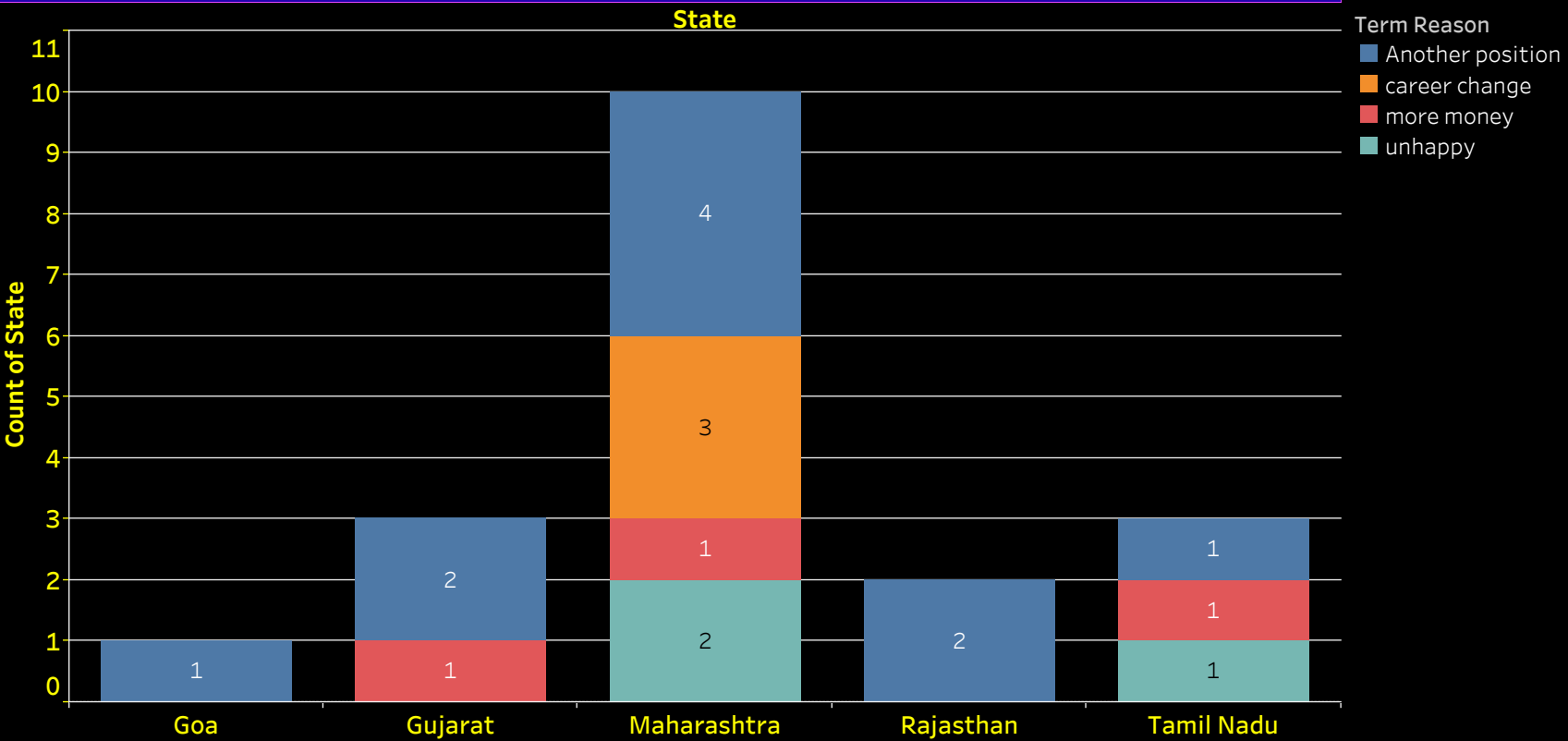
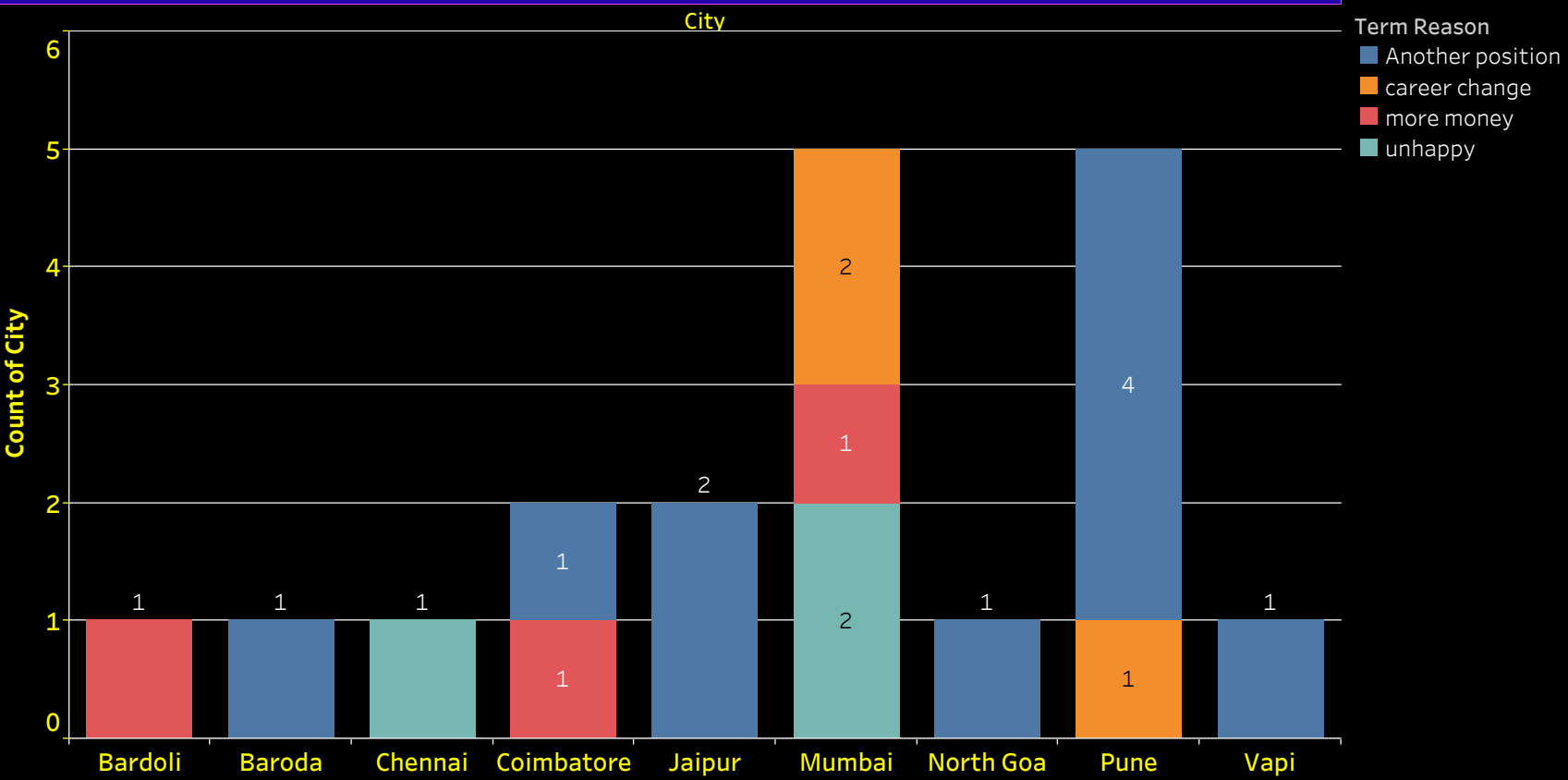


