ATTRITION ANALYSIS

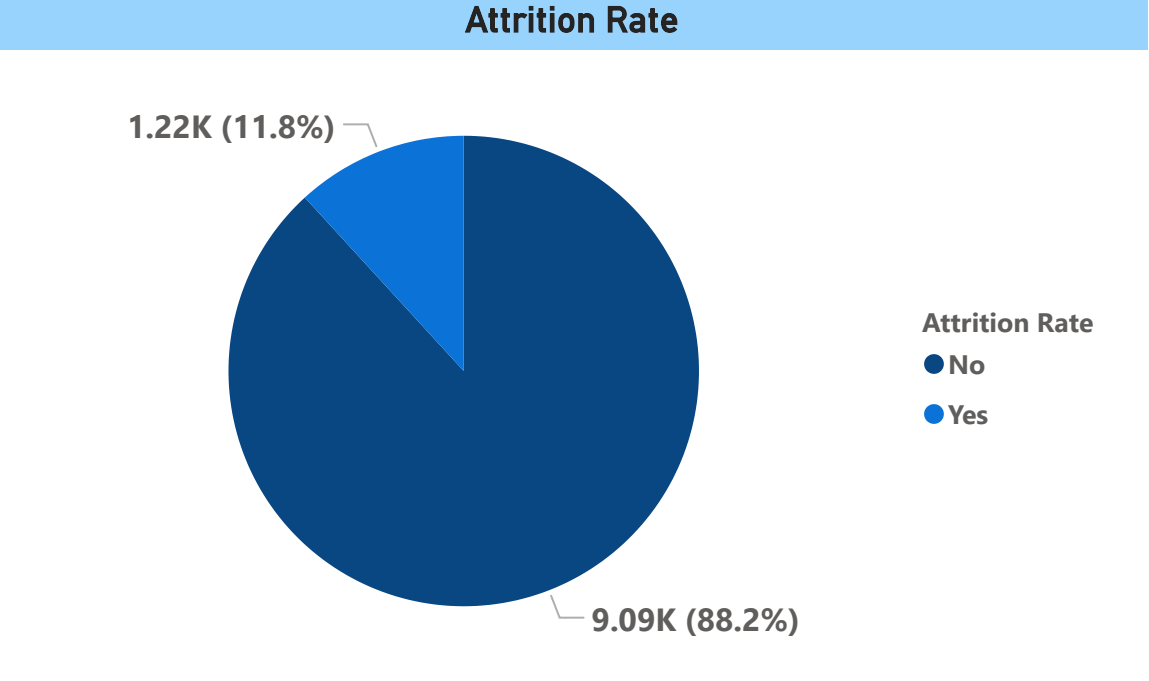## Department by Attrition

1470

Count of Employee...

Department ⌄

- Human Resources
- Research & Development
- Sales

Attrition ●No ●Yes

Department	Yes	No	Total
Sales Executive	57	269	326
Research Scientist	47	245	292
Laboratory Tech...	62	197	259
Manufacturing D...		135	145
Healthcare Repr...		122	131
Manager		97	102
Sales Representa...	33	50	83
Research Director		78	80
Human Resources		40	52

0   100   200   300

Attrition Rate

1.22K (11.8%)

9.09K (88.2%)

