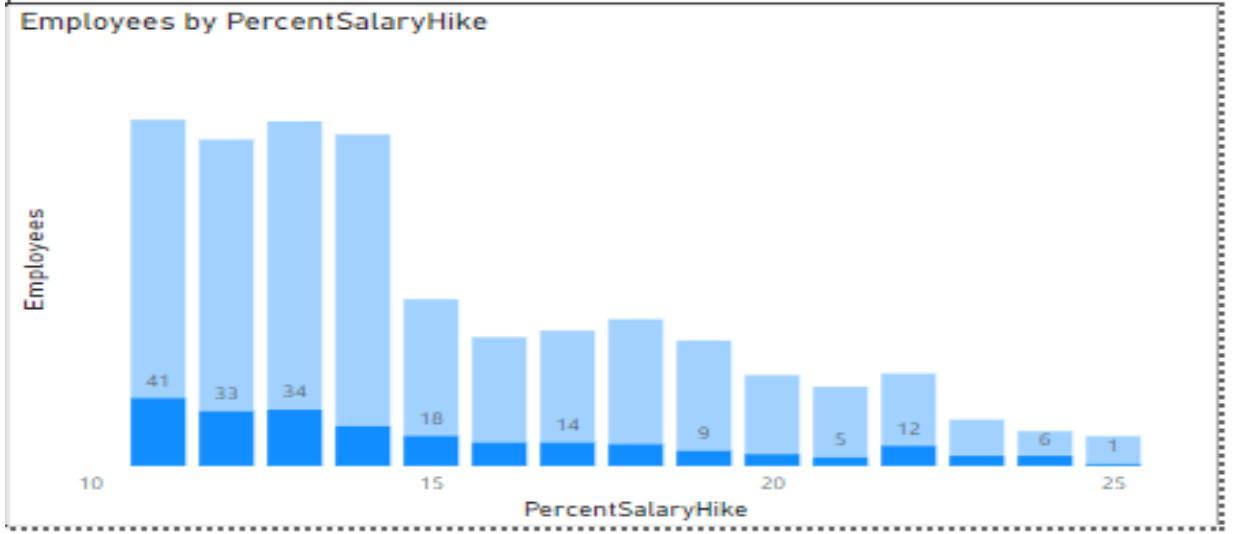
- Employees with higher performance rating 4, have left more as they other companies may have attracted higher performing ones with better pay & roles
- Job satisfaction of employees who do not have frequent switching tendency (0-2 companies), have less satisfaction scores. These people can be more loyal towards the company
- Employees who got less salary hike have left more