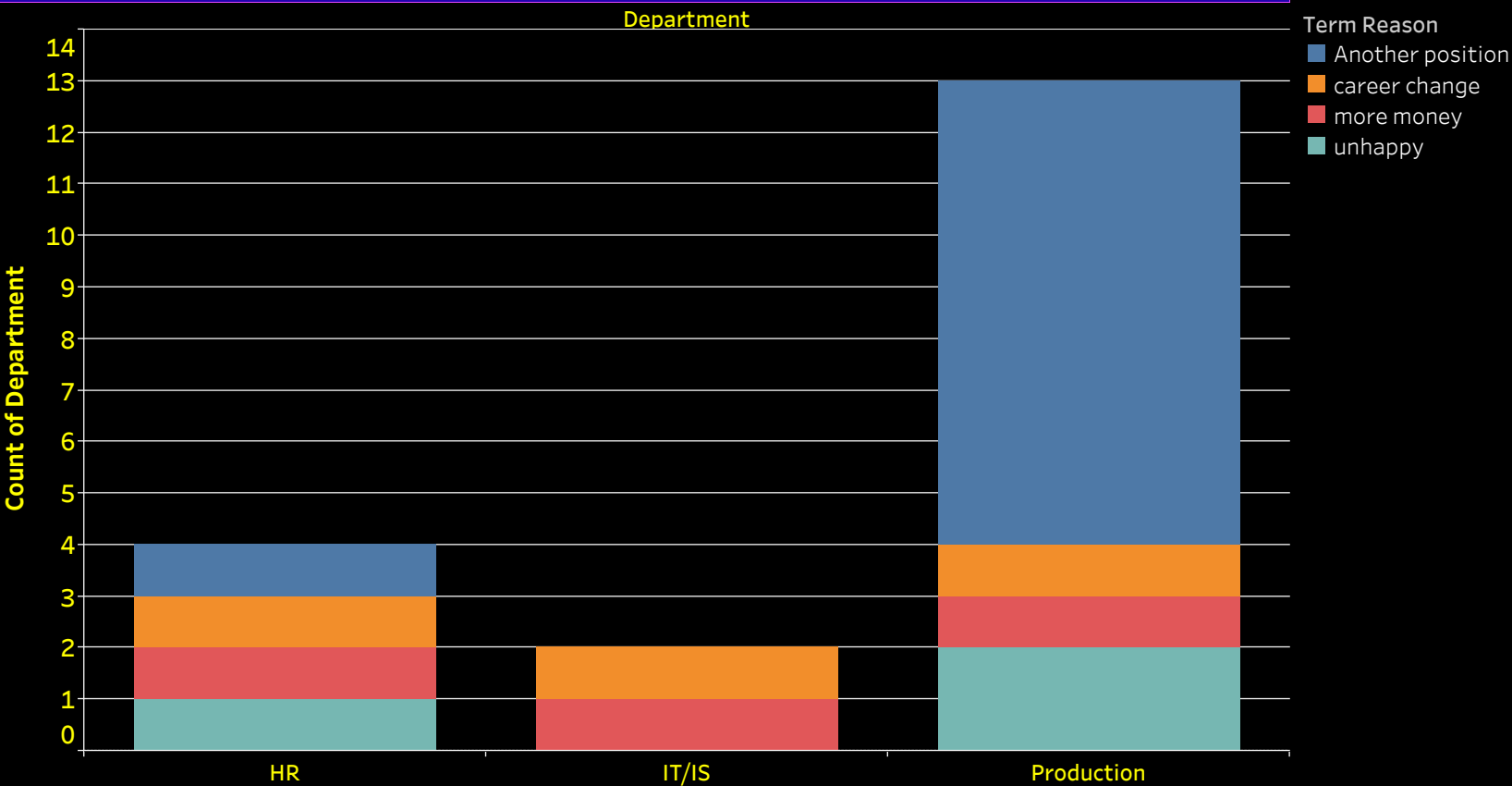
Sheet 1



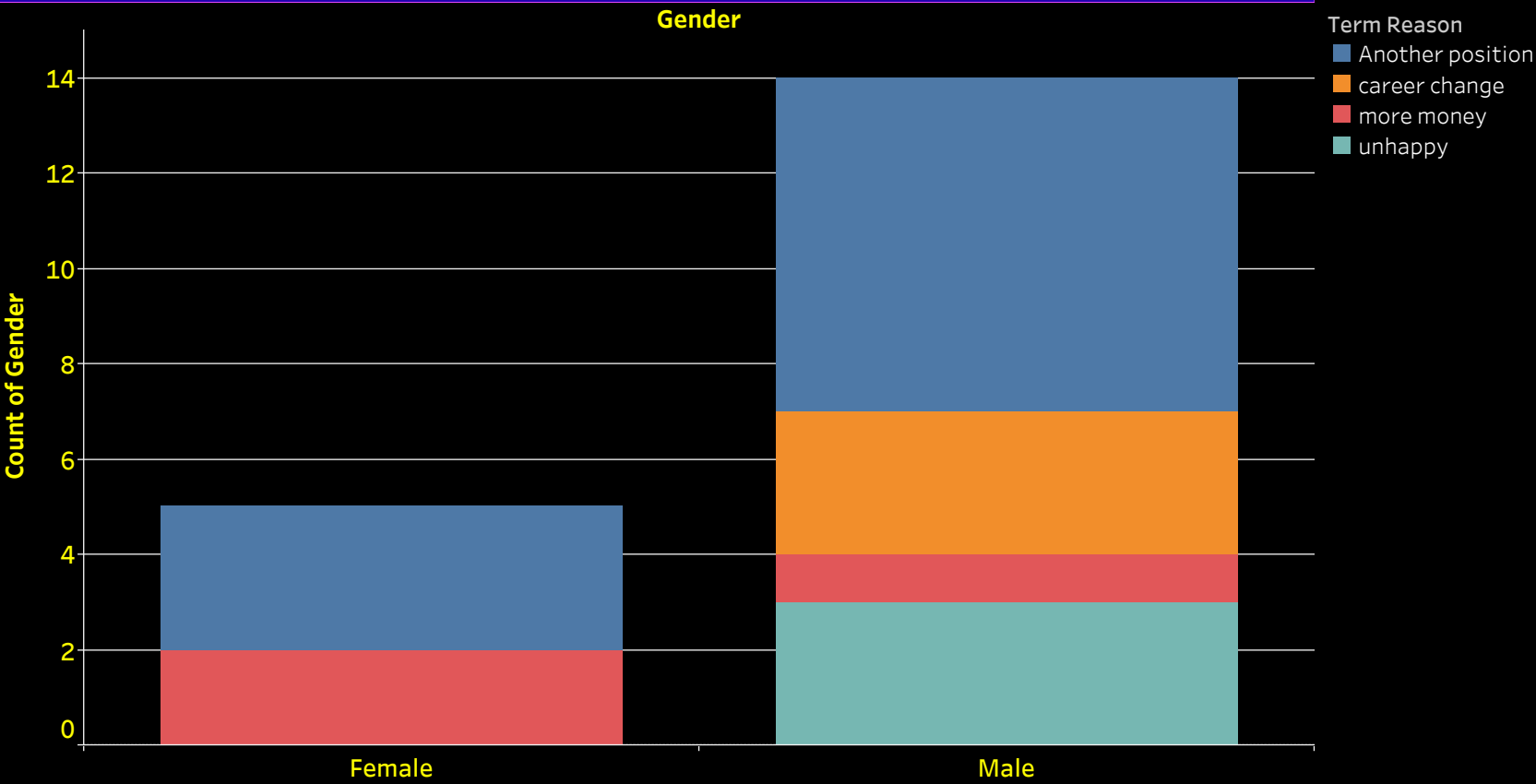
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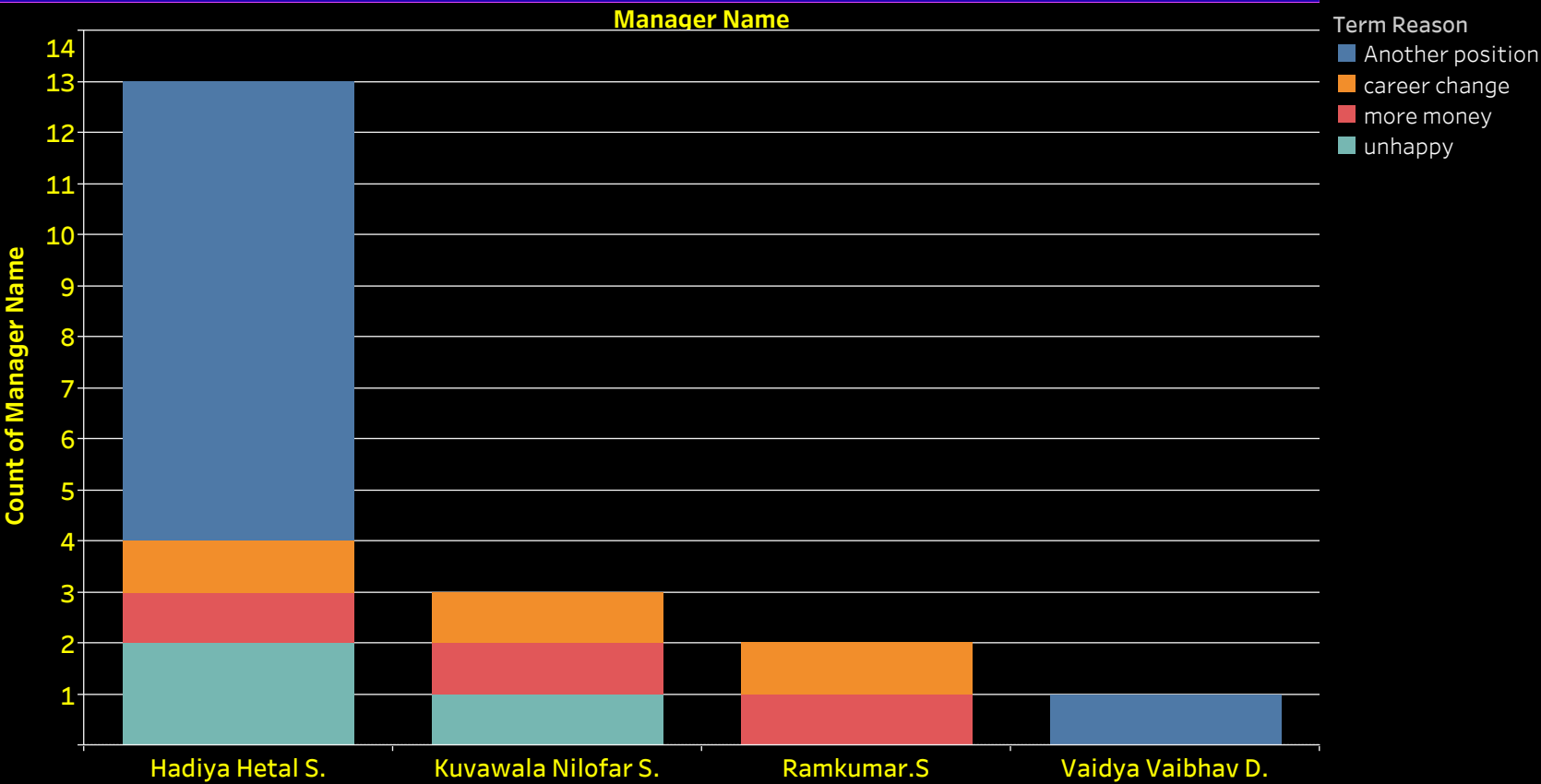