Attrition Rate
●No
●Yes
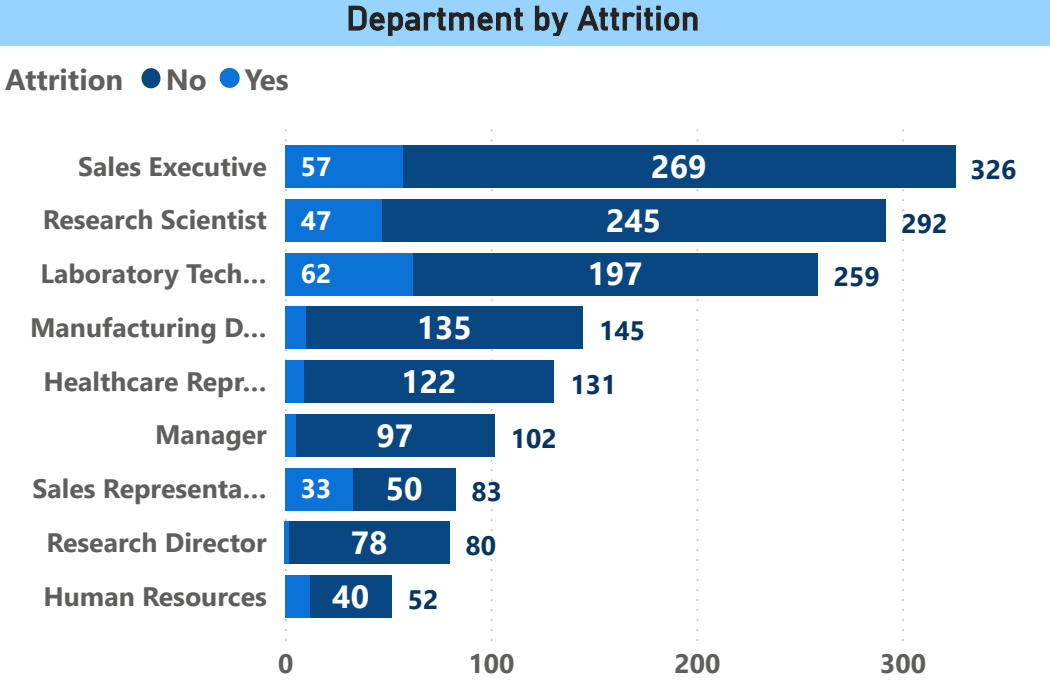
Age by JobLevel and Attrition Rate

Attrition ●No ●Yes

JobLevel	Yes	No
1	31	39
2	26	39
3	20	34
4	5	25
5	5	21
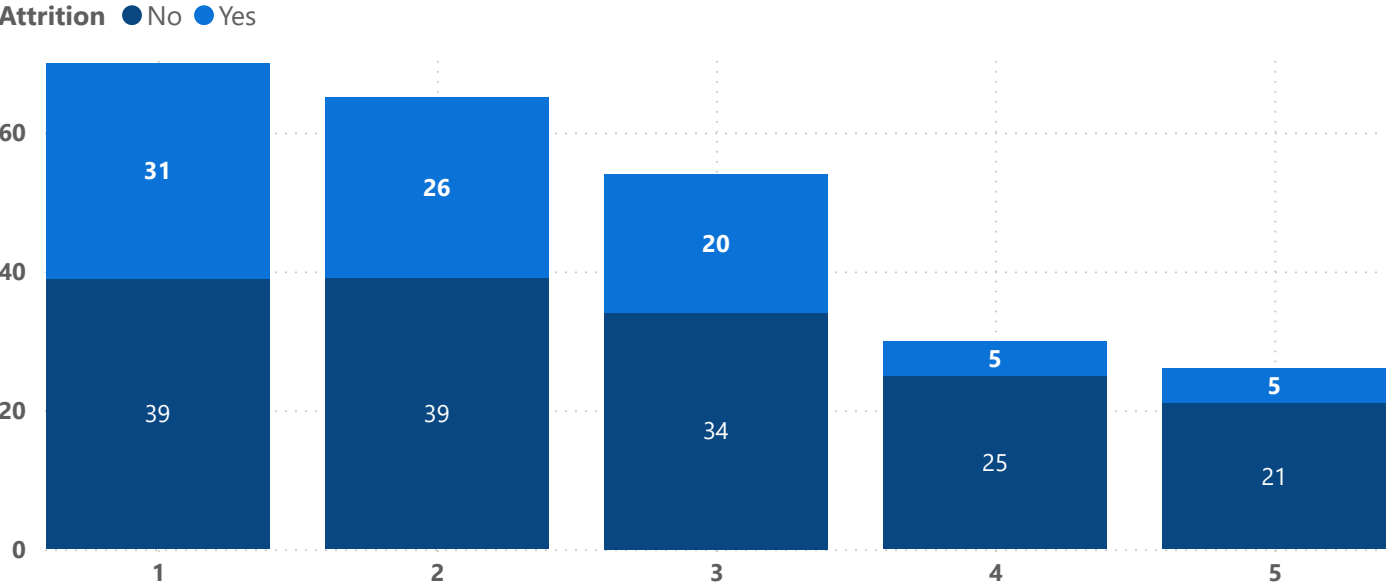
PerformanceRating Due To PercentSalaryHike

