

HR ATTRITION ANALYSIS

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BACKGROUND & PROBLEM STATEMENT

- **Background:** TechIT Solutions, a large service-based company with a workforce of 10,000 employees, noticed a significant increase in employee turnover. This was impacting project delivery and team stability.
- **Problem Statement:** Despite its size, the company lacked a clear, data-driven understanding of why employees were leaving. The high 22.47% attrition rate was causing significant business issues

WHY IT NEEDS TO BE SOLVED?

- **The Critical Business Impact of Attrition:-**
- **Financial Costs:** High turnover leads to significant expenses in recruitment, training, and onboarding new hires.
- **Loss of Talent:** The company loses valuable skills and institutional knowledge with every resignation.
- **Operational Disruption:** Frequent turnover disrupts project timelines and team stability, affecting client satisfaction.
- **Ineffective Strategies:** Without insights, HR initiatives were generic and failed to address the actual drivers of employee turnover.

AFTER SOLVING THE PROBLEM

- It will help to identify root cause of attrition across roles, department and locations

- The company can now offer timely promotions, role, changes or benefits tailored to at-risk employees.

- Department Heads and HR teams use dashboards to guide strategies instead of relying on assumptions.

- Employees feel more valued are happier and more likely to stay longer

STAKEHOLDERS

Stakeholders are the people or teams who are directly affected by business decisions and use sales insights to improve their work and the company's performance

HR Department:-

They use the insights to improve employee retention and satisfaction.

Dept. Heads & team leads:-

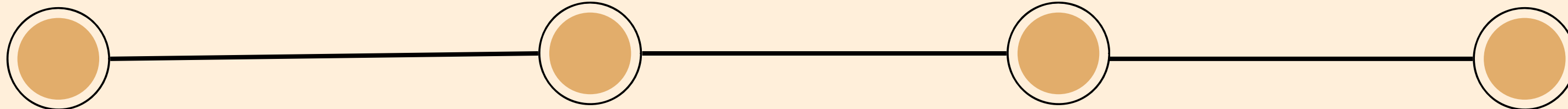
They ensure their teams are not overworked & help reduce attrition by improving team management

Business leaders/Executives:

They make strategic decisions based on overall attrition trends and business impact.

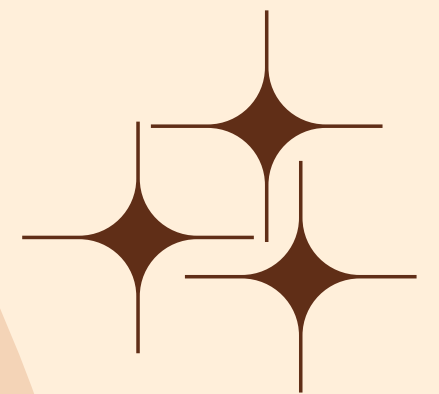
Recruitment team:

They use the data to plan better hiring especially in roles where people leave more often.



BUSINESS PROBLEM

- 1) What is the Overall attrition rate?
- 2) Which department is facing the highest attrition and why?
- 3) How does job role influence attrition rate?
- 4) Is there correlation between distance from home and attrition rates?
- 5) IS overtime contributing to more attrition?
- 6) How do job satisfaction and environment satisfaction affect employee retention?
- 7) Are employees with frequent business travel more likely to leave?
- 8) Does the number of years in the same role correlate with the likelihood of leaving?
- 9) Are salary hikes influencing employee retention effectively?



THANK
YOU