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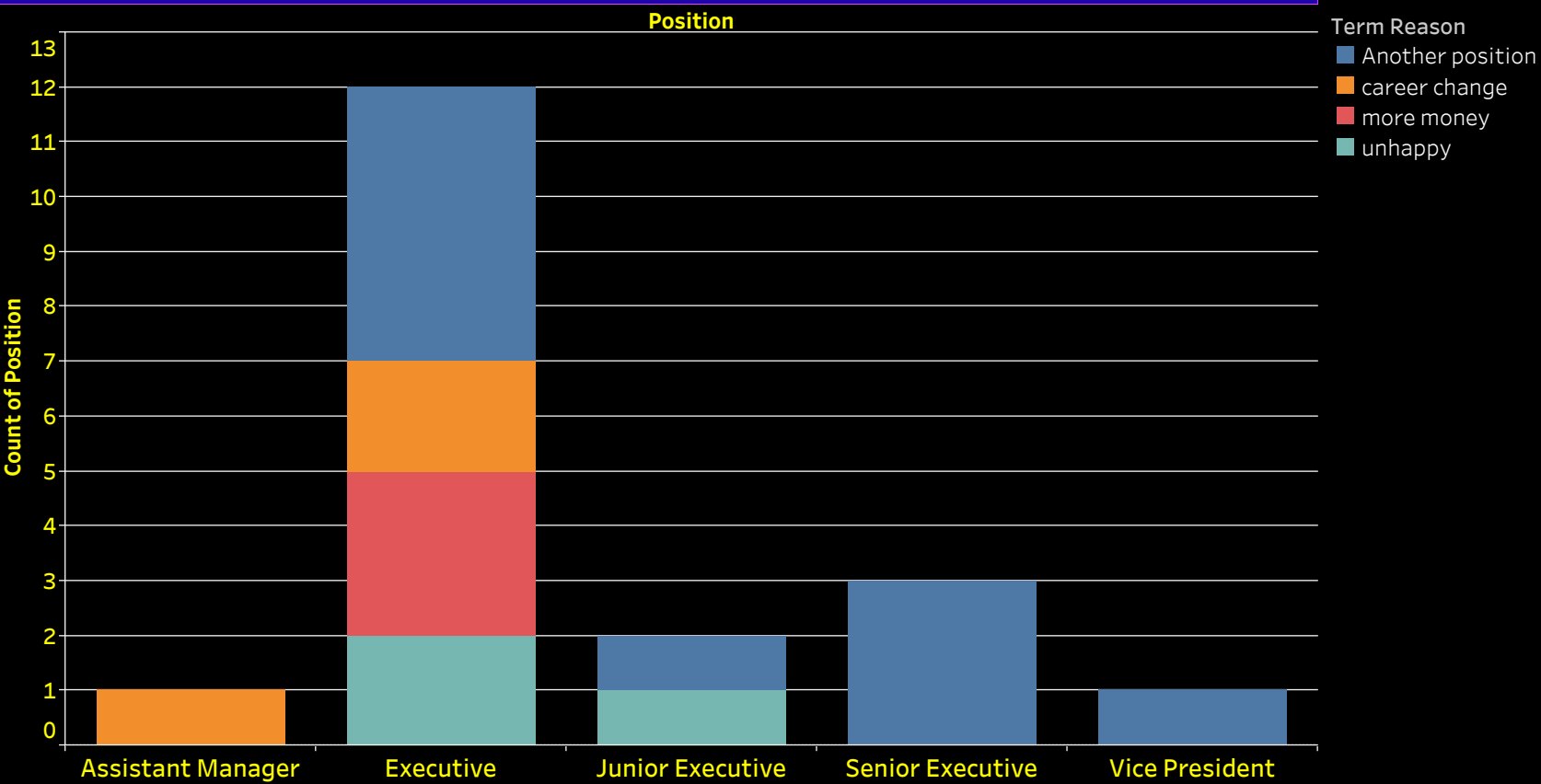
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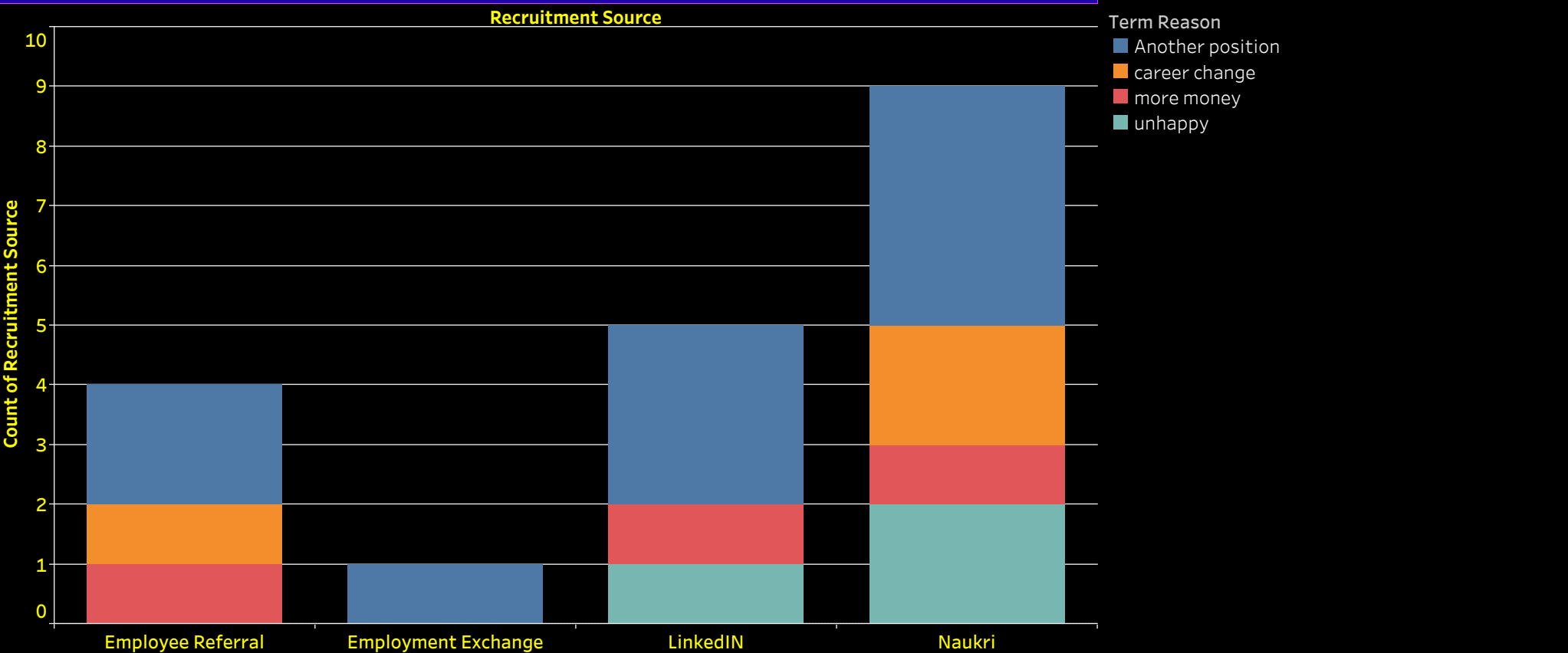
