

## Main Story:

Money matters, but only to a point. People earning below-market salaries do leave, yet once someone is experienced or highly educated, even well-paid employees walk away if the environment feels wrong.

The real triggers are almost always the same:

- A daily work environment they don't enjoy (low job or workplace satisfaction)
- Constant overtime<sup>1133</sup> and poor work-life balance
- Long, exhausting commutes with no flexibility
- Feeling stuck — years in the same role with no clear next step
- Leaders who ignore low satisfaction signals

Younger and single employees burn out fastest under heavy workloads and long commutes. Mid-career, high-performing, or highly educated employees leave when growth stalls, even if the paycheck is good.

In the end, fair and competitive pay keeps average performers from looking elsewhere. But a supportive, flexible, and engaging environment — plus a visible career path — is what actually keeps the best people from leaving, no matter how much you pay them.

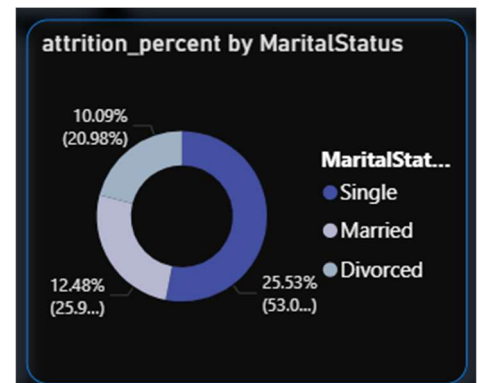
## Charts Explanation:

This bar column chart shows the relationship between Department and Attrition.

As we can see, the **Research & Development** department has the highest number of attrition employees.

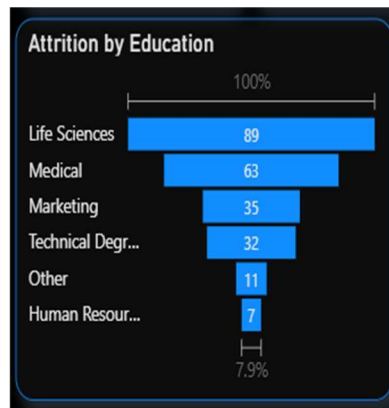


This donut chart shows the relationship between **marital status** & attrition. 53% of exiting employees are single; probably because they have no responsibilities and are free to take risks for better career opportunities.



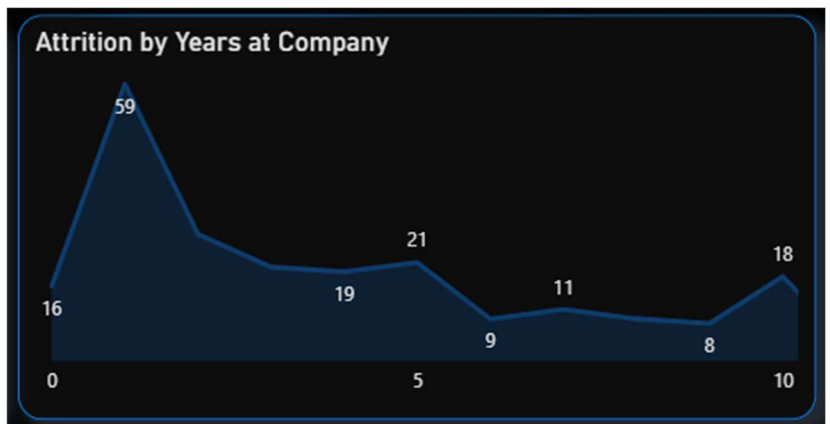
Higher job levels = less attrition.

Attrition is significant for people with **Life Sciences** backgrounds and is less significant for people with **HR** backgrounds.

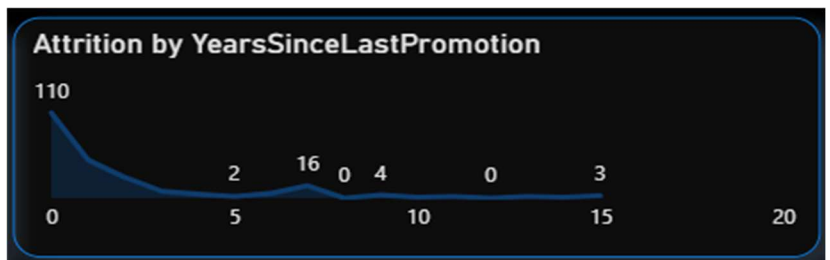


More years in the company = less likely to quit

Attrition is peaking at **1 year tenure**.



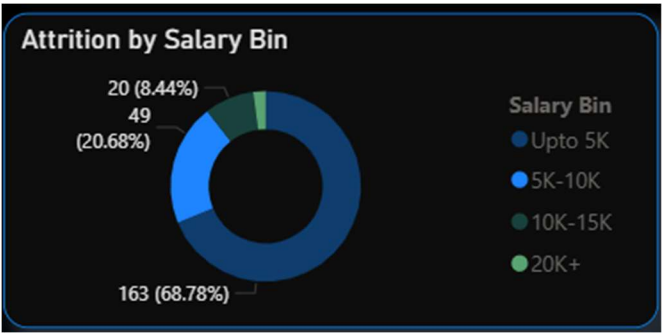
Having a recent promotion doesn't prevent someone from quitting



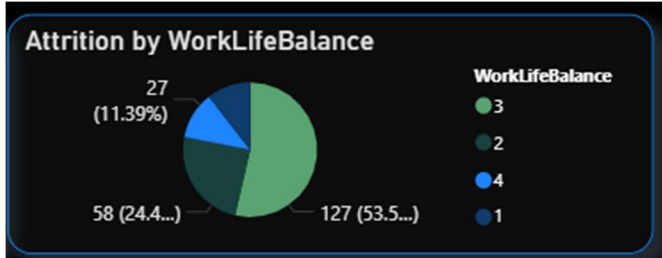
Attrition peaks for those with a lower salary hike percentage