●Count of PerformanceRating ●Sum of PercentSalaryHike

22.36K

20K

10K

0.00K

0K
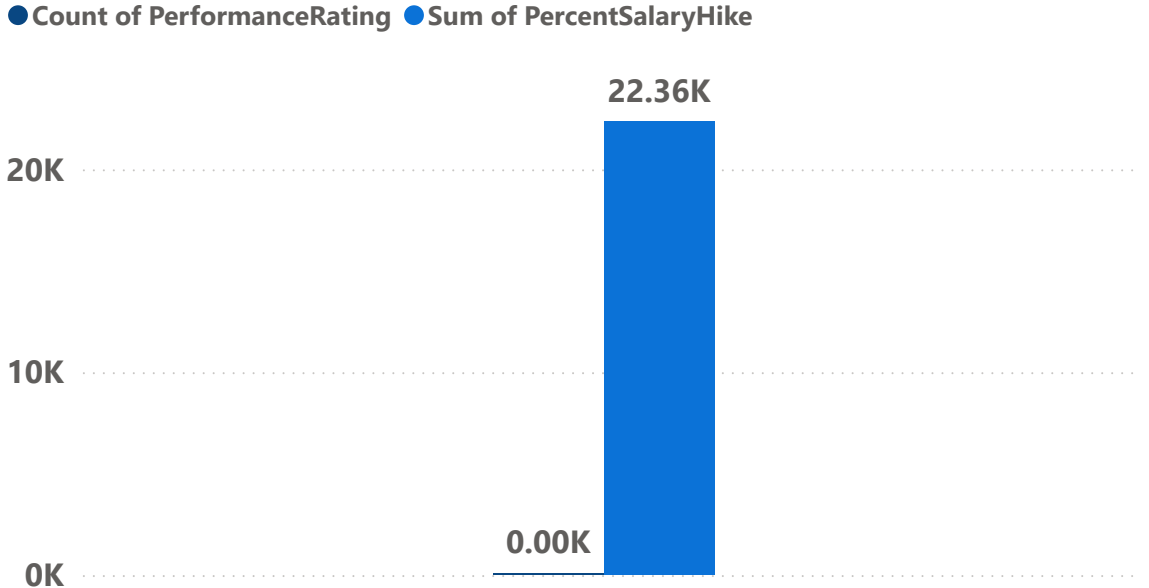
ATTRITION ANALYSIS

YearsWithCurrManager by Department and Attrition

Attrition ● No ● Yes

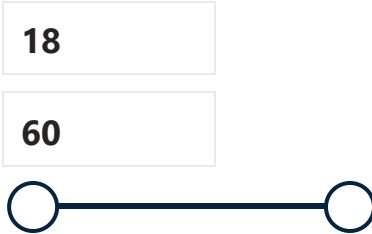| Department	Value
Research & De... (No)	18
Research & De... (Yes)	11
Sales (No)	17
Sales (Yes)	12
Human Resour... (No)	10
Human Resour... (Yes)	4
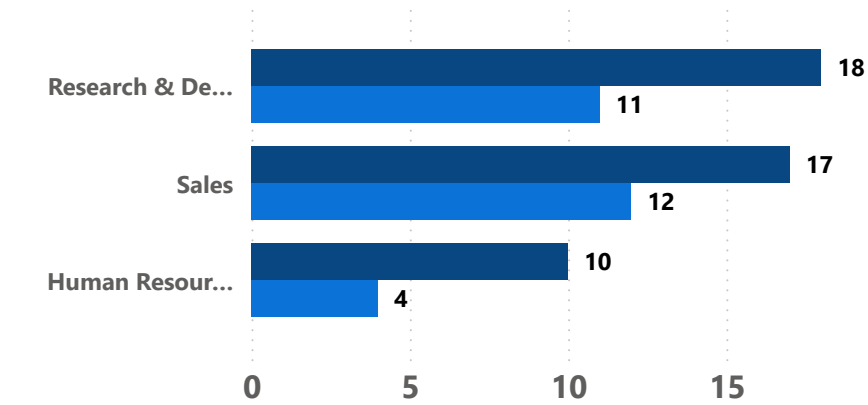
EnvironmentSatisfaction by JobRole and Attrition

Attrition ● No ● Yes

JobRole	Yes	No
Healthcare R...	4	4
Human Reso...	4	4
Laboratory T...	4	4
Manager	3	4
Manufacturi...	4	4
Research Dir...	2	4
Research Sci...	4	4
Sales Executi...	4	4
Sales Repres...	4	4