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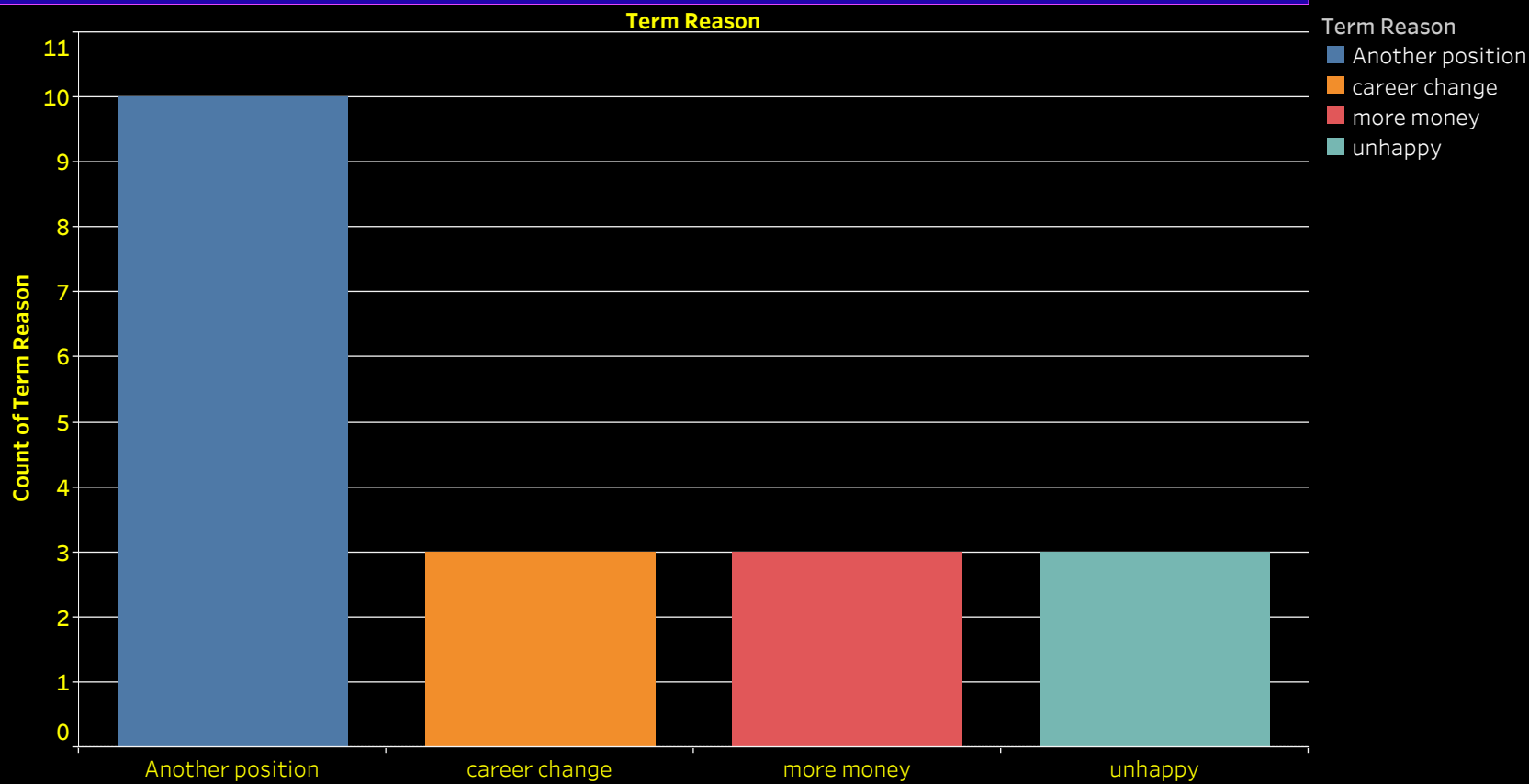
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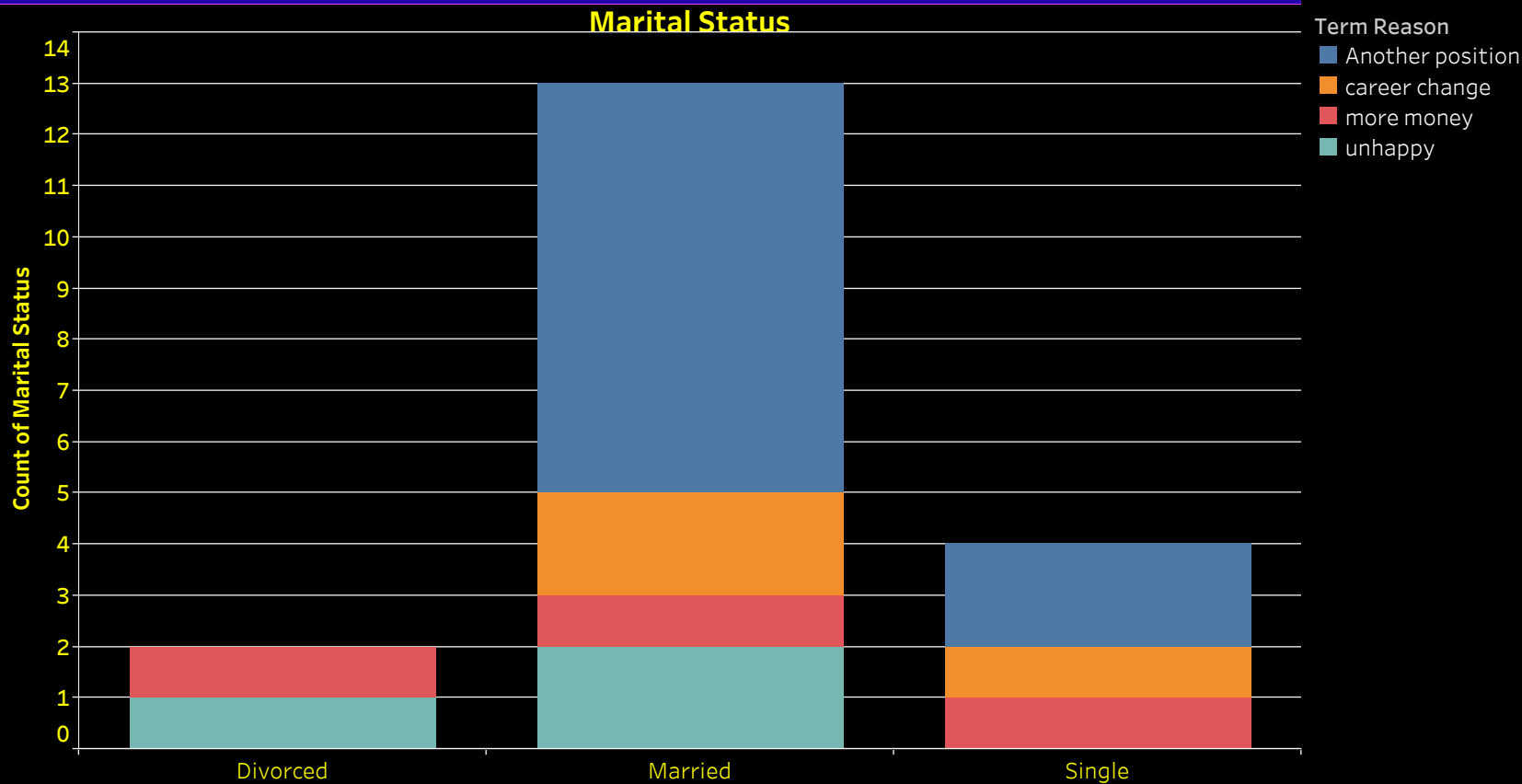


