

Microsoft HR Problem

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What is the problem?

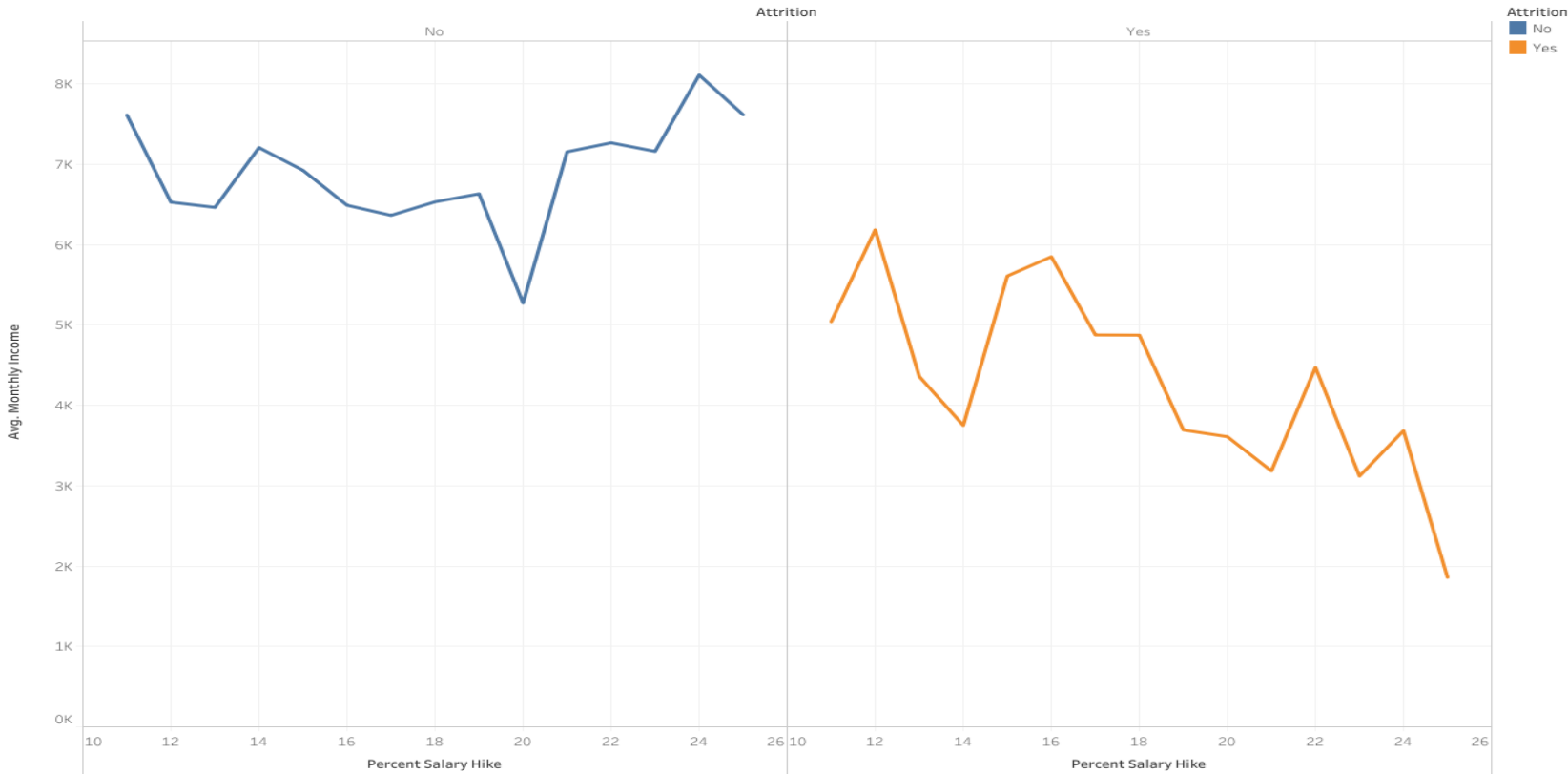
- Employees in Microsoft have raised concerns about policies regarding hiring.
- Their main points were discrimination against hiring white and Asian men.
- Other issues include sexual harassment against women and lack of action from the company.
- Employees feel that Microsoft is 'Overcorrecting' and incentivizing managers to avoid hiring white and Asian men.

