IBM HR Analytics Employee Attrition & Performance Analysis Report

This report investigates employee attrition and performance within IBM using HR data. It aims to identify factors influencing why employees leave and how performance is impacted.

Key Findings:

- The report analyzes data from 1470 employees.

- It explores demographics (age, gender, marital status), work-related aspects (department, job role, tenure), performance metrics, and other factors (business travel, overtime, education).

- The goal is to understand how these factors correlate with employee attrition.

Expected Outcomes:

- Identify key drivers of attrition (e.g., age, job role, job satisfaction).

- Uncover trends and patterns that explain employee departures.

Recommendations:

- Focus on improving job satisfaction, work-life balance, and career development opportunities to retain talent.

- Conduct exit interviews to gain deeper insights into employee motivations for leaving.

Overall Impact:

- This analysis aims to create a better understanding of employee attrition and performance.

- By addressing the factors influencing attrition, the company can improve its work environment and retain valuable employees.