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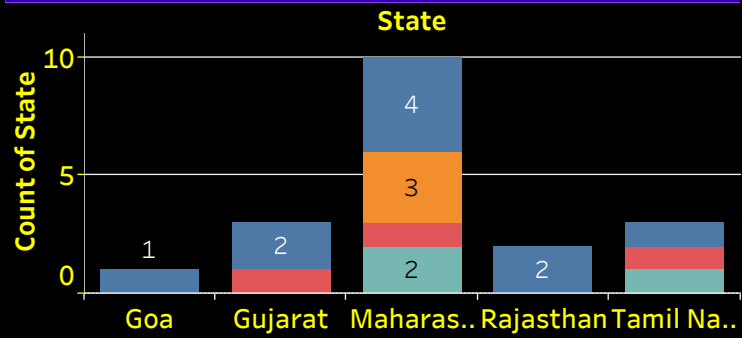
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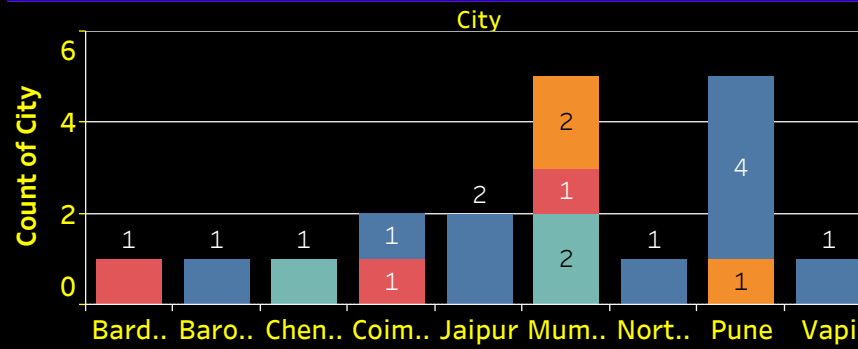
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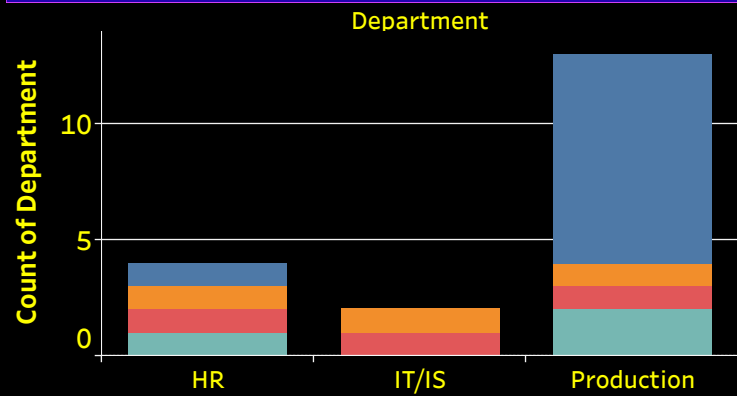