Age

18

60
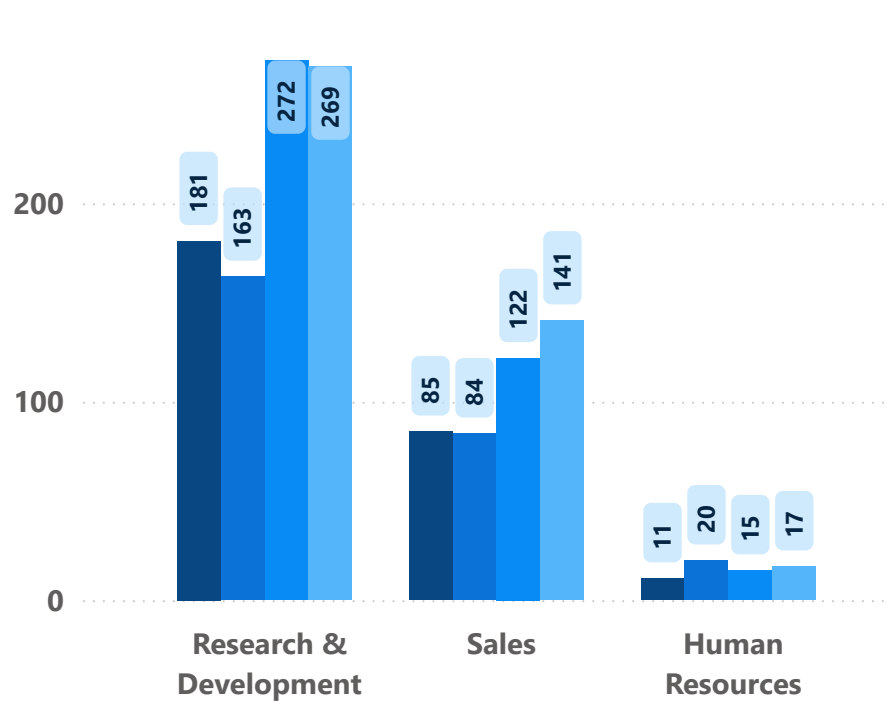
Attrition

No

Yes
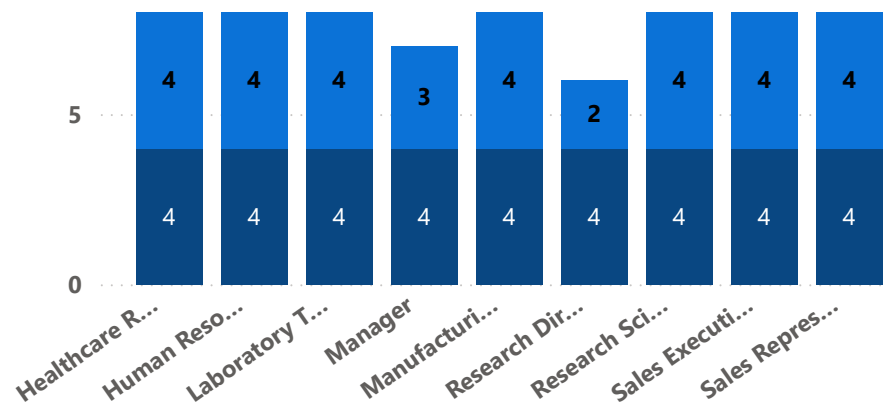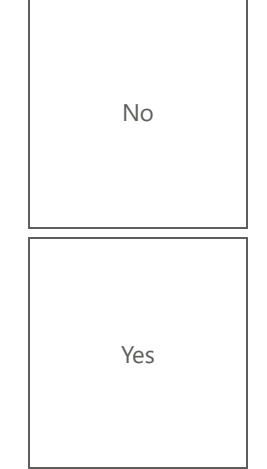
DistanceFromHome by Department

Department	Value
Research ...	8.8K
Sales	4.2K