Microsoft's Response

1. Microsoft hasn't responded to the internal threads by the employees.
2. Recent posts online says about the CEO concentrating efforts to fix the problem.
3. Microsoft re-assures that the company does not encourage any form of discrimination.
4. Microsoft says that the pro-diversity conversations involve only a small number of employees.

Is salary hike a reason for Attrition?

Monthly income vs Percen. Hike

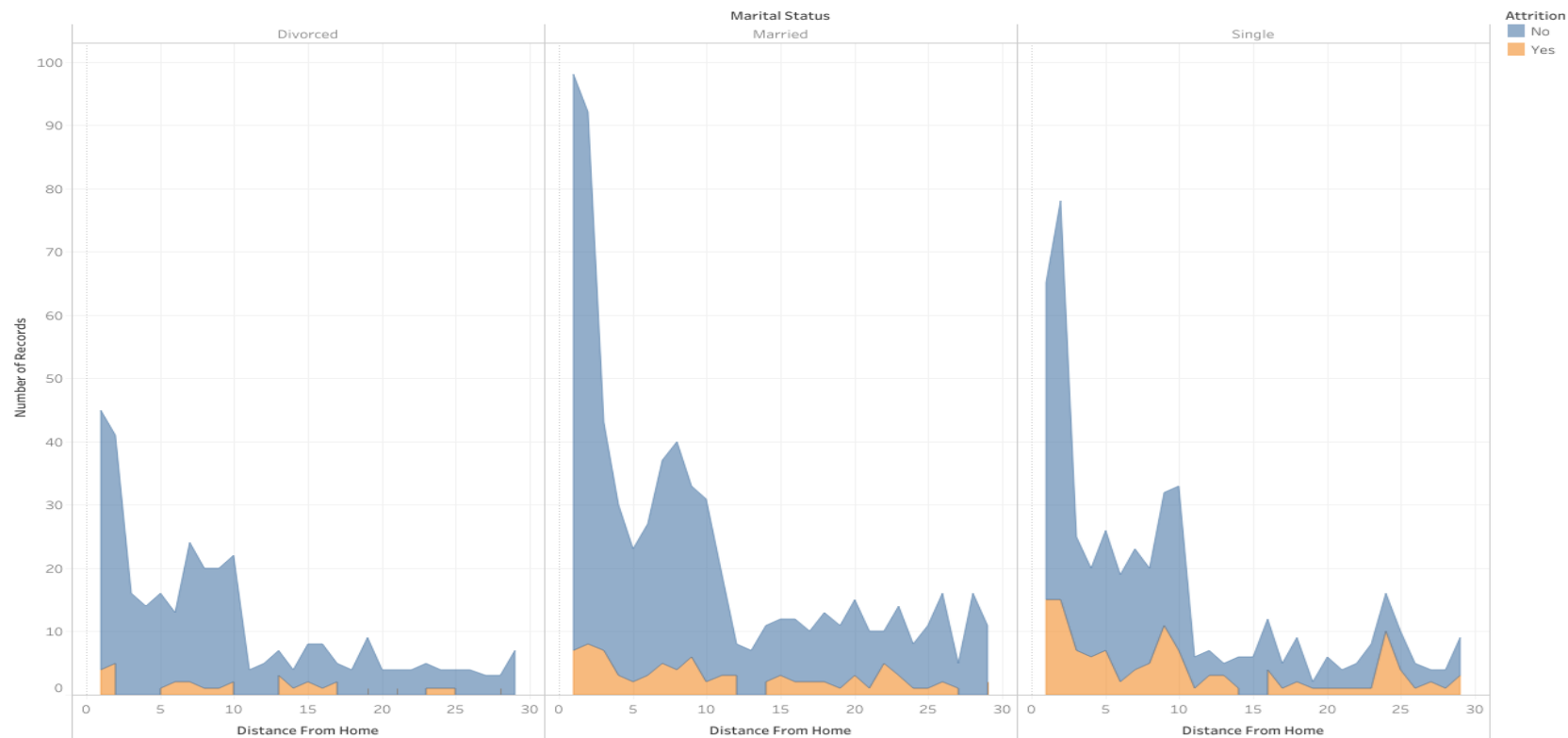


Analysis:

1. From the above visualization we could see a difference in trend between employees who left the company and employees who stayed.
2. The salary hike of employees who stayed seemed to go on a downward trend but seems to recover mid-way
 - a. This may be due to some HR intervention about people raising complaints about salary hike and Microsoft fixing the issue.
 - b. The above analysis has no strong ground truth to verify against, and remains a speculation.
3. The salary hike of employees who left seems to follow a downward trend and does not recover through time.
 - a. This clearly explains a part of the reason behind employee Attrition

Does travel distance affect Attrition?

