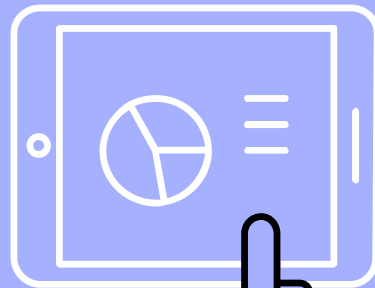
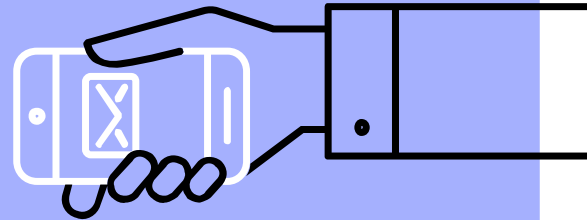
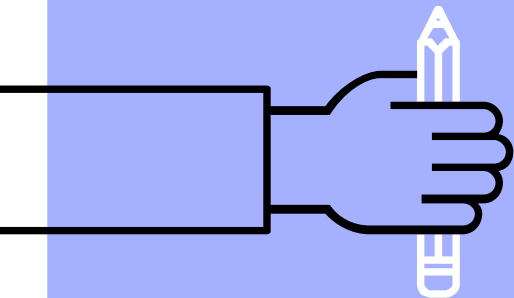
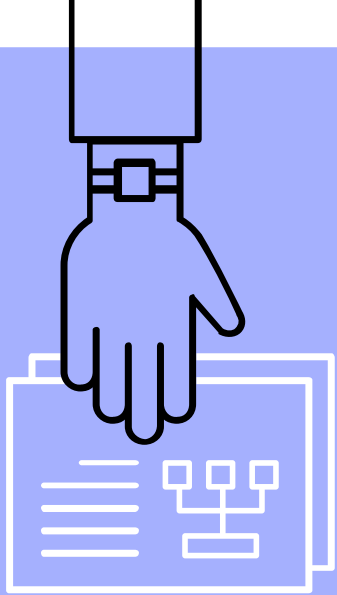