Human R...	0.5K
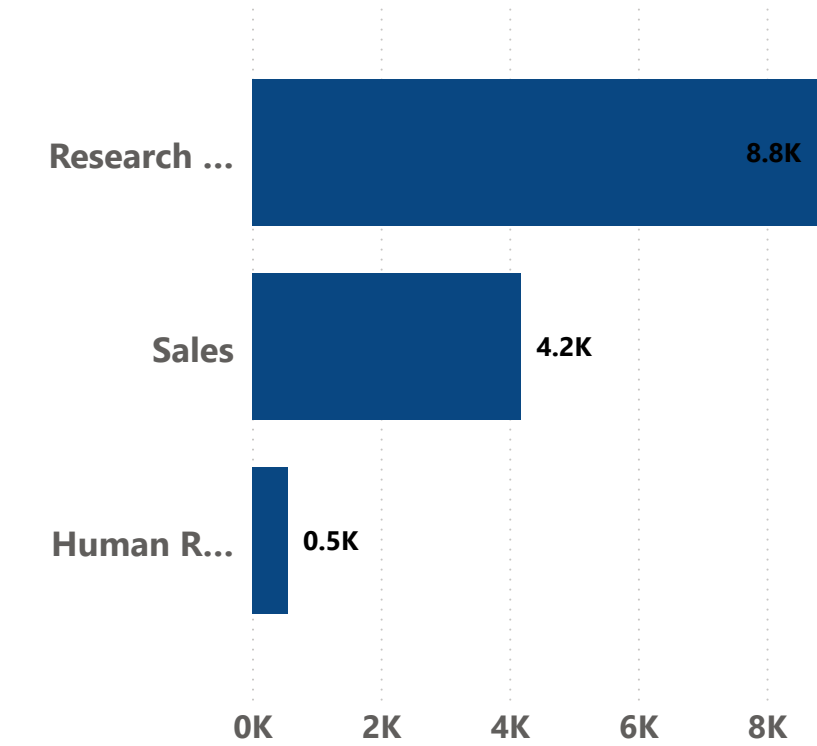
DailyRate by Department and JobSatisfaction

JobSatisfaction ● 1 ● 2 ● 3 ● 4

Department	1	2	3	4
Research & Development	181	163	272	269
Sales	85	84	122	141
Human Resources	11	20	15	17

