

# Employee Attrition Analysis at Green Destinations

## Introduction

This report presents a data-driven analysis of employee attrition at Green Destinations. It aims to uncover patterns and factors contributing to employee turnover using various visual and statistical techniques.

## Dataset Overview

The dataset comprises **1,470 employee records** across **35 columns**, providing a comprehensive snapshot of employee profiles and organizational factors at Green Destinations. Each row represents a unique employee, while the columns include a mix of demographic details, job-related characteristics, satisfaction levels, and attrition status.

The key categories covered include:

**Demographics:** Age, Gender, Marital Status, Education, Education Field, Distance from Home

**Job Details:** Department, Job Role, Job Level, Business Travel, Monthly Income, Hourly Rate, Daily Rate, Stock Option Level

**Satisfaction & Engagement:** Job Satisfaction, Environment Satisfaction, Relationship Satisfaction, Work-Life Balance, Job Involvement

**Performance & Tenure:** Performance Rating, Years at Company, Years in Current Role, Years with Current Manager, Years Since Last Promotion, Total Working Years

**Other Attributes:** OverTime status, Number of Companies Worked, Training Times Last Year, Standard Hours, Percent Salary Hike, Attrition

## Attrition Rate

Total Employees: 1470

Employees Who Left: 237

Employees Who Stayed: 1233

Attrition Rate: 16.12%

## Index

Age Distribution by Attrition

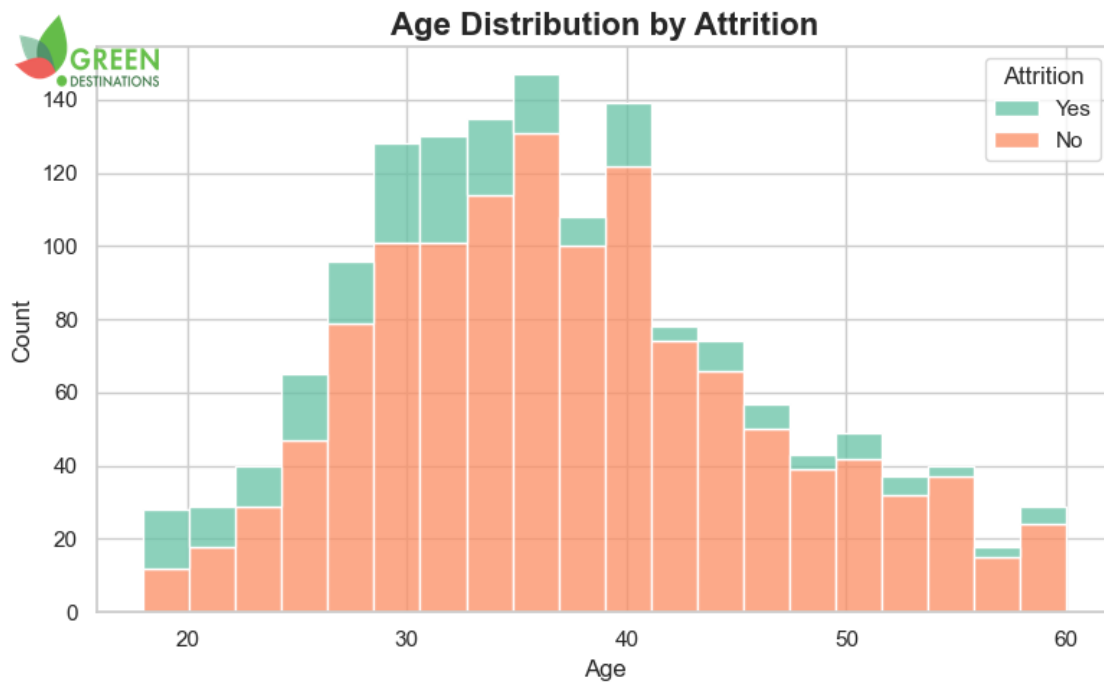
Monthly Income Distribution by Attrition

Years at Company by Attrition

Conclusion

Recommendations

## Age Distribution by Attrition



### Insight: Income and Attrition Correlation

Lower-income employees tend to leave more frequently, which may indicate dissatisfaction with compensation, limited financial growth opportunities, or a sense of being undervalued within the organization.

