



Employee Attrition Analysis

Green Destinations

Introduction

- **Green Destinations is a global organization created in the Netherlands to support sustainable destinations, their businesses and their communities.**
- **Green Destinations' core programs, the GD Awards and Certification Program for destinations, the Good Travel Program for businesses and the Top 100 Sustainability Stories are the main pillars of a country-wide stewardship approach that we have developed and piloted in Slovenia, Estonia, Australia, Brazil and Guyana.**
- **However, the management has recently noticed an increase in employees attrition**



Project Brief: Green Destinations

Objective

Green Destinations is a well known travel agency. The HR Director has recently noticed an increase in employees leaving (attrition). She would like to figure out any trends or patterns. She has surveyed the staff of Green Destinations and provided you with the data.

She would like to know what the attrition rate is (% of people who have left).

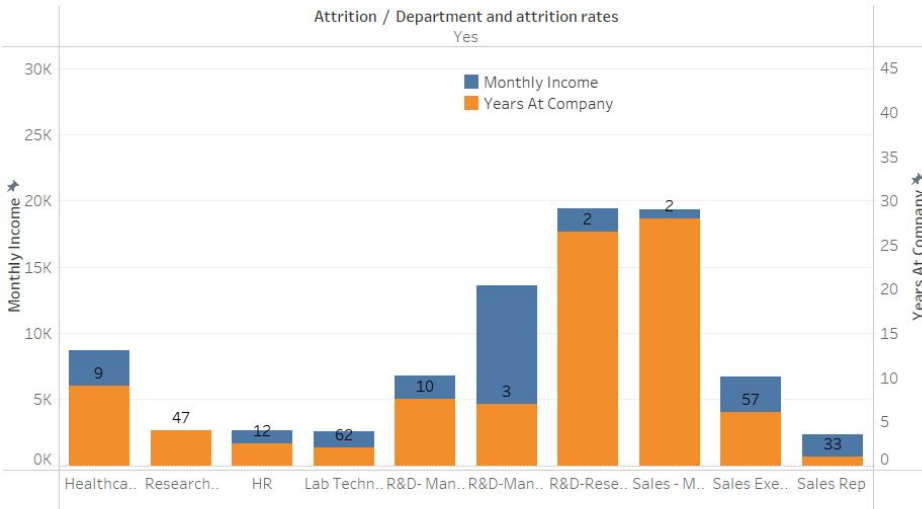
She would also like to know if factors like age, years at the company and income play a part in determining if people will leave or not.

Employee Statistics of the Departments

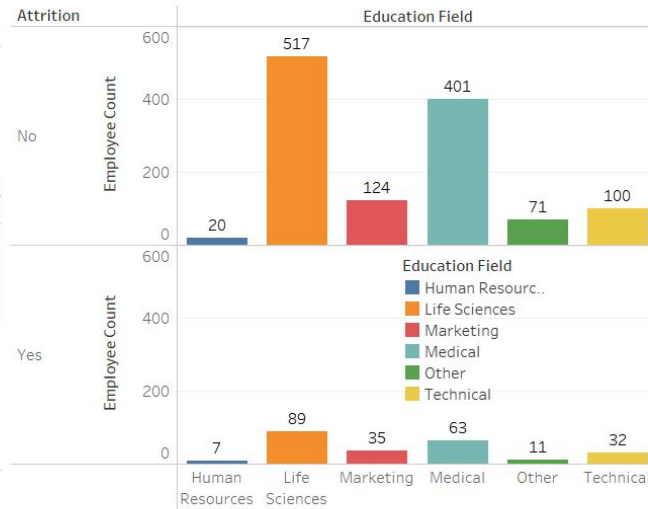
Department	Over Time	Attrition Count	Employee Count	% of Attritions	Avg. Work Life Balance(out of 4)	Avg. Job Satisfaction
Human Resources	No	7.0	46.0	15.2	2.9	2.6
	Yes	5.0	17.0	29.4	2.9	2.6
Sales	No	44.0	318.0	13.8	2.8	2.7
	Yes	48.0	128.0	37.5	2.8	2.9
Research & Development	No	59.0	690.0	8.6	2.7	2.7
	Yes	74.0	271.0	27.3	2.7	2.7