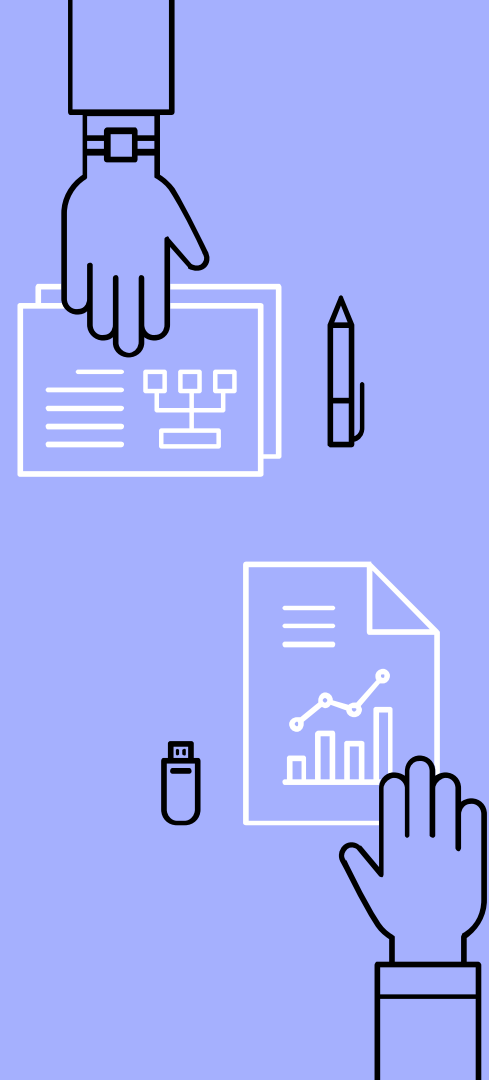
ANÁLISE: TURNOVER

Silas Genário



Objetivo

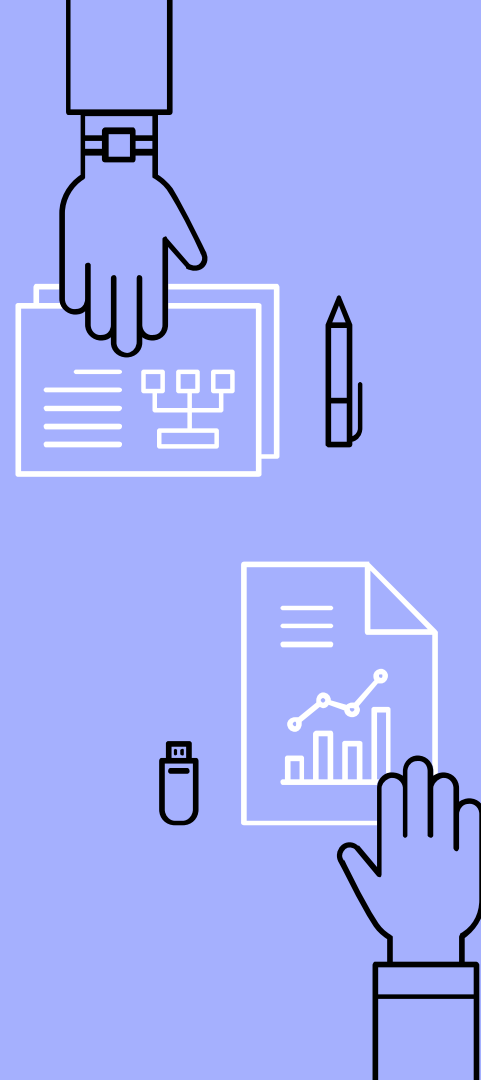
- ▶ Buscar as causas do aumento do turnover na empresa **HI** (High Impact).



Abordagem

- ▶ É possível abordar o problema usando análise de sobrevivência.

	nome completo	data de admissão	data de nascimento	cargo	data de desligamento	etnia	genero
0	peessoa 168	2017-06-26	1979-10-11	ANALISTA I	2018-09-06	Branca	female
1	peessoa 123	2018-04-27	1985-03-17	ANALISTA II	2018-12-21	Branca	female
2	peessoa 185	2018-10-18	1985-05-29	GERENTE	NaT	Branca	female
3	peessoa 91	2017-06-05	1988-07-28	COORDENADOR(A)	2020-03-31	Branca	male
4	peessoa 165	2017-01-09	1985-01-04	GERENTE	2019-06-28	Branca	female



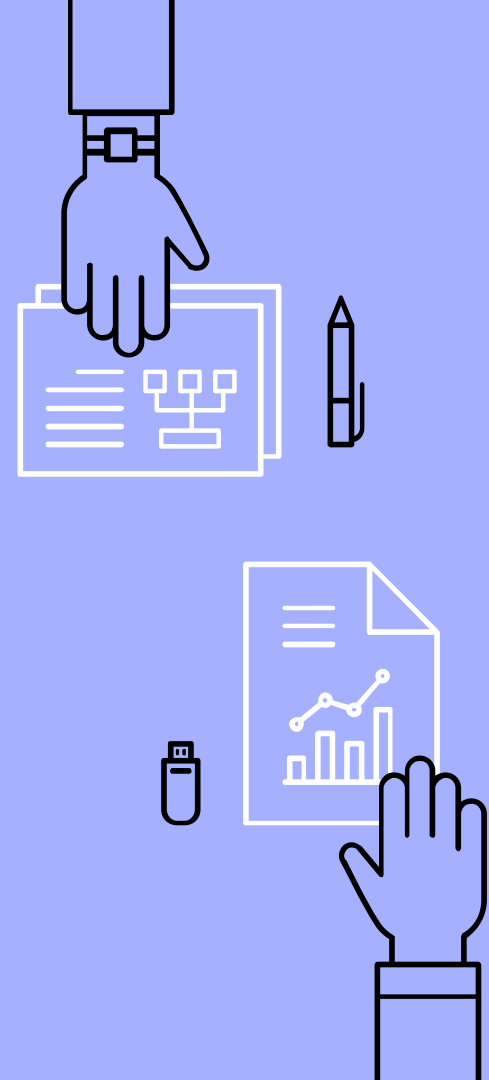
Hipótese Inicial

- ▶ Maior turnover pode ocorrer entre grupos de colaboradores que são mais “competitivos” no mercado;