Sheet 2

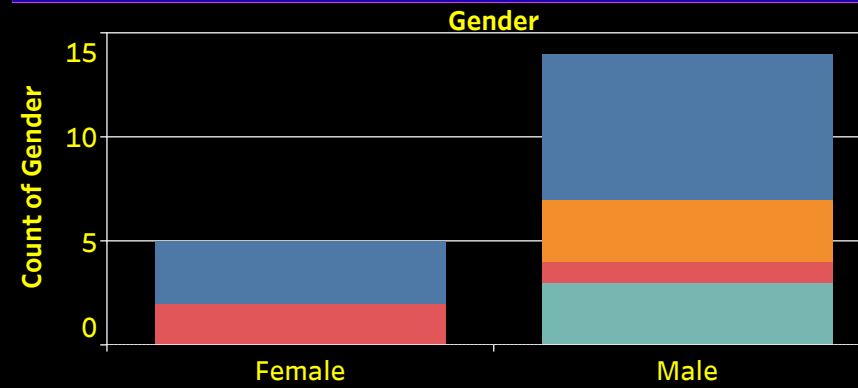
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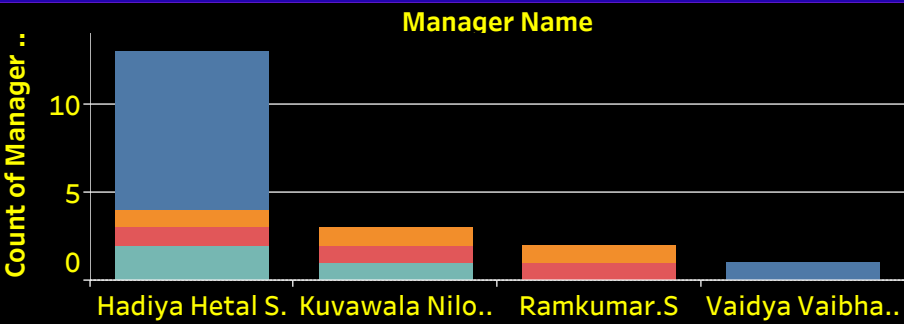
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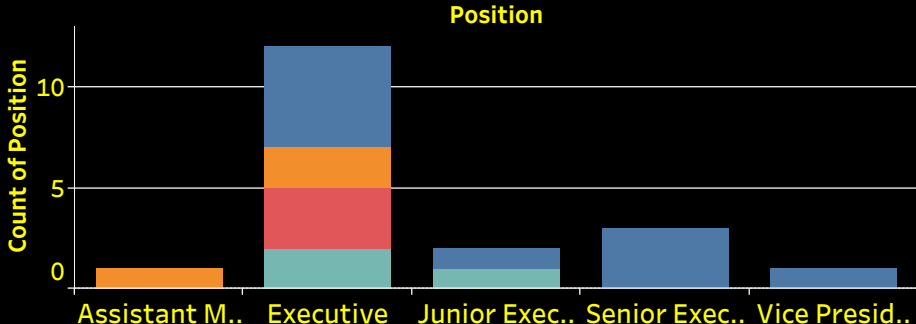
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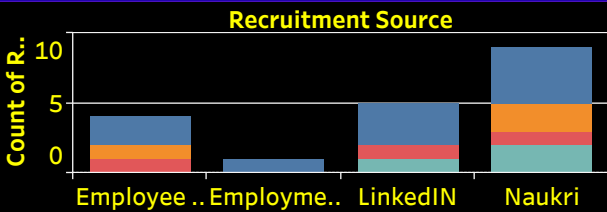
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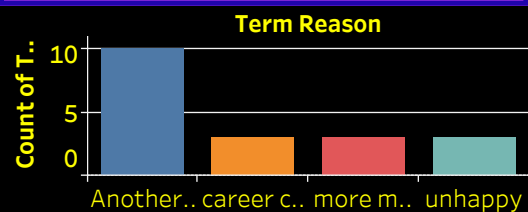
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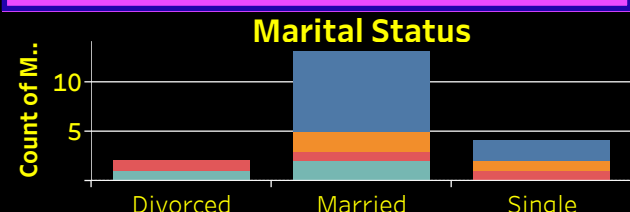
Sheet 7