Distance from home vs Marital Status

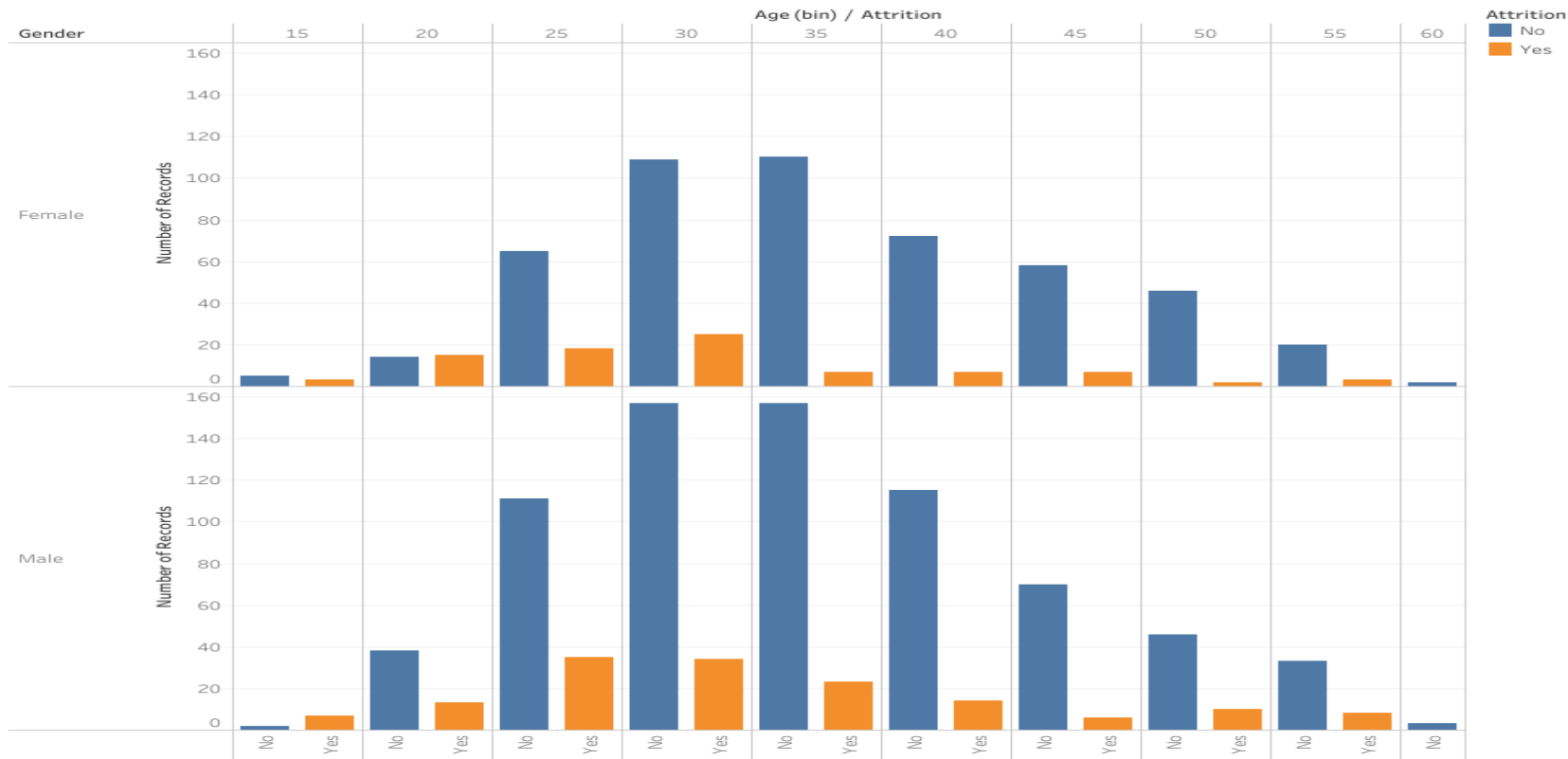


Analysis

1. Let's compare across the chart, between the Marital Status category
2. We can see that most of the employees live closeby, which is natural
3. An interesting thing to see here is employee attrition trend closely follows the trend of the employees who stayed.
 - a. We can see this trend by observing the curve pattern ie. both yes and no category seems to follow the same slope at same points along the X axis

Does age and gender have an effect?

