

YEAR

2012

2013

2014

QUARTER

Select all

Q1

Q2

Q3

Q4

49%

TURNOVER %

43%

TURNOVER % SPLY

19K

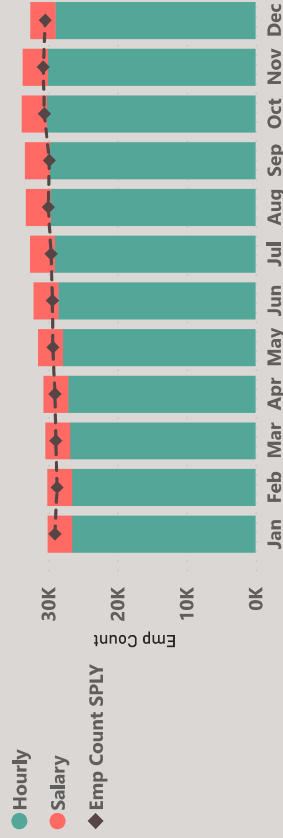
New Hires

16K

Terminations

obvi^{nce}

Employee Count & Employee Count SPLY By Pay Type



Report Summary

EmpCount and total Emp Count SPLY are positively correlated with each other.

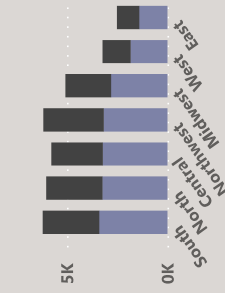
Oct in PayTypeDesc made up 7.86% of EmpCount.

Average EmpCount was higher for Hourly (28,438.50) than Salary (3,587.17).

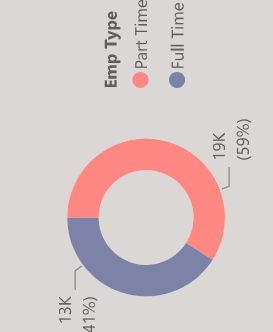
EmpCount for Hourly and Salary diverged the most when the MonthName was Oct, when Hourly were 26611 higher than Salary.

Region wise New Hires & Terminations

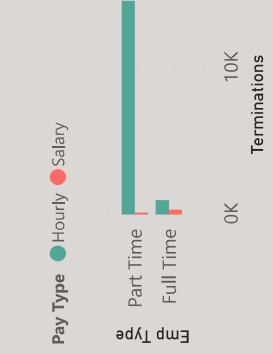
New Hires ● Terminations



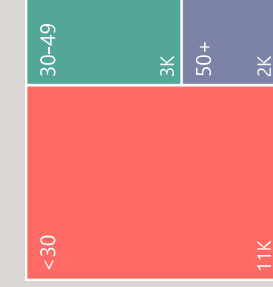
Active Employees By Employment Type



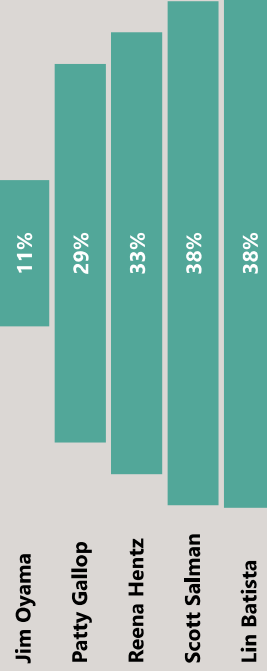
Terminations By Emp Type & Pay Type



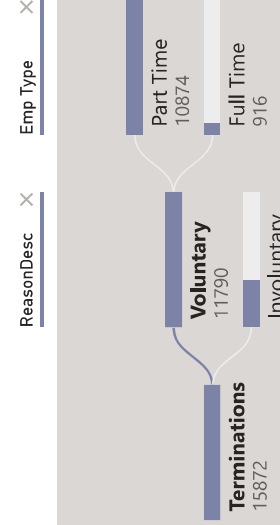
Terminations By Age Group



Top 5 VP's with Lowest Turnover Ratio



Terminations By Reason & Employment Type



YEAR

2012

2013

2014

QUARTER

Select all

Q1

Q2

Q3

Q4

Female

13602

Actives

Male

15723

Actives

13244

Actives SPLY

15433

Actives SPLY

29K

Actives

13K

Terminations

obviForce

Ethnic Group-wise Terminations, Terminations SPLY & New Hires

10K

5K

0K

9.2K

0.7K

2.2K

2.4K

0.2K

0.0K

0.6K

0.7K

0.0K

0.4K

0.4K

0.0K

0.2K

0.2K

0.0K

0.1K

0.1K

0.0K

0.0K

Terminations SPLY

Terminations

New Hires

EthnicGroup

Group A

Group B

Group C

Group D

Group E

Group F

Group G

Active Employees % by Ethnic Group

North

Midwest

Northwest

South

Central

East

West

86.63%

86.99%

83.63%

76.87%

81.67%

79.41%

66.85%

10.54%

15.93%

10.41%

9.97%

13.24%

9.80%

0%

50%

100%

%GT Actives

Report Summary

At 671, Group A had the highest Terminations SPLY and was 33,450.00% higher than Group E, which had the lowest Terminations SPLY at 2.

