



Employee Attrition Rate Analysis(Group-72)

ABSTRACT

Attrition is a problem that effects all sorts of business, regardless of the location, size, Industry of the organization. Due to employee attrition there is a significant expenditures for the company, including the cost of business disruption, the cost to recruiting and training the new employee. As a result there is a lot of commercial interest involved in figuring out what causes employee turnover and how to minimize the attrition rate.

While attrition is unavoidable in any kind of organization, limiting it and being prepared for the cases that cannot be avoided can help most business improve their operations dramatically. With a sufficiently large data set, it might be used to conduct employee segmentation and generate "at-risk" employee groupings in the future. This could provide the company with unique insights into what causes attrition that can't be obtained from simple informational

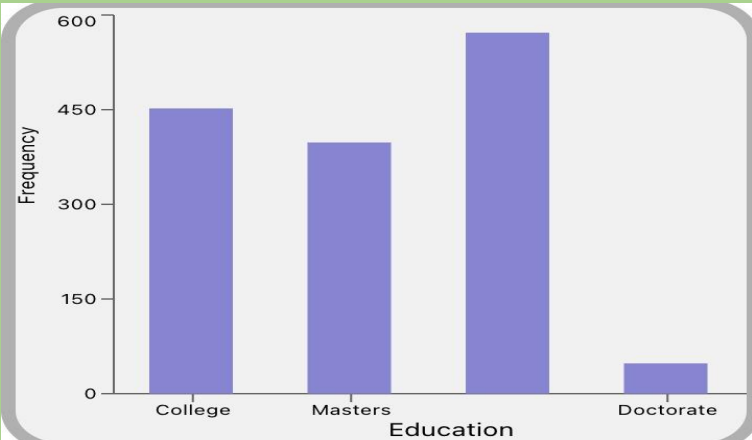
INTRODUCTION

Organization runs based on employees contributions and the performance of the organization depends on the quality of work and the commitment that employee has towards it. Having clarity on the factors which contribute towards employee attrition will allow the respective department to talk and convince the employee. This will lower the attrition rate significantly.

OBSERVATIONS

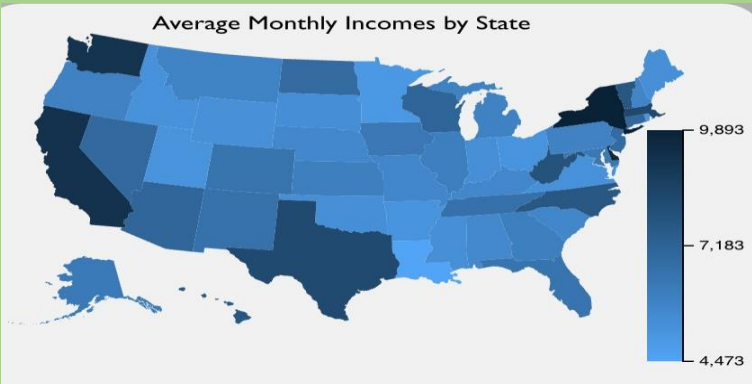
BAR CHART:

The bar chart displays the different levels of seniority which the employees work.



CHOROPLATH MAP:

This map indicates the average monthly salary earned in each state across USA



PCP PLOT

The PCP plot indicates the combination of factors which are contributing towards employees attrition. This will give a good insight and the organization can develop a plan of action.