Método

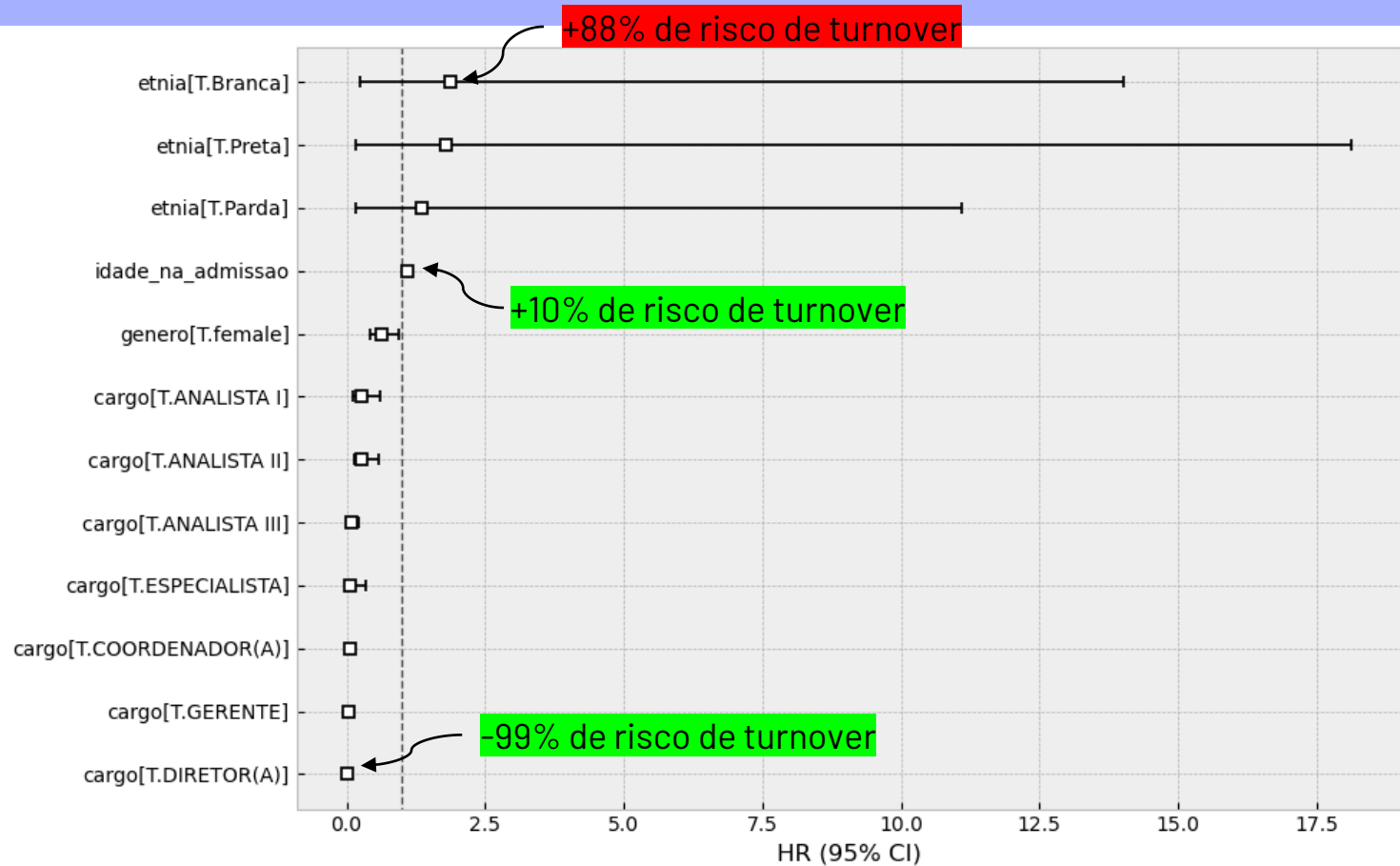
- ▶ Regressão de Cox
- ▶ Biblioteca do Python: lifelines