In contrast, higher-income employees are more likely to remain with the company. This may be attributed to greater job satisfaction, access to enhanced benefits, or occupying senior-level roles that provide increased stability and long-term career incentives.

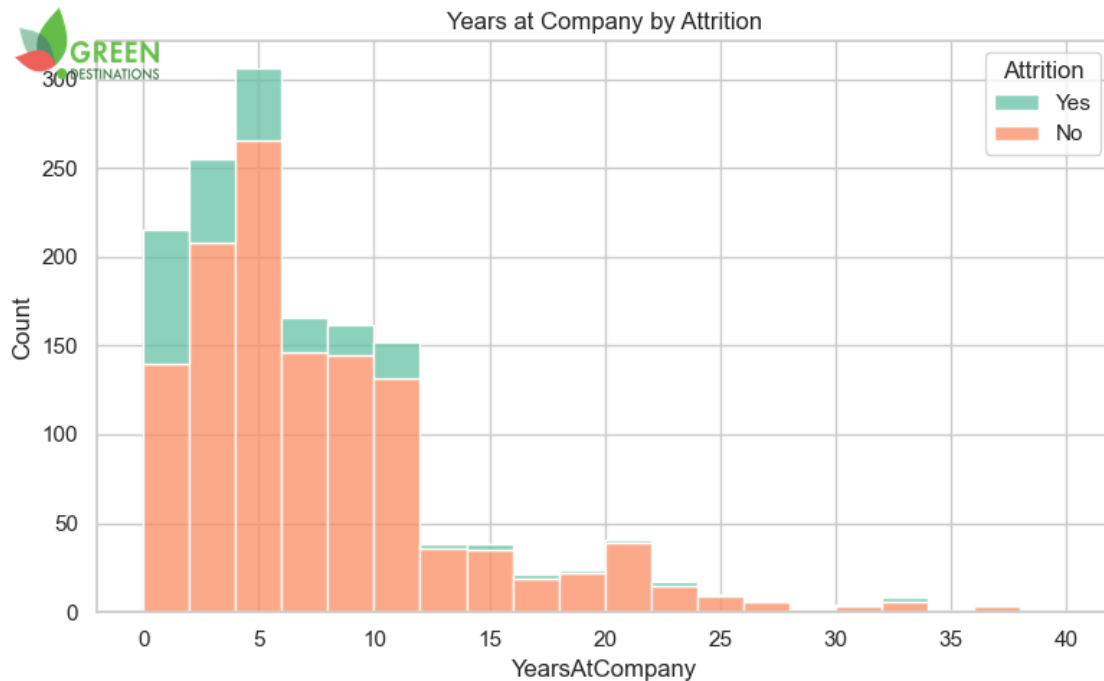
## Monthly Income Distribution by Attrition



### Insight: Income and Attrition Correlation

- **Lower-income employees tend to leave more frequently**, which may indicate dissatisfaction with compensation, limited financial growth opportunities, or undervaluation in their roles.
- **Higher-income employees are more likely to stay**, possibly due to greater job satisfaction, enhanced benefits, or higher-level positions that offer stability and long-term incentives.

## Years at Company by Attrition



### Key Insight: Early vs. Long-Term Attrition

- **Early attrition is a clear issue** — many employees decide to leave within their first few years, possibly due to unmet expectations, lack of engagement, or career mismatch.
- **Longer-tenured employees appear more stable**, indicating higher satisfaction levels or stronger organizational loyalty built over time.

### Recommendations

To reduce early attrition, Green Destinations should consider implementing the following HR strategies:

- Strengthening onboarding and mentorship programs
- Setting realistic job previews during the hiring process
- Providing early career development opportunities
- Conducting incremental salary reviews
- Offering performance-based bonuses
- Establishing transparent growth pathways
- Focusing retention efforts on younger employees, especially through improved onboarding, structured career planning, and flexible work options