EmployeeCount by Age and PerformanceRating

Performanc... ● 3 ● 4

Values marked on chart: 62, 69, 8, 13, 16, 4, 5, 5, 3, 4, 1
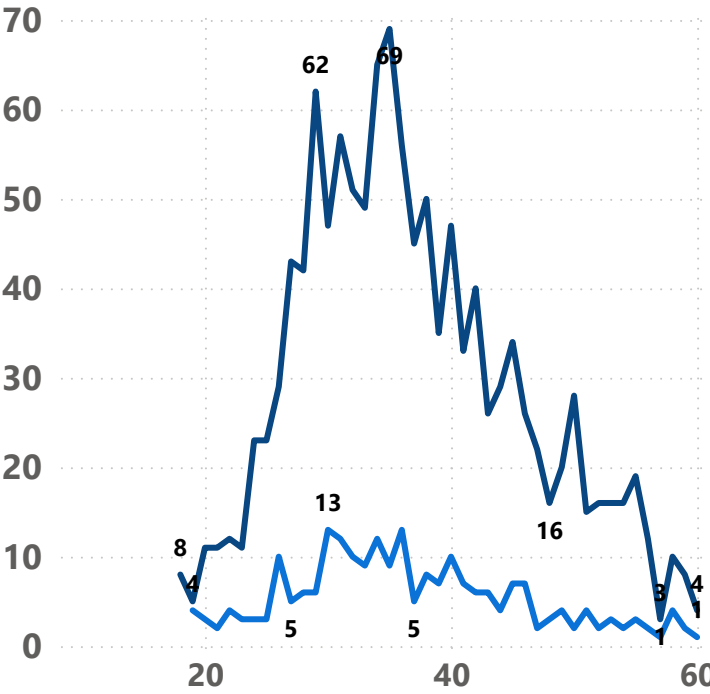
At 8788, Research & Development had the highest Sum of DistanceFromHome and was 1,503.65% higher than Human Resources, which had the lowest Sum of DistanceFromHome at 548.

Total Sum of EmployeeCount was higher for 3 (1244) than 4 (226).

4 had the highest average Count of DailyRate at 142.33, followed by 3, 1, and 2.

Indicino Employee Attrition Analysis & Insights

1. Attrition Overview
  • **Total Attrition Rate:** 15.6% of employees have left the company, while 84.4% remain.
  • **Key Finding:** The attrition rate is moderate but could indicate underlying retention challenges.

2. Years at Company & Manager Impact on Attrition
  • Employees with **less than 1 year** at the company have the highest attrition.
  • Attrition decreases significantly after **3-4 years** with the same manager.
  • **Insight:** Employees who stay longer with their manager tend to remain with the company.

3. Department & Job Role Attrition Trends
  • **Highest Attrition by Job Role:**
  • Sales Executives
  • Sales Representatives
  • Laboratory Technicians
  • Research Scientists
  • **Department with Highest Attrition:** Sales
  • **Insight:** Sales and technical roles experience the most turnover, indicating potential dissatisfaction or external job opportunities.

4. Age, Job Level & Environment Satisfaction Analysis
  • Employees aged **26-45** have the highest retention.
  • **Younger employees (18-25) and older employees (56-65)** are more likely to leave.
  • Employees in **higher job levels (4 & 5) have lower attrition.**
  • **Low Environment Satisfaction correlates with higher attrition.**
  • **Insight:** Career growth, engagement, and workplace conditions influence retention.

5. Work-Life Balance & Distance from Home
  • **Poor Work-Life Balance is linked to higher attrition.**
  • **Employees with longer commutes tend to leave more often.**
  • **Insight:** Work-life balance initiatives and hybrid work options may improve retention.

Key Insights & Recommendations

☑ **Improve retention strategies for Sales & Technical roles** – Targeted career growth, incentives, and work conditions.

☑ **Strengthen employee-manager relationships early on** – Reduce early-stage resignations by enhancing management training.

☑ **Enhance retention for younger employees (18-25)** – Develop structured career paths and engagement programs.

☑ **Optimize Work-Life Balance & Remote Work Opportunities** – Consider hybrid work models and flexible schedules where feasible.

☑ **Improve job satisfaction through employee feedback** – Address environmental concerns and workplace culture.