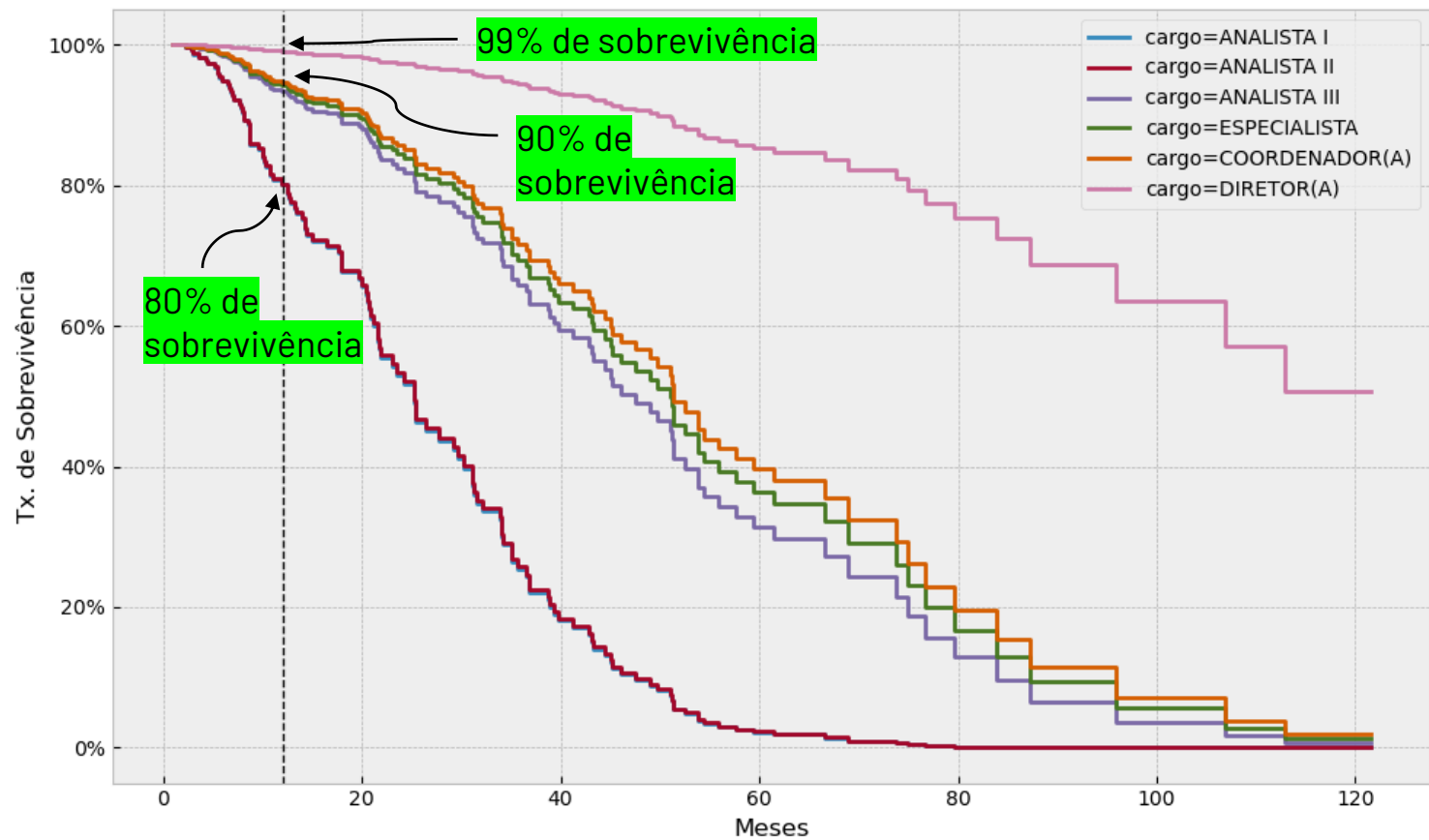


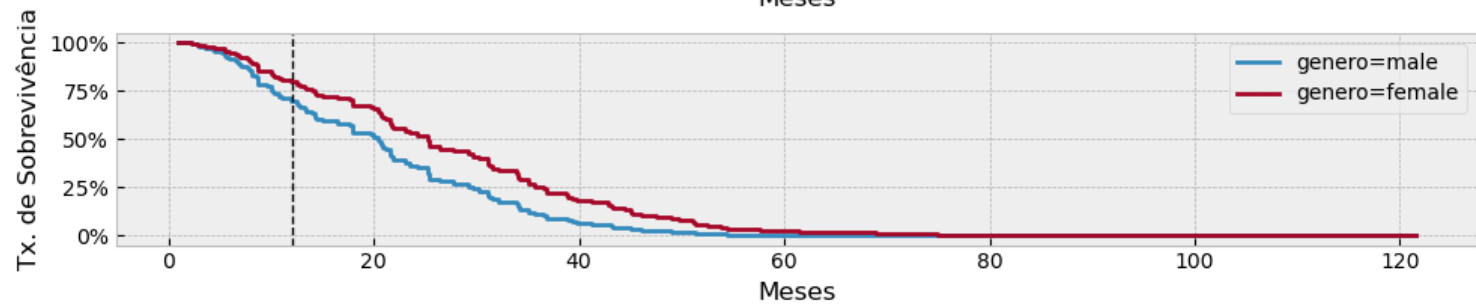