HR Data : Total Employees : 1,470 | Avg. Job Satisfaction : 2.7

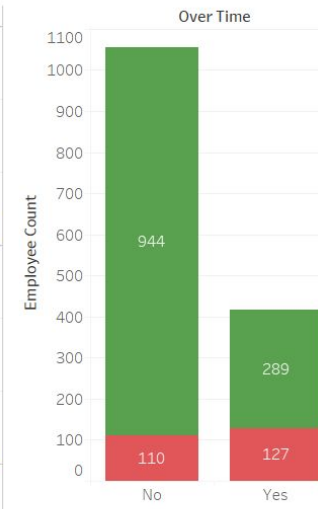
Attrition by Monthly Income and Years at Company



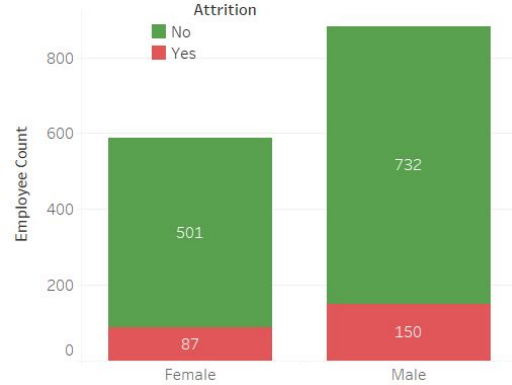
Attrition based on employees education



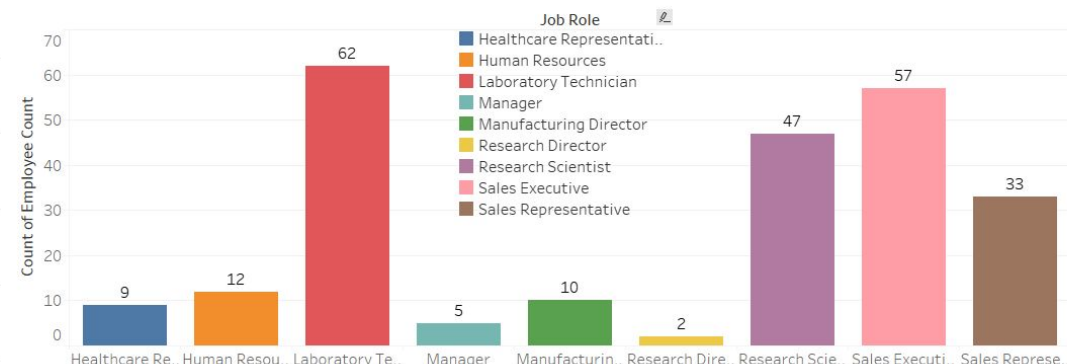
Attrition and overtime



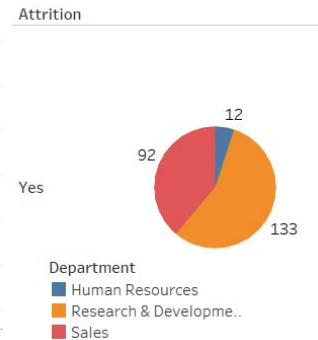
Gender based attrition



Attrition based on job roles



Department wise attrition..



Insights of the Analysis



1. Employee Demographics:

- a. **Total Number of Employees :** The company maintains a workforce consisting of 1,470 employees.
- b. **Attrition percentage :** Attrition rates vary across departments, with the highest in Sales and the lowest in Research and Development.

2. Job Statistics:

- a. **Job Satisfaction:** With an average rating of 2.7, there is room for improving the workplace culture and enhancing employee morale.
- b. **Overtime :** Although overtime is frequently cited as a significant contributor to attrition, its effect in this specific situation is relatively modest.
- c. **Work-Life Balance :** The average work-life balance rating of 2.8 indicates that potential issues such as irregular working hours and inflexibility may be contributing to the attrition rates.

3. Recommendations for improvement:

- a. **Encourage open communication and transparency among team members.**
- b. **Provide in-house or sponsored career development programs that include mentorship and training sessions.**
- c. **Support work-life integration through flexible scheduling options.**



THANK YOU