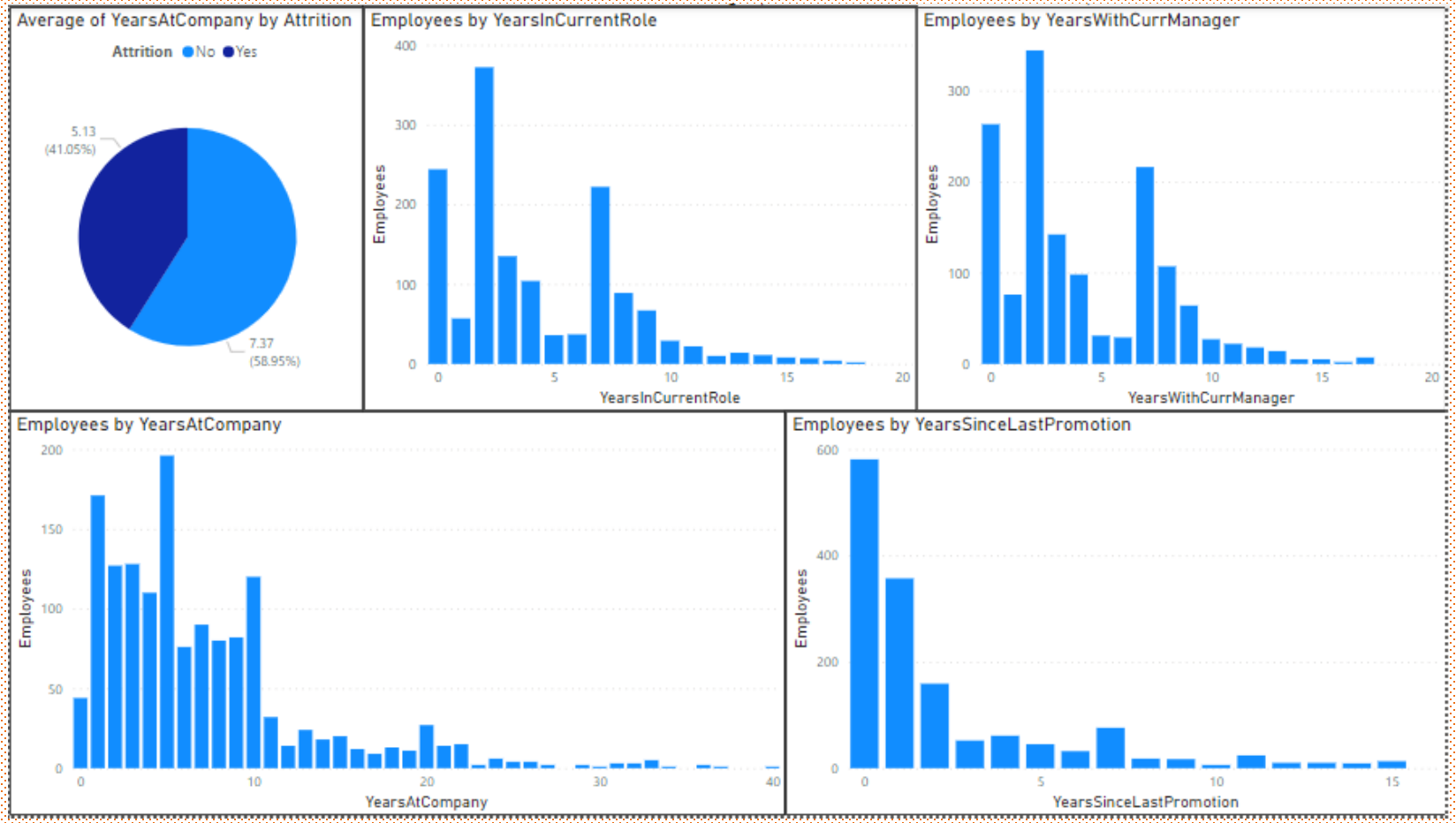
Recommendations:

- Career guidance sessions, time-to-time appreciation and support to be provided to loyal, promising employees
- Higher performing employees to be provided with timely promotions and better pay as per market standards
- Company should provide valid reasons and upliftment plan for employees who got less hike









Working Years Trend

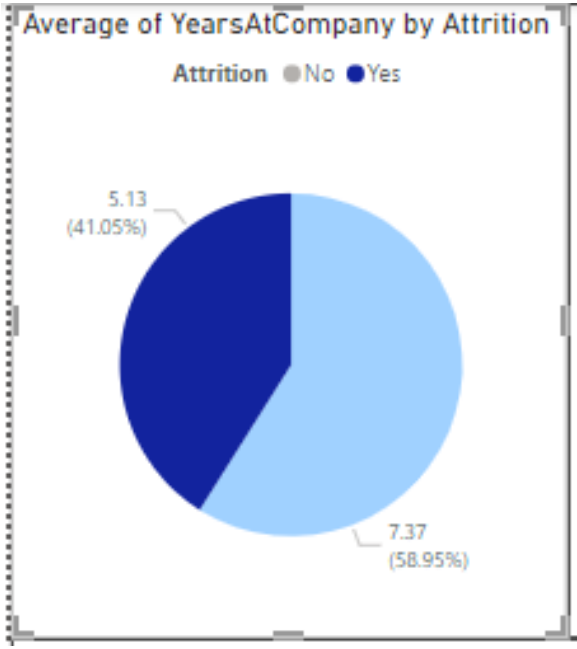
This dashboard shows the trend of working years based on promotion, manager, current role etc. for employees who left the organization or are currently working.