Sheet 8



Sheet 9



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## Story 2

INTRO	Project Info	Dash --1	Dash -- 2	Conclusion	Conclusion	Conclus..
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Employee Attritation Analysis project

Present by:-  
Sonali Devikar

## Story 2

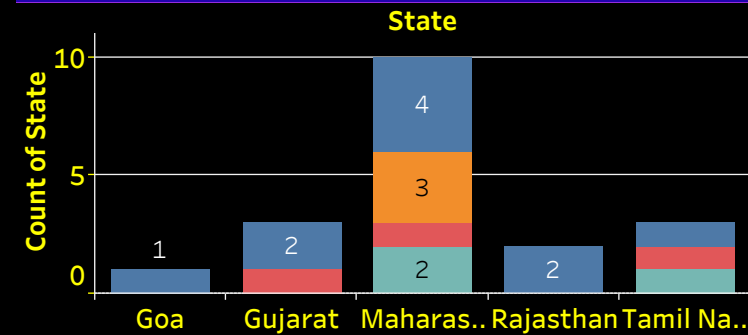
INTRO	Project Info	Dash --1	Dash -- 2	Conclusion	Conclusion	Conclus..
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We are analyzing data to overcome employee turnover. We are carefully examining the reasons for some employees and conducting detailed studies on them. Afterward, some options are being suggested to assist the HR team in gaining control over this process.

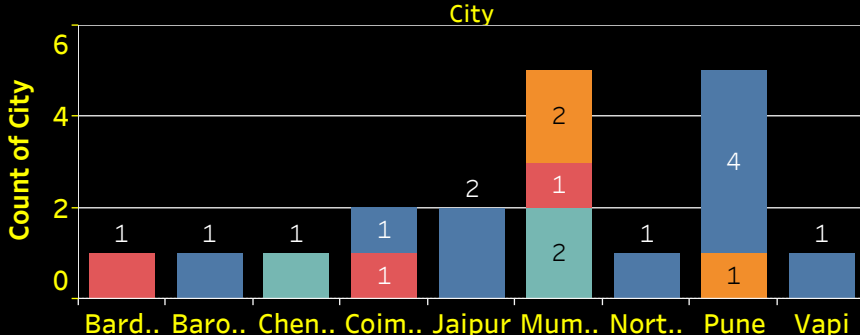
# Story 2

INTRO	Project Info	Dash --1	Dash -- 2	Conclusion	Conclusion	Conclus..
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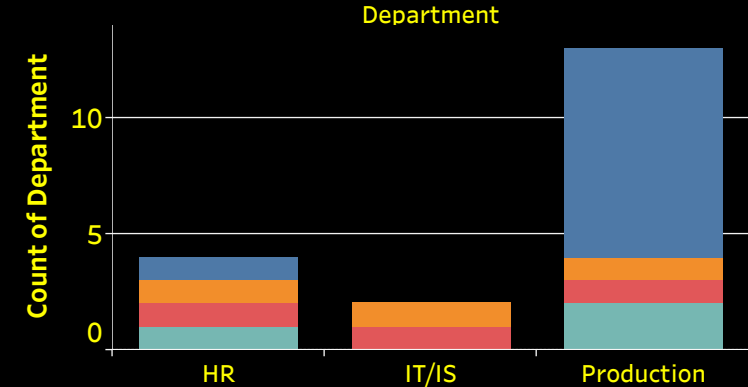


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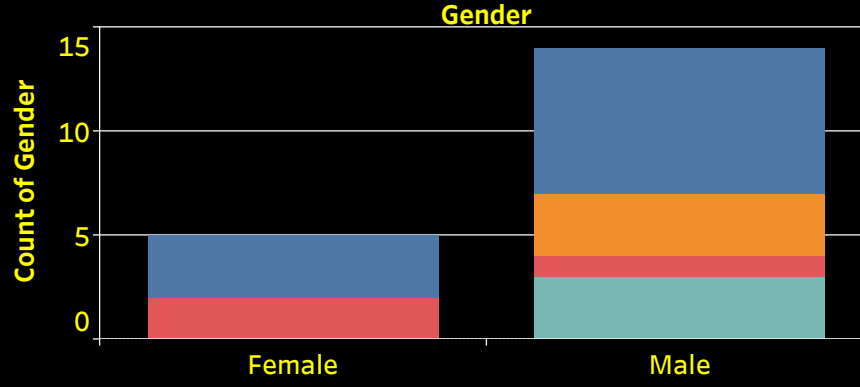


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Sheet 3



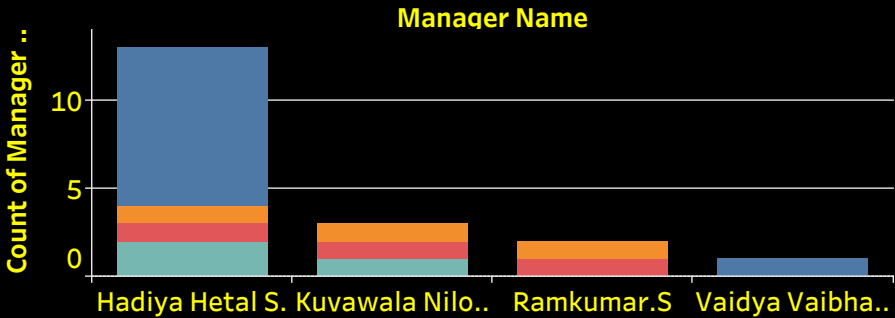
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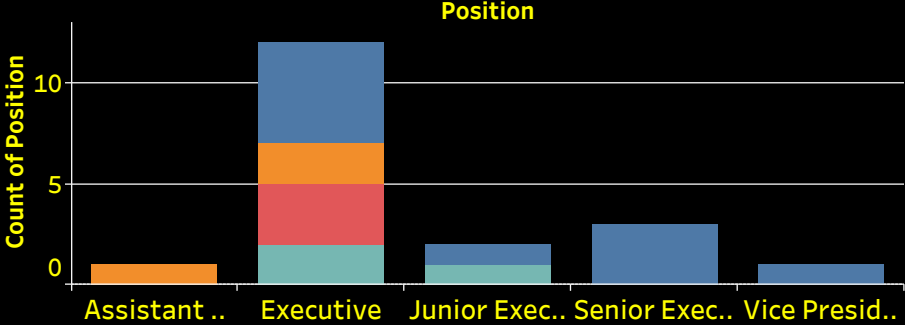
Story 2