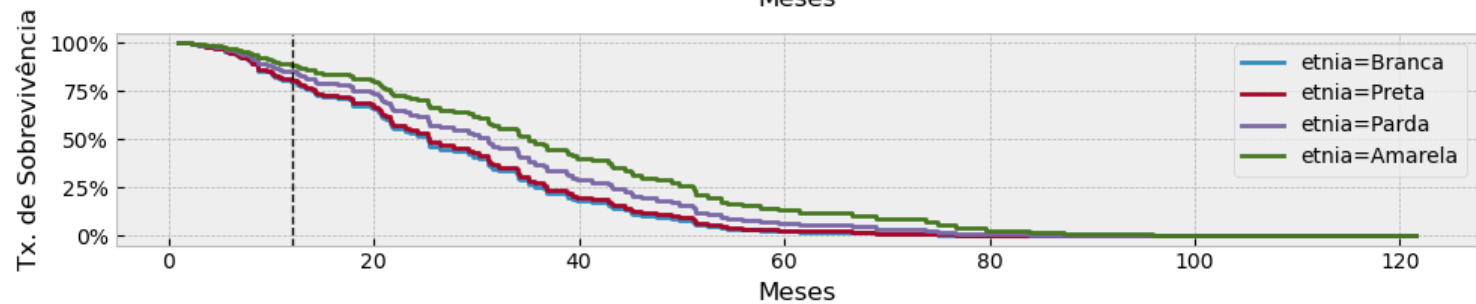
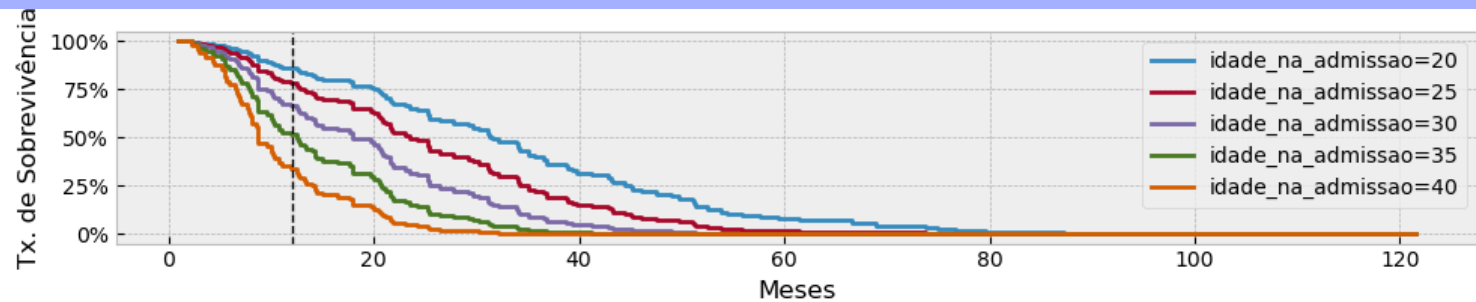