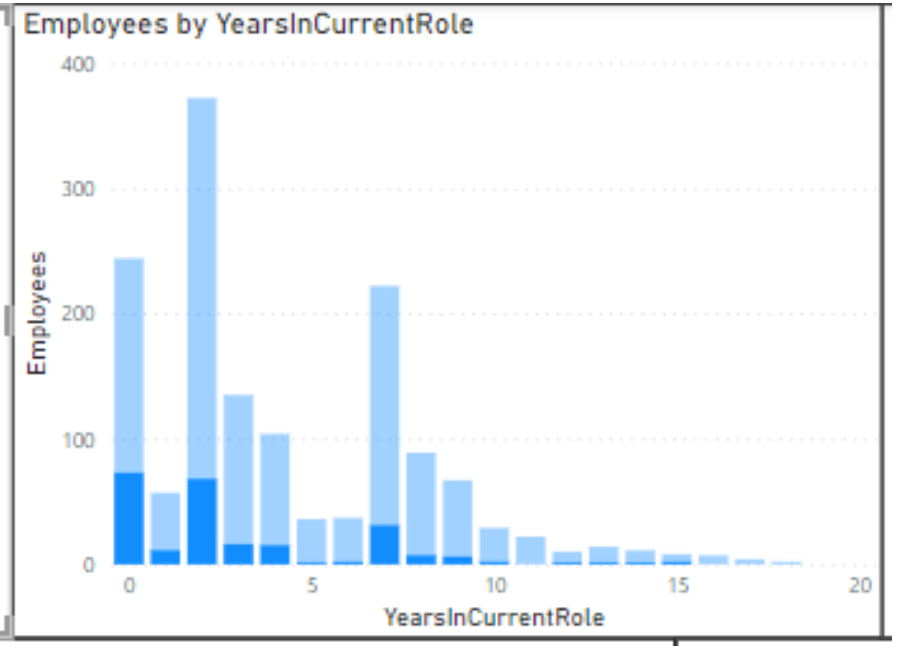
Insights:

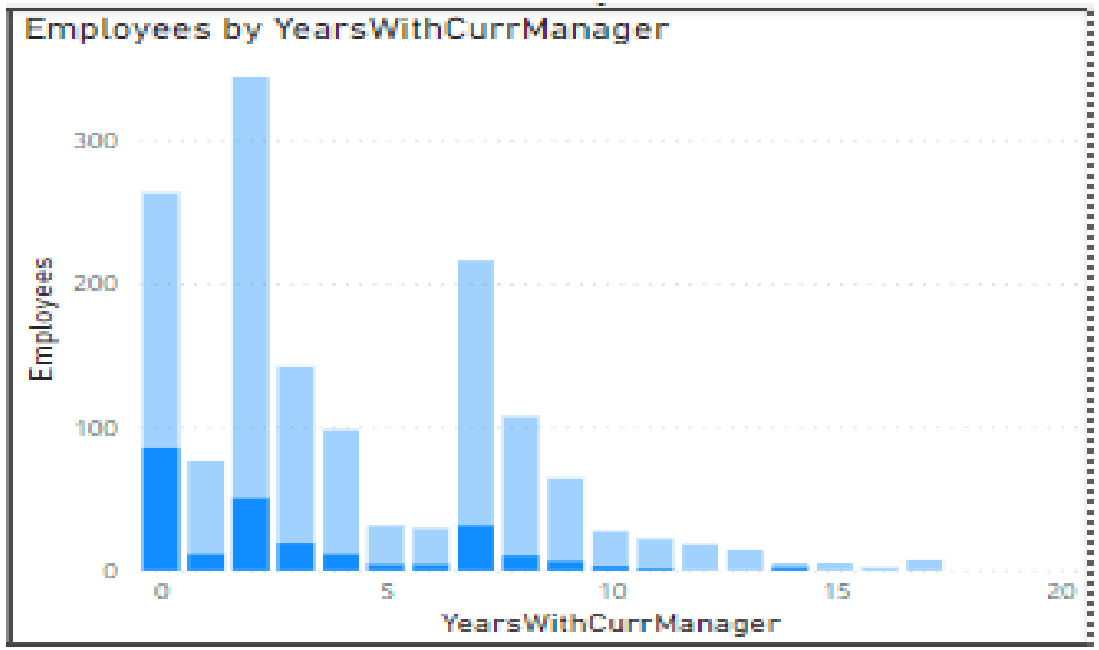
- Employees who left have spent less years on average than existing ones
- Employees who spend less time in present roles tend to move out more and employees working on a short-term role are less cared
- Working long with current managers has built up good relationship with the company as well

Recommendations:

- Long term roles should be allocated to employees based on their expertise
- Managers should monitor the fresh employees and maintain good relationship with employees at short term roles





