

# HR ANALYTICS

## People Charm's



# Insights

**Total Number of Employees:** 14999

**Employees Who left/ in Notice period:** 3517

**No. of Employees Leaving from Each Department**

DEPARTMENTS	Left	Total	Percentage of Left
sales	<b>1014</b>	4140	24.4%
technical	<b>697</b>	2720	25.6%
support	<b>555</b>	2229	24.8%
IT	<b>273</b>	1227	22.2%
hr	<b>215</b>	739	29%
accounting	<b>204</b>	767	26.5%
marketing	<b>203</b>	858	23.6%
Product Manager	<b>198</b>	902	21.9%
R and D	<b>121</b>	787	15.3%
management	<b>91</b>	630	14.4%

## Sales:

- satisfactory level: - 0.44
- **salaries** of employees whose serving Notice Period/left
  - 697 -low
  - 303 -medium
  - 14 -high
- most of the people are getting low salary
- 287 were not promoted out of 288 though they served 5 years
- 1007 employees are having 0.71 average evaluation with 3773 projects combine
- 25 employees faced work accident and not yet promoted with 5 years of experience with low salary with 0.56 evaluation
- 207 employees were getting low salary though they have served 5 years with 0.7+ evaluation score
- 1014 Employees who are leaving average number of projects is more 3.7 and 3126 Employees still in company have 3.7

## Technical:

- satisfactory level: - 0.4
- most of the ppl are getting medium and low salary
- working more than 8 hours a day
- out of 697, 694 are not yet promoted only 3 were promoted though they served 5 years
- 694 average last evaluation is 0.73 who are leaving and no promotion from past 5 years
- with 2813 projects.
- 22 employees faced work accident and not yet promoted with 5 years of experience with low salary with 0.71 evaluation
- 100 employees were getting low salary though they have served 5 years with 0.7+ evaluation score
- 697 Employees who are leaving average number of projects is more 4.0 and 2023 Employees still in company have 3.8
- Average monthly hours who are leaving is 214.18 but for non-leaving 198.4

## Support:

- Satisfactory level: 0.45
- **Salary**
  - 389 low
  - 158 medium
  - 8 high
- Out of 555 only 3 were promoted though they have served 5 years
- And they have average evaluation of 0.73 but still not promoted
- But those 3 employees who are promoted they have average evaluation is about 0.52
- Total number of project of employees who are leaving is 2139
- 21 employees faced work accident and not yet promoted with 5 years of experience with low salary with 0.83 evaluation
- 111 employees were getting low salary though they have served 5 years with 0.7+ evaluation score
- 555 Employees who are leaving average number of projects is more 3.8 and 1674 Employees still in company have 3.7

## IT:

- Salary:
  - 97 medium
  - 172 low
  - 4 high
- Satisfaction level: 0.41
- Out of 273 only 3 were promoted though they served 5 years who left with evaluation score is 0.73 on an average

- But those promoted 3 employees average evaluation score is 0.48
- 78 out of 78 are not yet promoted though they served 5 years
- 270 average last evaluation is 0.73 who are leaving and no promotion from past 5 years with 1093 projects.
- 06 employees faced work accident and not yet promoted with 5 years of experience with low salary with 0.83 evaluation
- 52 employees were getting low salary though they have served 5 years with 0.7+ evaluation score
- 273 Employees who are leaving average number of projects is more 4.0 and 954 Employees still in company have 3.7
- Average monthly hours who are leaving is 213 but for non-leaving 198

## Hr:

- Salary:
  - 97 low
  - 117 medium
  - 6 high
- Satisfaction level: 0.43
- Out of 215, 0 were promoted though they served 5 years who left with evaluation score is 0.67 on an average
- 49 out of 49 are not yet promoted though they served 5 years
- 215 average last evaluation is 0.67 who are leaving and no promotion from past 5 years with 761 projects.
- 04 employees faced work accident and not yet promoted with 5 years of experience with low salary with 0.52 evaluation
- 23 employees were getting low salary though they have served 5 years with 0.7+ evaluation score
- 215 Employees who are leaving average number of projects is more 3.5 and 524 Employees still in company have 3.7

## Accounting:

- Salary:
  - 99 low
  - 100 medium
  - 5 high
- Satisfaction level: 0.40
- Out of 204, 0 were promoted though they served 5 years who left with evaluation score is 0.69 on an average

- 48 out of 48 are not yet promoted though they served 5 years
- 204 average last evaluation is 0.69 who are leaving and no promotion from past 5 years with 790 projects.
- 2 employees faced work accident and not yet promoted with 5 years of experience with low salary with 0.90 evaluation
- 19 employees were getting low salary though they have served 5 years with 0.7+ evaluation score
- 204 Employees who are leaving average number of projects is more 3.8 and 563 Employees still in company have 3.8
- Average monthly hours who are leaving is 207 but for non-leaving 199