INTRO	Project Info	Dash --1	Dash -- 2	Conclusion	Conclusion	Conclusion
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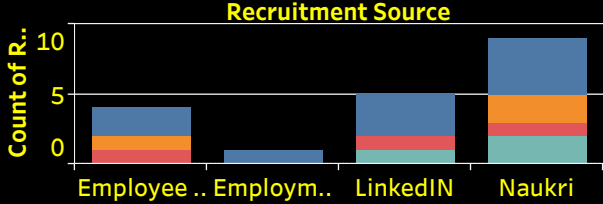
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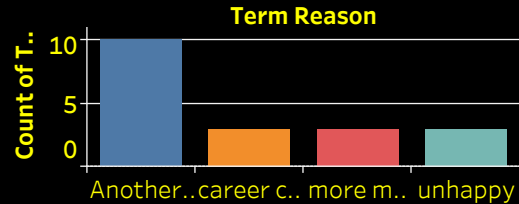
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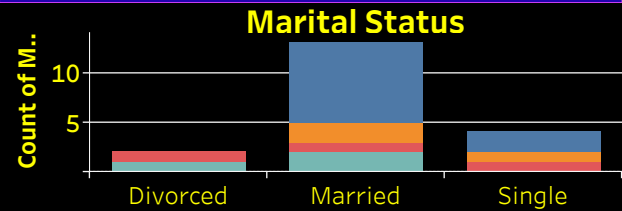
Sheet 7



Sheet 8



Sheet 9



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## Story 2

Project Info	Dash --1	Dash -- 2	Conclusion	Conclusion	Conclusion	Suggestion
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### Conclusion 1 :-

As we can see, in Goa, only one employee has submitted their resignation letter. Therefore, we can consider hiring people from Goa because they are less likely to leave quickly. The same situation applies in Rajasthan, where only two people have resigned. Hence, we can also give preference to those individuals.

### Conclusion 2:-

In a city where an employees resigning rate is one , it's essential to discuss with the employee to understand the actual reason behind their decision. The rate of employees leaving in Pune and Mumbai is higher, with the reason often cited as career change or pursuing another position.

### Conclusion 3:-

More people from the production department are resigning, so we need to find the actual reason behind this trend. It's essential to discuss this matter with the managers of the related departments. The relationship between employees and their managers is crucial, so we need to focus on improving it.



## Story 2

Dash --1	Dash -- 2	Conclusion	Conclusion	Conclusion	Suggestion	Suggestion
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### Conclusion 4:-

Most of the employees are male, given their resignation for the reason of another position, it means they want to grow by their position. So, the company and the team need to find male employees who deserve promotion because of this, they are resigning. There needs to be some action about their promotion.

### Conclusion 5:-

As per observation, in Hadiya Hetal's department, the majority of employees are resigning for another position. This requires attention. which is 70% of those resigning, belong to Hetal's department. This is a concerning trend, so it's important to discuss with Hadiya Hetal.

### Conclusion 6:-

The increasing number of resignations within the executive department is a matter of concern that demands immediate attention. The departure of key personnel from this critical department can have significant repercussions on the organization's operations, productivity, and overall performance. It is imperative to conduct a thorough analysis of the underlying reasons behind these resignations

## Story 2

Dash -- 2	Conclusion	Conclusion	Conclusion	Suggestion	Suggestion	Suggestion
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### Conclusion 7:-

most of employee given their resign who are hiring from Naukri so need to care full when we hire from naukri. from linkdin 25% employee given resign with another position when we hiring from linkdin and naukri need to discuss with period of their working year.

### Conclusion 8 :-

While it may be disheartening to see valued employees leave, it also presents an opportunity for introspection and improvement. By conducting exit interviews and analyzing the reasons behind their decisions to seek other positions, organizations can gain valuable insights into areas where they may be falling short in terms of career development, advancement opportunities.

### Conclusion 9 :-

As we observe the percentage of married employees is higher than that of single employees. Given that most employees resign for other positions. we should prefer hiring single employees or if we should provide specific benefits for married employees.

## Story 2

Dash -- 2	Conclusion	Conclusion	Conclusion	Suggestion	Suggestion	Suggestion
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### Suggestion 1 :-

We should talk to Vaidya Vaibhav about discussing with the employee. Since her reason for resignation is another position, we should consider reviewing her work to contemplate a possible position increment that might change her decision.

### Suggestion 2:-

We should try to persuade them to reconsider their resignation by offering them a better offer within the company's budget. We need to divert their mindset by highlighting the benefits of the company's employee policies.

### Suggestion 3:-

The production department involves working with machines, which can be somewhat risky. Therefore, employees might leave due to safety concerns. Hence, we should enhance their security and add some advance facilities.

## Story 2

Dash -- 2	Conclusion	Conclusion	Conclusion	Suggestion	Suggestion	Suggestion
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### Suggestion 4 :-

Need to offer some attractive incentives to employees related to position and money according to the company's budget. Need to discuss with Hadiya Hetal because she is the manager; most of the employees resigning are from her department.

### Suggestion 5 :-

Regularly survey employees to gauge their satisfaction levels and identify any areas for improvement within the workplace culture, management practices, or work environment.

### Suggestion 6:-

Implement retention programs such as professional development opportunities, career advancement paths and competitive compensation packages to incentivize employees to stay with the company.

## Story 2

Dash -- 2	Conclusion	Conclusion	Conclusion	Suggestion	Suggestion	Suggestion
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### Suggestion 7:-

Foster open communication channels between management and employees to address concerns, provide feedback, and ensure that employees feel heard and valued.

### Suggestion 8:-

Promote a healthy work-life balance by offering flexible work arrangements, time-off policies, and wellness programs to support employee well-being.

### Suggestion 9:-

Provide training and support for managers to improve their leadership skills, communication abilities, and conflict resolution techniques to foster positive relationships with their teams. provide family related facilities to add some benefit of employees.