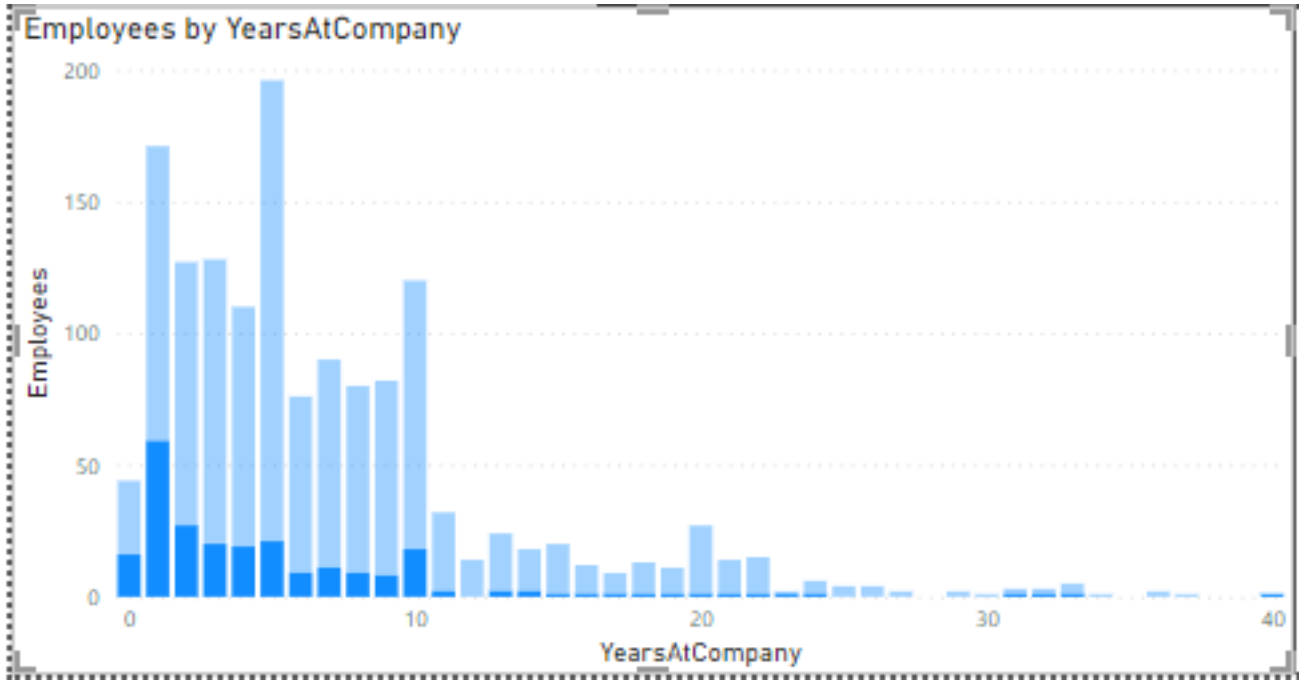


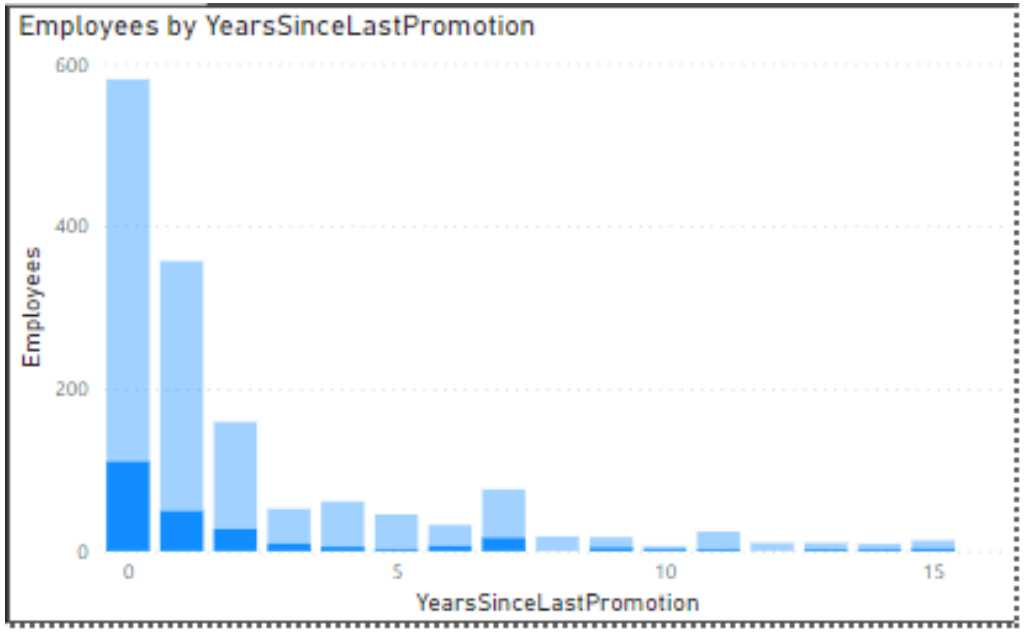
Insights:

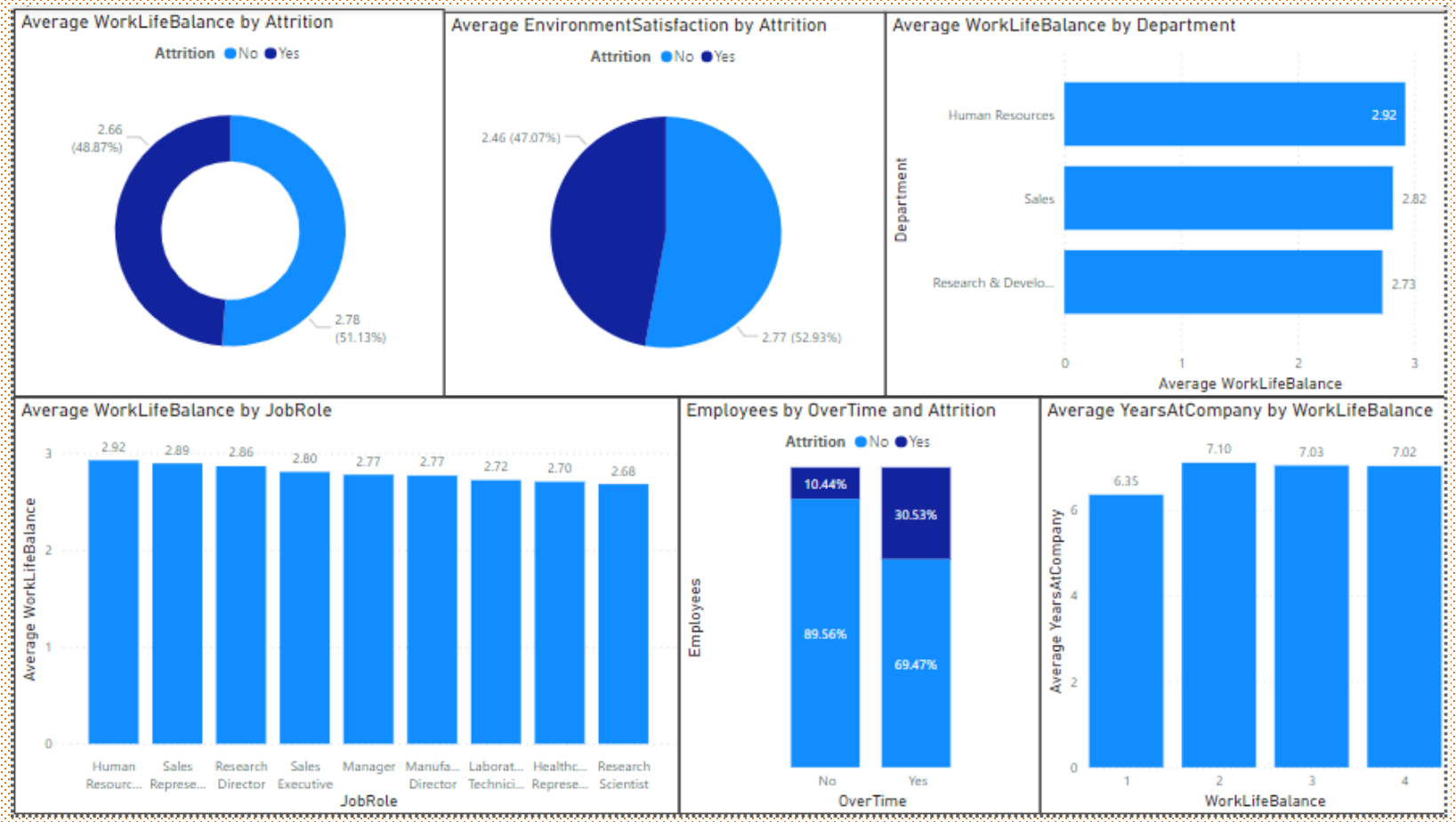
- More employees have joined recently or hired, and many have got early promotions
- Employees stay less with the organization as they leave early and also after getting early promotions
- Employees at initial stage are open to new opportunities and have more switching tendency