## Marketing:

- Salary:
  - 126 low
  - 68 medium
  - 9 high
- Satisfaction level: 0.45
- Out of 203, 0 were promoted though they served 5 years who left with evaluation score is 0.69 on an average
- 59 out of 59 are not yet promoted though they served 5 years
- 203 average last evaluation is 0.69 who are leaving and no promotion from past 5 years with 727 projects.
- 4 employees faced work accident and not yet promoted with 5 years of experience with low salary with 0.78 evaluation
- 36 employees were getting low salary though they have served 5 years with 0.7+ evaluation score
- 203 Employees who are leaving average number of projects is more 3.5 and 655 Employees still in company have 3.7

## Product Manager:

- Salary:
  - 105 low
  - 87 medium
  - 6 high
- Satisfaction level: 0.48
- Out of 198, 0 were promoted though they served 5 years who left with evaluation score is 0.72 on an average
- 69 out of 69 are not yet promoted though they served 5 years
- 198 average last evaluation is 0.69 who are leaving and no promotion from past 5 years with 762 projects.

- 4 employees faced work accident and not yet promoted with 5 years of experience with low salary with 0.47 evaluation
- 40 employees were getting low salary though they have served 5 years with 0.7+ evaluation score
- 198 Employees who are leaving average number of projects is more 3.8 and 704 Employees still in company have 3.7
- Average monthly hours who are leaving is 207 but for non-leaving 197

## R and D:

- Salary:
  - 55 low
  - 62 medium
  - 4 high
- Satisfaction level: 0.48
- Out of 121, 0 were promoted though they served 5 years who left with evaluation score is 0.74 on an average
- 44 out of 44 are not yet promoted though they served 5 years
- 121 average last evaluation is 0.74 who are leaving and no promotion from past 5 years with 487 projects.
- 5 employees faced work accident and not yet promoted with 5 years of experience with low salary with 0.68 evaluation
- 22 employees were getting low salary though they have served 5 years with 0.7+ evaluation score
- 121 Employees who are leaving average number of projects is more 4.02 and 666 Employees still in company have 3.8
- Average monthly hours who are leaving is 210 but for non-leaving 198

## Management:

- Salary:
  - 59 low
  - 31 medium
  - 1 high
- Satisfaction level: 0.42
- Out of 88 only 3 were promoted though they served 5 years who left with evaluation score is 0.73 on an average
- But those promoted 3 employees average evaluation score is 0.59
- 18 out of 18 are not yet promoted though they served 5 years
- 88 average last evaluation is 0.74 who are leaving and no promotion from past 5 years with 365 projects.
- 3 employees faced work accident and not yet promoted with 5 years of experience with low salary with 0.71 evaluation
- 13 employees were getting low salary though they have served 5 years with 0.7+ evaluation score



# CONCLUSION

## Reasons for Employee Attrition:

- 1. Lack of Promotions:**
  - a. Many employees with five years of service were not promoted.
  - b. Limited career advancement opportunities can demotivate employees.
- 2. Salary Discrepancies:**
  - a. Majority of departing employees receive low or medium salaries.
  - b. Dissatisfaction with compensation can lead to attrition.
- 3. Work-Life Balance:**
  - a. Long working hours without balance can cause burnout and dissatisfaction.
  - b. Almost all departments exceed the threshold of 45 hours per week
- 4. Stagnation and Lack of Growth:**
  - a. Leaving employees have higher evaluation scores but no promotions.
  - b. Lack of growth opportunities and professional development contribute to attrition.
- 5. Project Engagement:**
  - a. Departing employees handle more projects than those who stay.
  - b. Heavy workload or desire for new challenges may drive attrition.
- 6. Impact of Work Accidents:**
  - a. Employees who experience work accidents and lack promotions are more likely to leave.
  - b. Workplace safety concerns affect attrition rates.
- 7. Overall, Job Satisfaction:**
  - a. Satisfactory levels range from 0.4 to 0.48 across departments.
  - b. Improvements in creating a positive work environment are needed.

## Conclusion:

To reduce employee attrition, the company should focus on the following strategies:

- **Transparent Promotion Policies:**
  - Clearly communicate promotion criteria and opportunities for growth.
- **Salary Structure Review:**
  - Regularly assess and adjust salaries to ensure fairness and competitiveness.
- **Work-Life Balance:**
  - Promote flexible working hours and prioritize employee well-being.
- **Professional Development:**
  - Provide training and skill development opportunities to prevent stagnation.
- **Project Distribution:**
  - Balance workload and support employees to avoid overwhelming projects.
- **Workplace Safety:**
  - Enhance safety measures and address employee concerns regarding accidents.
- **Job Satisfaction Enhancement:**
  - Act on employee feedback to create a positive work environment.



By implementing these strategies, the company can increase employee satisfaction, reduce turnover, and foster a productive work environment that promotes employee retention and engagement.