Age and Gender

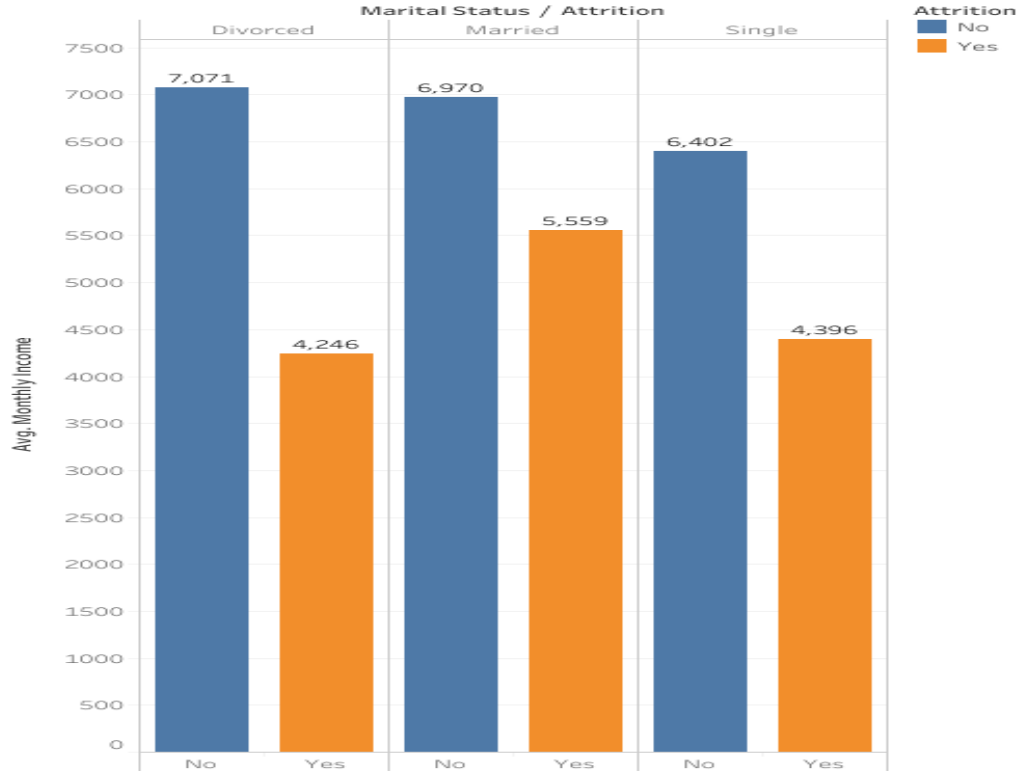


Analysis

1. We have first binned the age into groups, that makes analysis much more insightful and easier to understand
2. Let's take a look at the age bins 30 and 35
3. We see that in the age bin 30, more employees leave the company
4. We need further analysis and data from that bin to perform analysis and identify root causes

Does marital status affect Attrition?