Recommendations:

- Recruitment strategy should be checked and hiring of employees based on emotional quotient should be focused
- Some bond or contract should be introduced for fresh hires
- Promoted employees and their expectations should be monitored







Work-life Balance

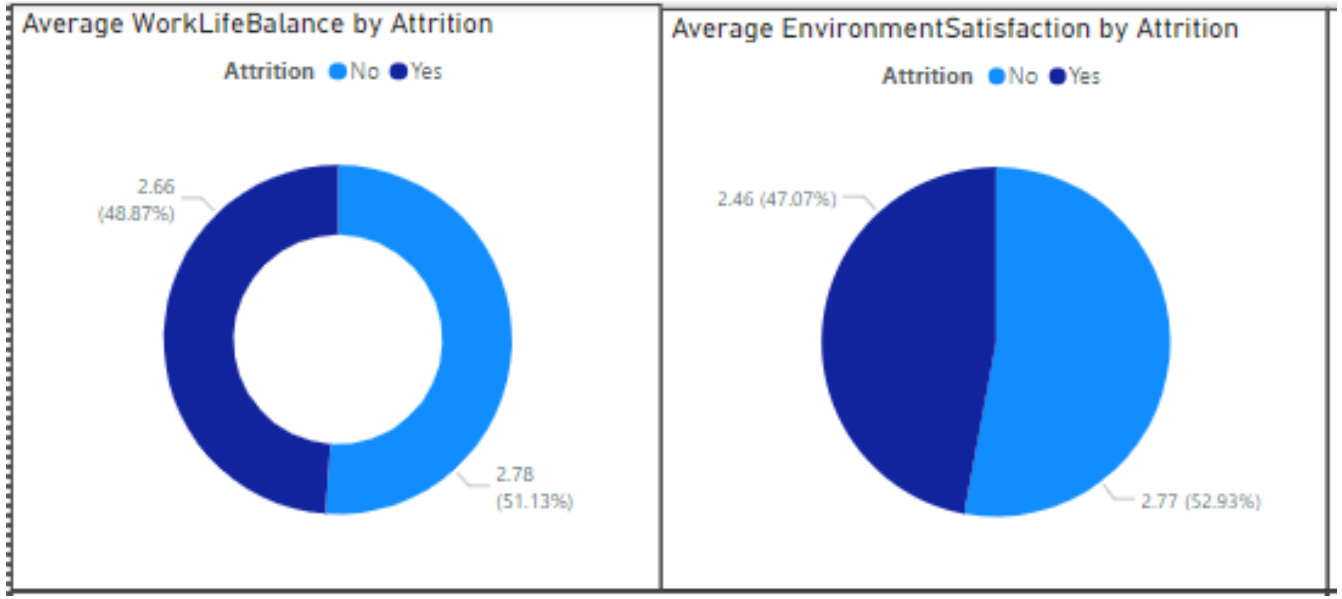
This dashboard shows attrition as a function of the average work life balance and environment satisfaction of employees. Also, employees doing overtime can be seen as reason for attrition.