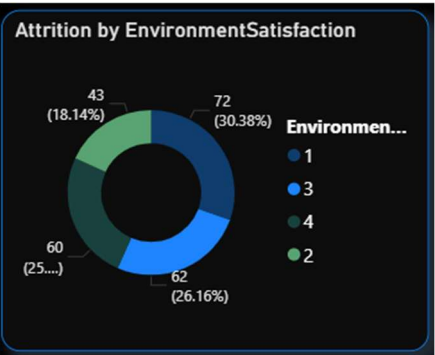
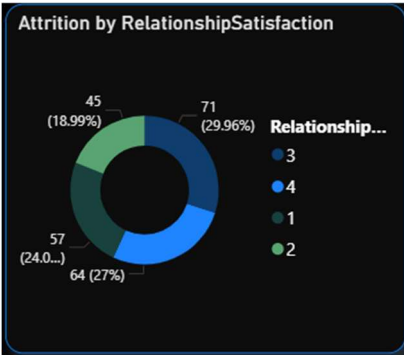
Salary of the majority of employees who left the company didn't exceed \$5k



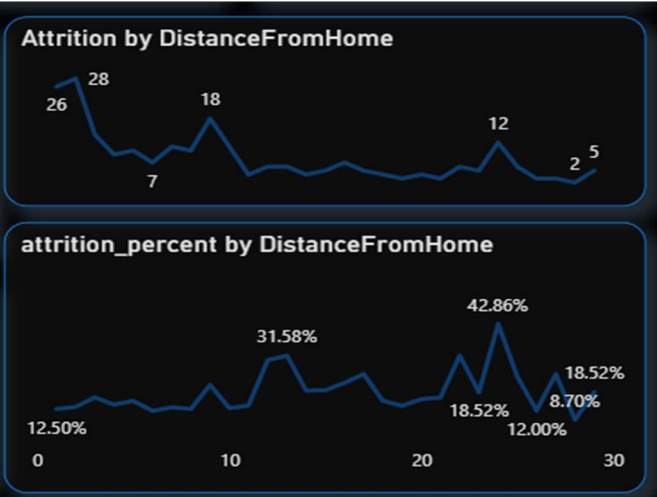
A bad work-life balance doesn't cause someone to quit. Most employees quitting do have a good work-life balance level.



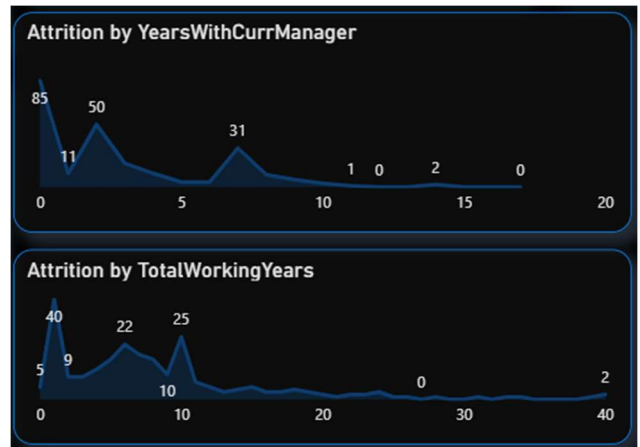
The same thing for relationship satisfaction & environment satisfaction.



Living closer = less likely to quit



More years with current manager, more total working years, more years in general = less likely to quit.



## Insights

1. The average age of employees who left the company is **33.61 years**.
2. The **Research & Development** department witnessed the highest attrition, accounting for **133** of the total.
3. The majority of employees who left the company belonged to the salary range below **\$5000** per month, comprising **163** individuals.
4. Among employees who left, the highest attrition rate was observed among those who spent **1 year** at the company (**24.89%**), followed by **2 years (11.4%)** and **5 years (8.86%)**.
5. The educational background of employees who left the company indicates that **89** individuals had a **Life Science** background, **63** had a **medical** background, and **35** had a **marketing** background.
6. **Male** employees experienced an attrition rate of **17%**, while **female** employees had a slightly lower attrition rate of **14.8%**.
7. The attrition rate in the **Research & Development** department was the highest at **56%**, followed by **Sales** at **39%** and the **HR** Department at **5%**.
8. Approximately **69%** of employees who left the company fell under the salary range below **\$5000**, while **21%** fell under the **\$5000-\$10,000** range, **8%** under the **\$10,000-\$15,000** range, and **2%** under the **\$20,000+** range.
9. The general trend suggests that the more years an employee spends in the company the less likely it is for them to leave.
10. **84%** of attrition is happening in the lower performance category, category 3.
11. For the number  $x$  of employees that live in distance  $y$  from the company, the percent of exiting employees is directly proportional with  $y$ , distance.
12. Single employees are more likely to quit, with **53%** of the total exiting employees.

## Recommendation:

- Implement retention strategies for employees around **30-35** years old.
- Address attrition in the **Research & Development** department.

- Enhance compensation and benefits for employees in lower salary ranges.
- Develop employee engagement initiatives **for early career employees**.
- Provide opportunities for career growth and learning based on educational backgrounds.
- Pay attention to gender disparities in attrition and promote diversity and inclusion.
- Mitigate attrition in the Research & Development and Sales departments with department-specific strategies.
- Regularly review and adjust salary ranges to ensure competitiveness.
- Provide comfortable and fast transportation for those living far away from the company or simply prioritize candidates who live within a reasonable commute during the hiring process.