Terminations SPLY and total Terminations are positively correlated with each other.

Group A accounted for 71.52% of New Hires.

Across all 7 EthnicGroup, Terminations SPLY ranged from 2

Terminations by Gender & Reason

Voluntary

300 (33%)

Involuntary

101 (11%)

Voluntary

399 (45%)

Involuntary

96 (11%)

Gender

Male

Female

Active Employees By Gender & Age Group

Male

Female

4.9K

5.6K

4.0K

6.4K

3.2K

0K

5K

Actives

Age Group

<30

30-49

50+

Employment Type By Gender

Emp Type

Female

Male

Total

Part Time

7170

8587

15757

Full Time

6432

7136

13568

Total

13602

15723

29325

About the company

- Started in 1959
- Record keeping for employees started in January, 2011

About the dataset

- The company recorded employee data at the beginning of every month updating all employee records

Problem Statement:

- Employee turnover rate is the percentage of employees who leave your organization during a specific time frame, such as a month, a quarter, or a year.
- Employee turnover rate matters because it reflects the health and performance of your organization.
- A high turnover rate can indicate low employee engagement, poor retention strategies, or a mismatch between your expectations and your employees' needs. A high turnover rate can also have negative impacts on your productivity, quality, customer service, reputation, and profitability.
- On the other hand, a low turnover rate can suggest high employee satisfaction, loyalty, and commitment. A low turnover rate can also help you save costs on hiring, training, and onboarding new employees.
- Reducing employee turnover rate requires understanding why employees leave and addressing those reasons effectively. Common factors include compensation, benefits, recognition, feedback, career development, work-life balance, culture, and leadership.

Findings

1.Turnover

- Lowest turnover in 2012 at 3%, but it surged to 49% in two years.
- Employee count consistently increased, primarily with hourly pay employees
- High terminations, particularly voluntary, among part-time employees
- And part timers are mostly on hourly pay
- Bookmark B1 - Salaried employees have lower turnover rates, always under 10%.
- Salary employees are mostly full time employees and consists of those who are in the age group of 30 and over. Also this group has a low turnover rate always . Clearly, Under 30 employees are not offered salary packages.
- Bookmark B2 - Part-time employee turnover exceeds to 70% in 2013 & 2014.
- Turnover from the VP viewpoint - Jin Omay, Reena Hentz & Scott Salman consistently maintain low turnover rates over the years.

2.Diversity

- More males than females, but the difference isn't extreme.
- But this pattern is not observed in the number of terminations by gender
- Ethnic Group A is the largest in terms of percentage total, followed by Group B, across all regions. The West region has slightly better ethnic distribution.
- Ethnic Group G is underrepresented in all regions, and no new hires from ethnic Groups D, E, G in 2014.
- Women over 50 are low in numbers in terms of number of employed
- Employees who are under 30 see the most terminations

Recommendations

1. Employee Turnover and Retention:

- B2 Part-Time Employees: Address high turnover among part-time employees, especially those under 30. Review benefits, job security, and conditions for this group. Explore the possibility of offering salary packages to selected under-30 employees to increase job security.
- B1 Full-Time Employees: Recognize that salaried, full-time employees, primarily aged 30 and over, have lower turnover rates. Maintain efforts to retain and engage this demographic. Part-Time to Full-Time Conversion: Encourage the conversion of part-time employees, especially those aged 30 and over, to full-time positions. Provide attractive packages to support this transition.
- Learn from High-Performing VPs: Interview VPs with low turnover rates to understand and implement their strategies.

2. Diversity and Inclusivity:

- Ethnic Diversity: Develop initiatives to improve ethnic diversity and representation, focusing on underrepresented groups like Ethnic Groups G, D, and E.

3. Gender Disparities:

- Retain Women Over 50: Implement strategies to retain and engage women over 50, considering their low numbers. Offer flexible work arrangements and tailored support.
- Support Employees Under 30: Create programs and mentorship opportunities to support the career development and job satisfaction of employees under 30 who experience the highest turnover.

4. Seasonal Analysis:

- Investigate Quarterly Trends: Examine the reasons for higher female staff turnover in the 4th quarter compared to the first. Determine if seasonal factors or other issues contribute to this pattern.

5. Ongoing Monitoring and Communication:

- Continuous Data Analysis: Regularly monitor turnover, diversity, and inclusion metrics. Adjust strategies based on evolving data.
- Transparent Communication: Communicate changes transparently with employees, involving HR and internal communication teams.

6. Legal and Ethical Compliance:

- Compliance: Ensure all actions comply with relevant labor laws and regulations. These consolidated recommendations provide a comprehensive approach to address employee turnover, diversity, and inclusion issues, taking into account specific age and salary-related factors.