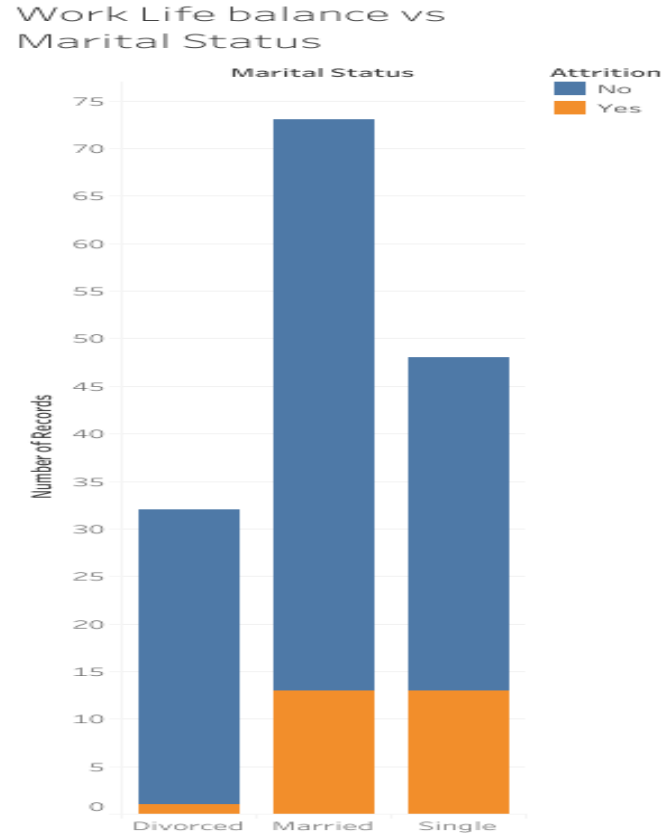
Avg monthly Income vs Marital Status



Analysis

1. We can clearly see that employees that are married have the tendency to leave the company slightly higher than that of divorced or single
2. May be family commitments and job security plays a major role in the decision making process.

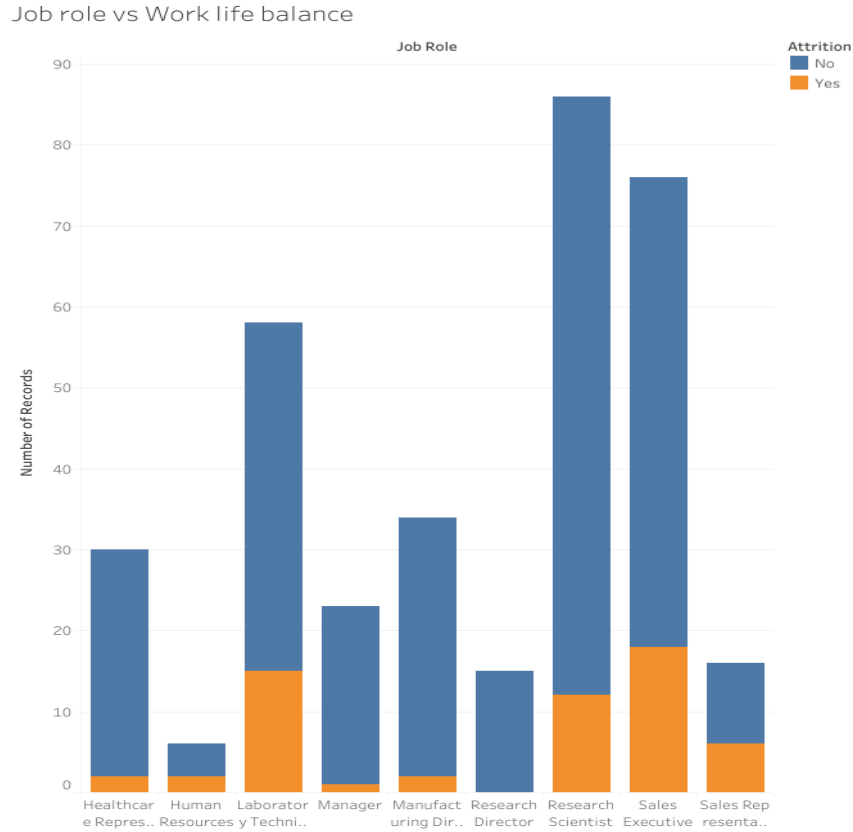
Does work life balance impacts attrition?



Analysis

1. Job satisfaction played a significant role for attrition cause
2. We can see that employees who are single and married are more likely to quit than divorced

Does work life balance impacts attrition grouped by job role



Analysis

- 1.Sales representatives are highly likely to quit even if job satisfaction is 4.
- 2.Laboratory Technician with a job satisfaction level of 1 have more probability to quit.
- 3.On the contrary, Managers and Research directors are least likely to leave for all job satisfaction level from 1-4.

Conclusion

- During the first level of analysis we found that one of the major reasons may be employee hike, while marital status and work life balance seem to contribute too.
- Microsoft needs to dig deeper into the data that is available to them and find out the root cause for the problem and fix the issues as soon as possible.
- Mainly focussing on the issues raised by 'overcompensating' on diversity which in turn becomes a type of discrimination.