Data Visualisation

REVIEW 1

Synopsis

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1 Abstract

2 Problem Statement
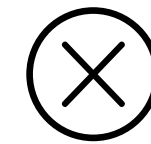
3 Process Explanation

Abstract

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What is Attrition?

Attrition is the gradual reduction of a workforce by employees leaving and not being replaced rather than by redundancy.

- Foster a pleasant work environment.
- Appoint the right leadership.
- Give employees creative freedom.

Problem Statement . . . . ⊘ ⊗ ☆

Attrition is a major risk to service-providing organizations where trained and experienced people are the assets of the company. In order to avoid attrition, we will be looking into some data analysis techniques and visualize every possible outcome using **Power BI**. The main aim is to identify the factors which influence the attrition of employees.

Data Dictionary

- **Age**: Age of employee
- **Attrition**: Employee attrition status
- **Department**: Department of work
- **DistanceFromHome**
- **Education**: 1-Below College; 2- College; 3-Bachelor; 4-Master; 5-Doctor;

Data Dictionary

- **EducationField**
- **EnvironmentSatisfaction**: 1-Low; 2-Medium; 3-High; 4-Very High;
- **JobSatisfaction**: 1-Low; 2-Medium; 3-High; 4-Very High;
- **MaritalStatus**
- **MonthlyIncome**

Data Dictionary

- **NumCompaniesWorked**: Number of companies worked prior to IBM
- **WorkLifeBalance**: 1-Bad; 2-Good; 3-Better; 4-Best;
- **YearsAtCompany**: Current years of service

Descriptive

What happened?

The workers have started to leave their respective jobs gradually which is making the working condition of the company much worse.

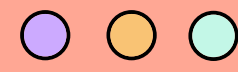Since, it is a service providing company, workers with perfect skill are in abundant need.

Diagnostic

Why did it happen?

This can be because of the less income, poor work-life balance, less job satisfaction and much more.

We will be finding the root cause and factors that leads to the attrition using various data visualization tools.
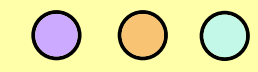
Predictive

What is likely to happen?

The reduction in the number of employees will result in poor service providing.

Then it leads to decrease in customer satisfaction and gradual decrease in the number of customers too.
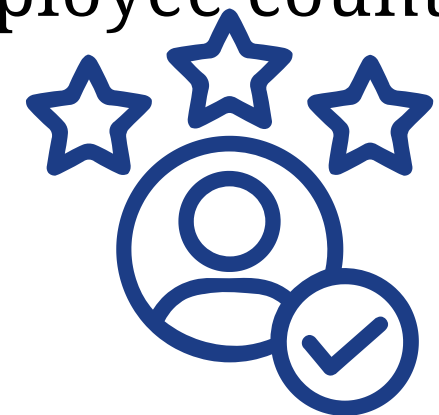
Prescriptive

What should be done?

The employees with sincerity towards their company and work should be rewarded.

We should find the cause for the attrition.

By finding that, we will be easily able to stop the reduction in employee count.

Data Analysis

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We will be performing initial investigations on data so as to discover patterns, to spot anomalies, to test hypothesis and to check assumptions with the help of summary statistics and graphical representations.

- Environment satisfaction of Employees
  - **Attrition by Environment Satisfaction**

- Marital Status of Employees
  Attrition by Marital Status

- Work-life balance of Employees
  Attrition by work-life balance

- Data distribution of distance from home of employees
  Attrition by distance from home

Thank you! ....