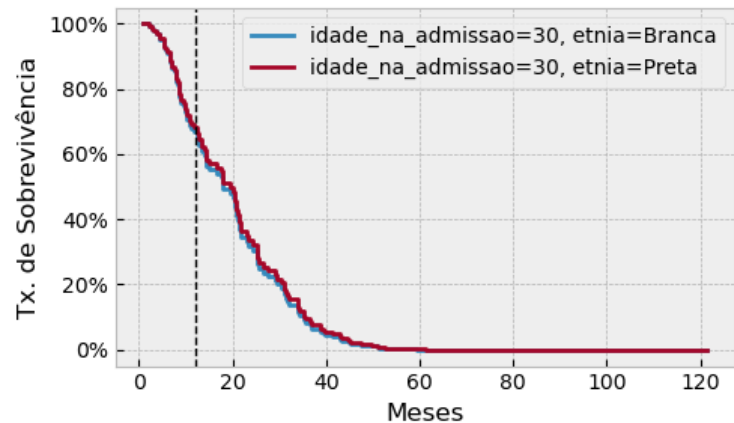
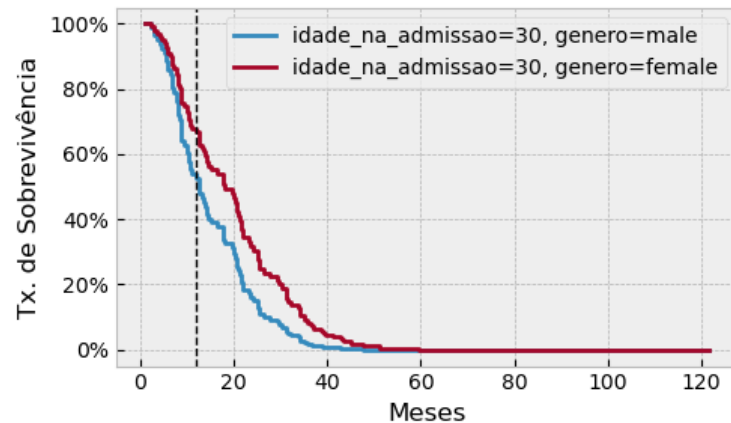
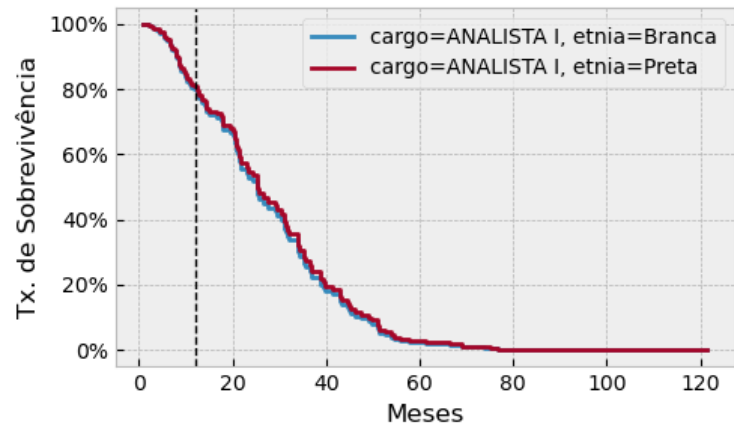
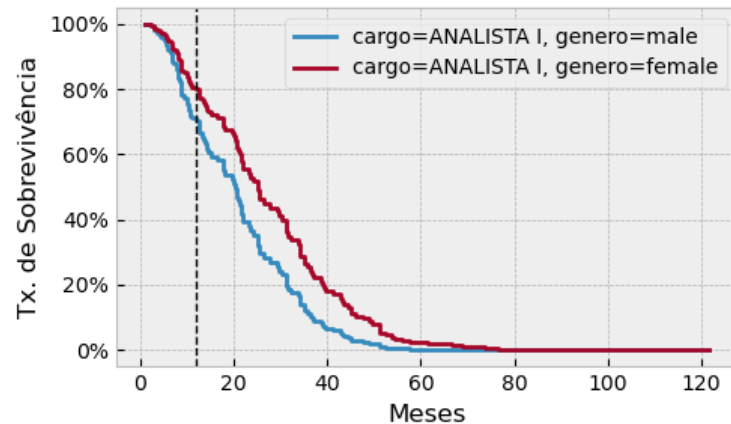
```
from lifeline import CoxPHFitter