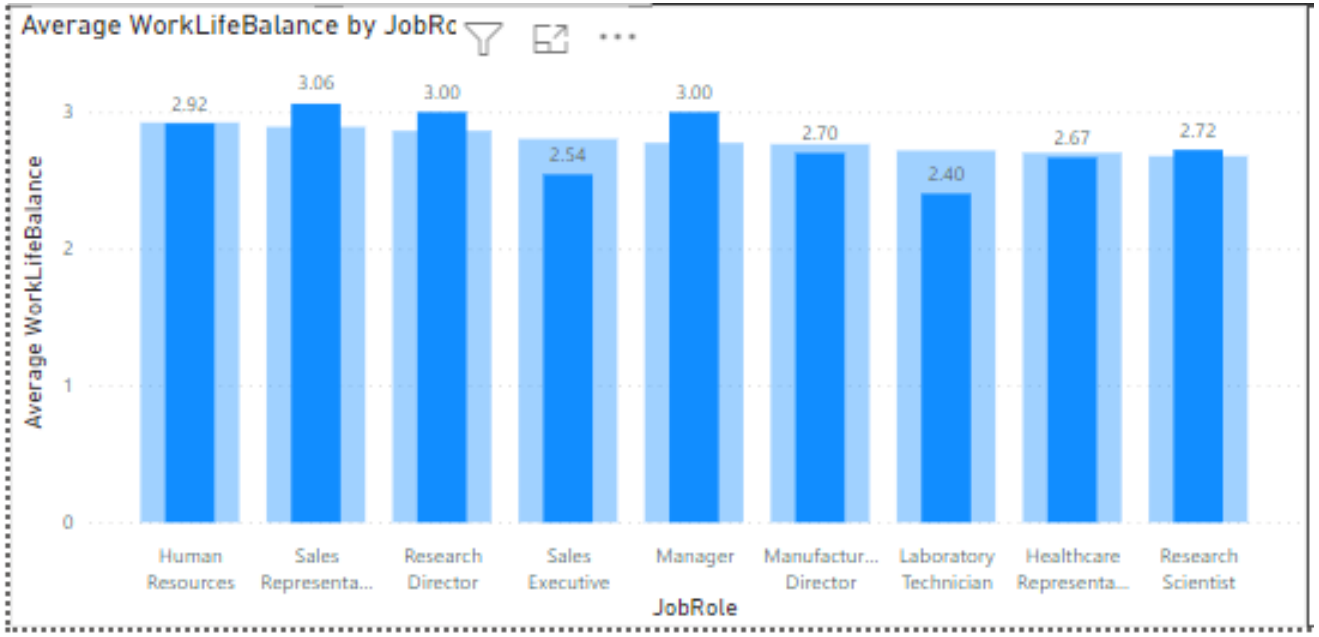
Insights:

- Average work-life balance score is less for employees who left company
- Average environment satisfaction score is also less for employees who left as they did find job environment not favourable
- People who left in Sales executive and Lab technician role reported less work-life balance, have to ofen extend their work hours

Recommendations:

- Work culture in company should be focused, company need to provide timely work-offs and ample time after work hours
- Employees working in challenging roles in Sales and R&D, to have their work hours and shifts redefined