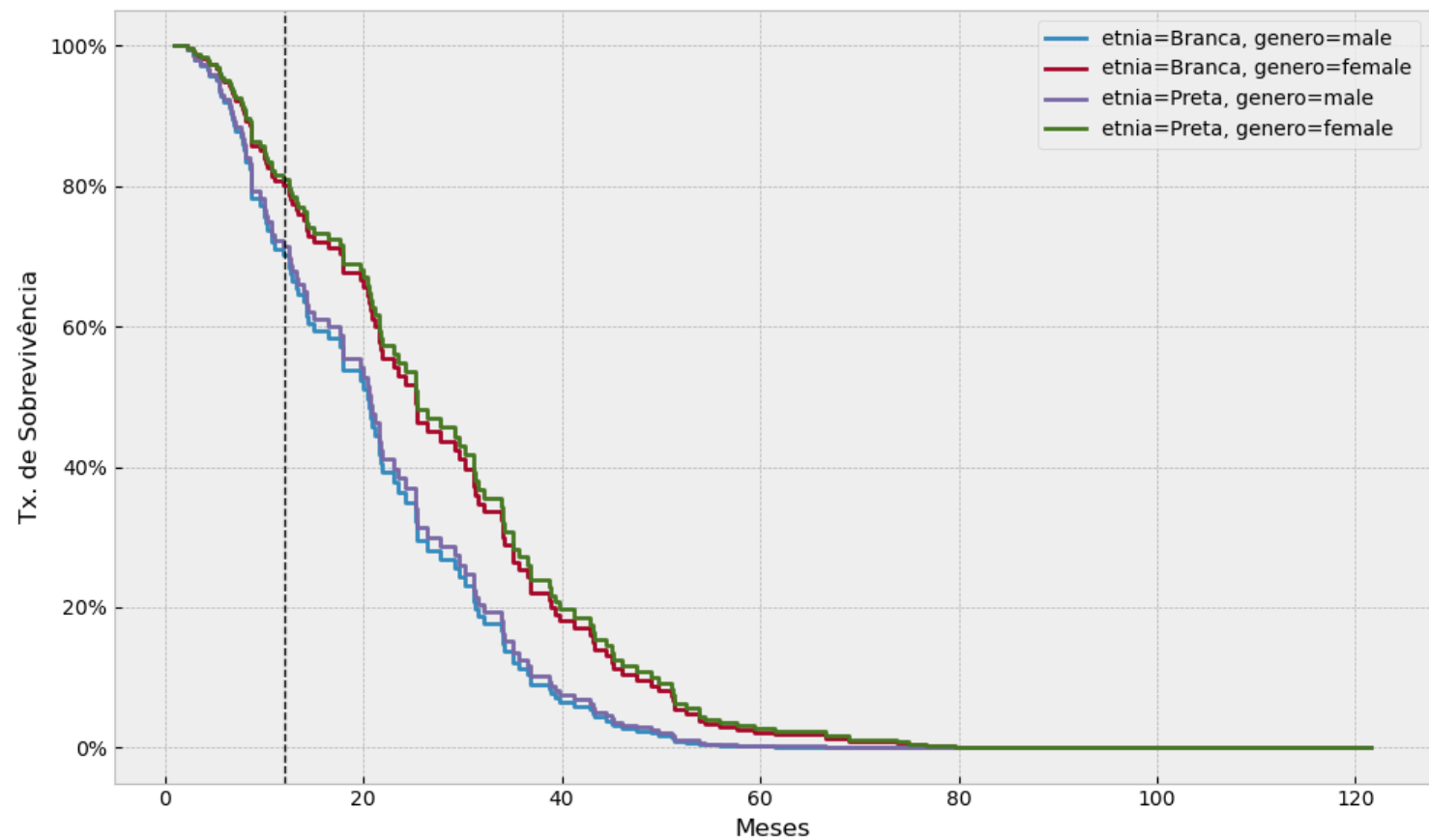
turnover_analysis = CoxPHFitter()
turnover_analysis.fit(exercicio_limpo, duration_col="periodo_na_empresa", event_col="desligado",
formula="cargo + etnia + genero + idade_na_admissao")
```