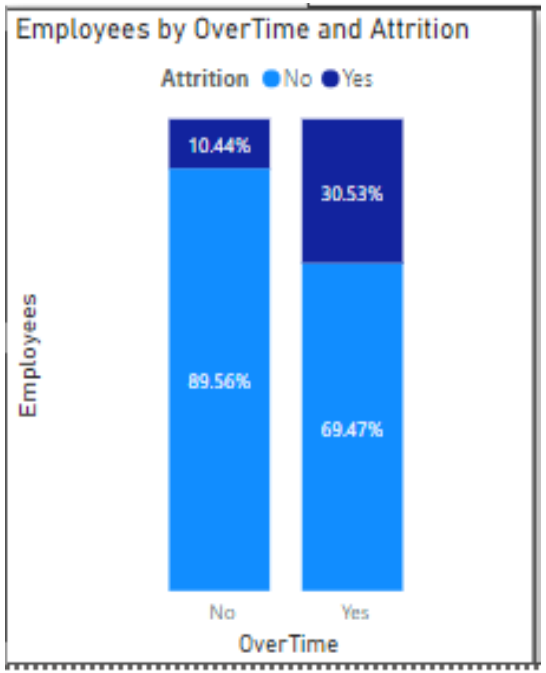


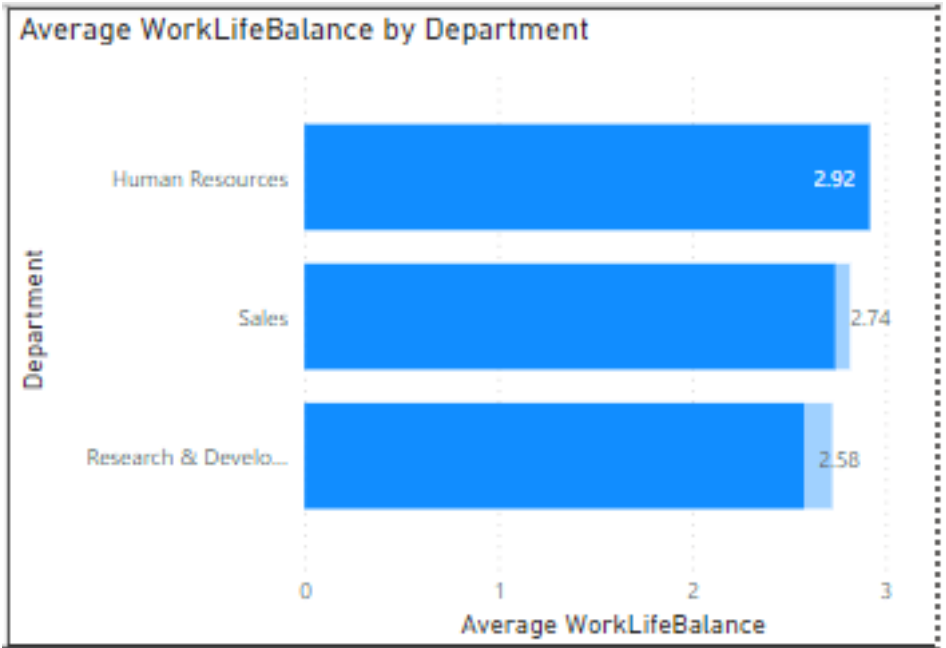
Insights:

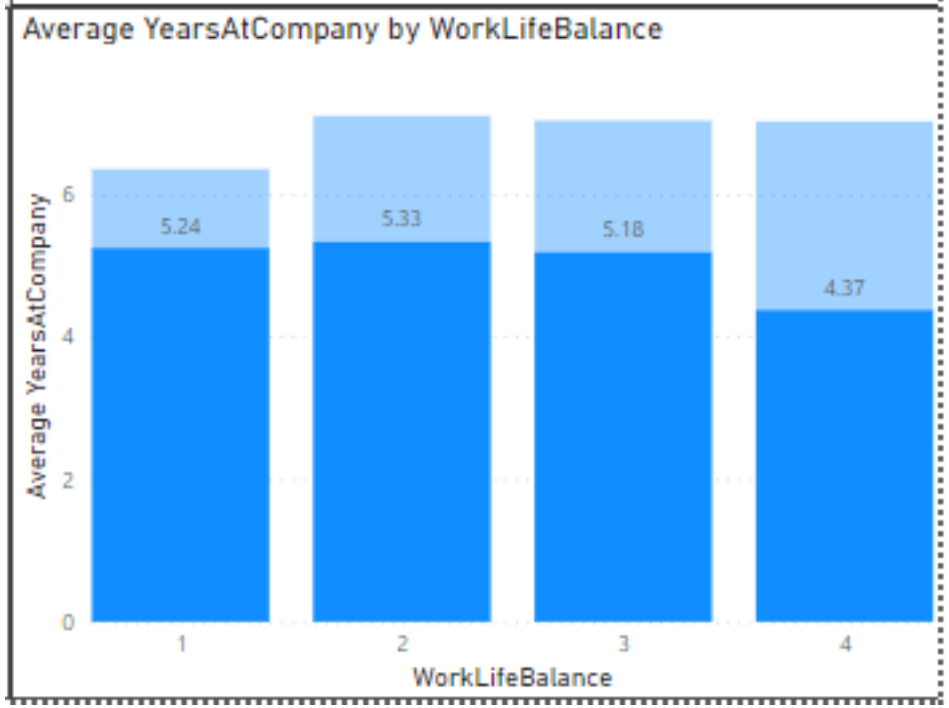
- Employees who do overtime, have left more than the ones who are not doing overtime
- R&D and Sales employees who left had less work-life balance score than average
- Employees who had more time in company have left due to less work-life balance

Recommendations:

- More compensation in terms of money and work-off to be provided to employees doing overtime
- Company should give attention to work-life balance for Sales and R&D employees. Their work hours and shifts should be taken care
- Company should focus on working hours and work environment for employees who are working from long time in company







Thank You…