Sobre o turnover...

- ▶ Grupos com maior taxa de turnover:
 - Homens e Cargos de Menor Nível (Analista I e II)
- ▶ Hipótese inicial parece fazer sentido!



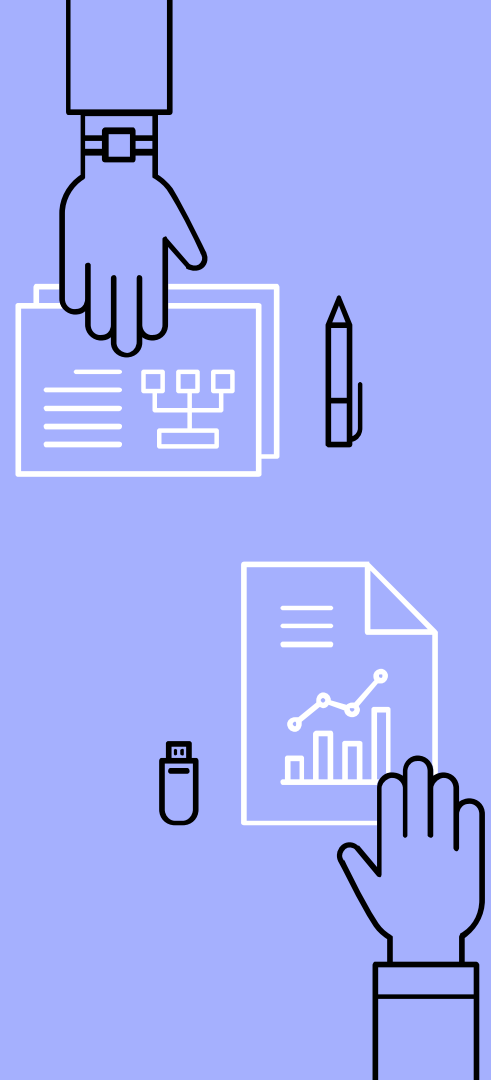
Limitações

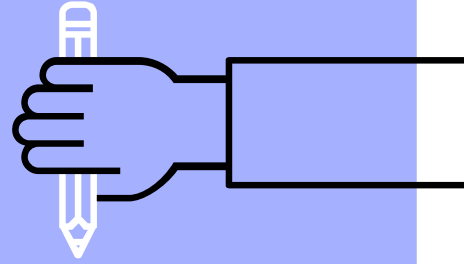
- ▶ Algumas informações adicionais poderiam complementar a análise
 - Cargo inicial;
 - Salário e benefícios;
 - Número de conflitos no período;
 - Evolução dos KPIs no período.



Sugestões a Curto Prazo

- ▶ Salário eficiência;
- ▶ Estimular uma cultura organizacional.





FIM

Repositório:

<https://github.com/silasge/case-endeavour/>

