

HR ANALYTICS CASESTUDY

SUBMISSION

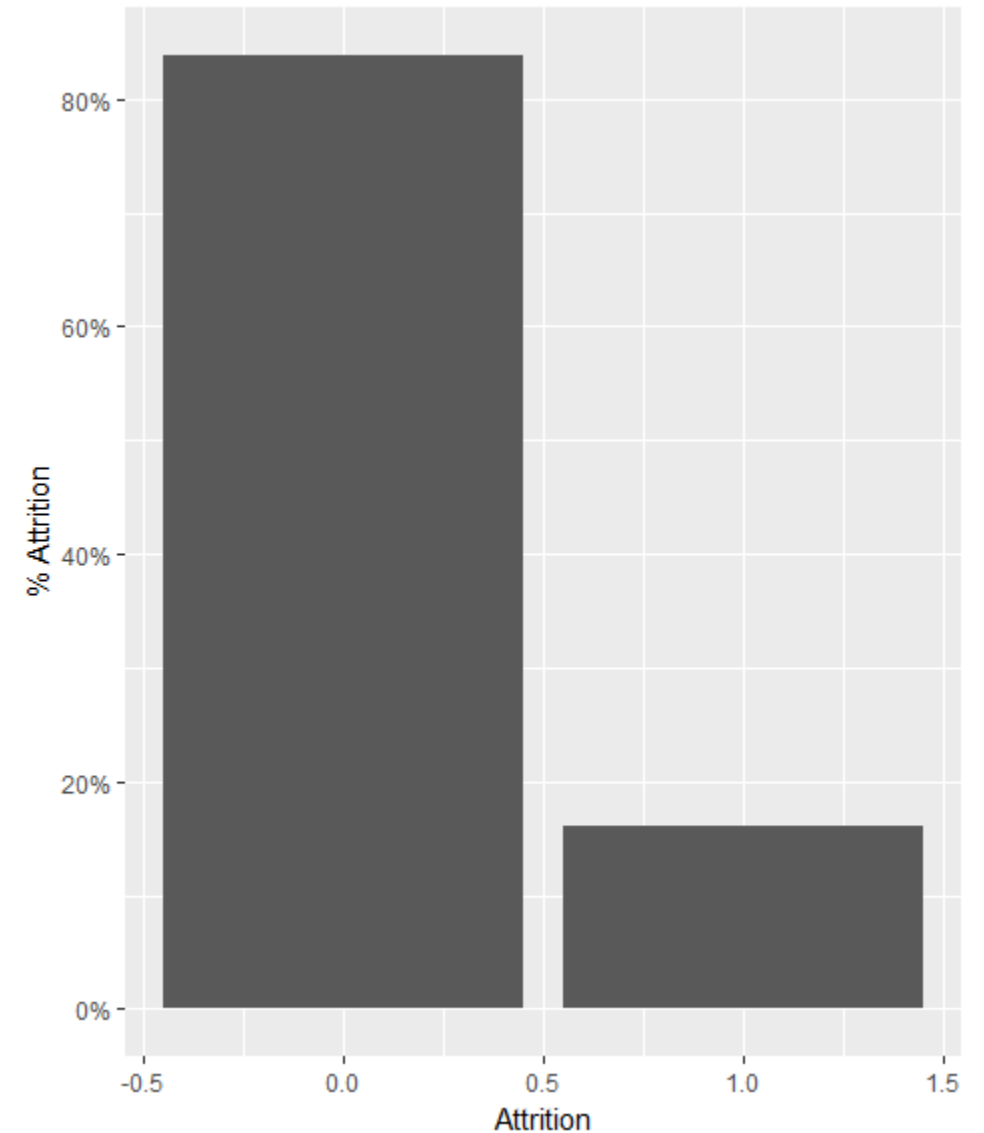
By:

Srikar Tadiparthi

Abstract

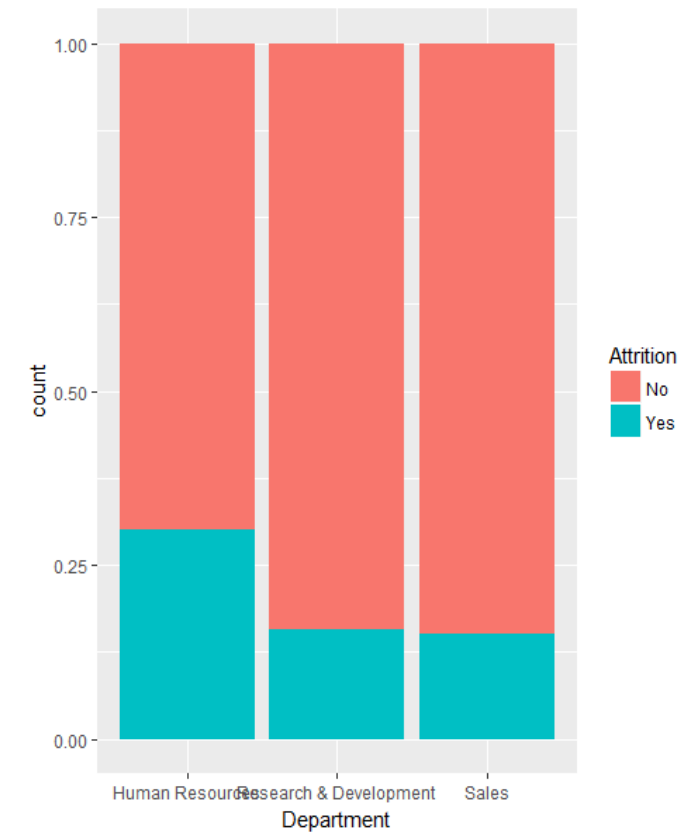
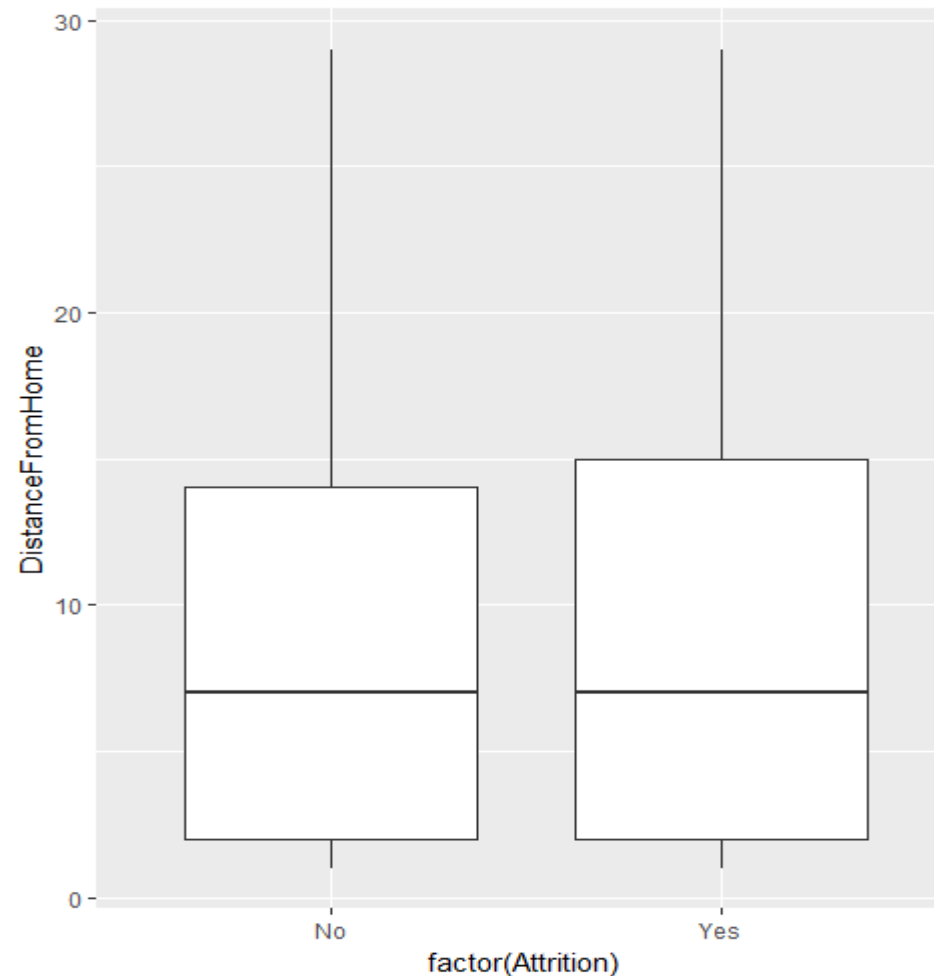
A large company has faced the issue of employee attrition which the management believes is bad for the company. Hence the management has consulted a HR Analytics firm to understand the various factors affecting the employee attrition rate. Here we model the probability of attrition using logistic regression to predict and also find the factors affecting the attrition.

There is approximately 15% employee attrition rate as has been confirmed by the company. Lets dig deeper to gain insights into the factor affecting the attrition rate.

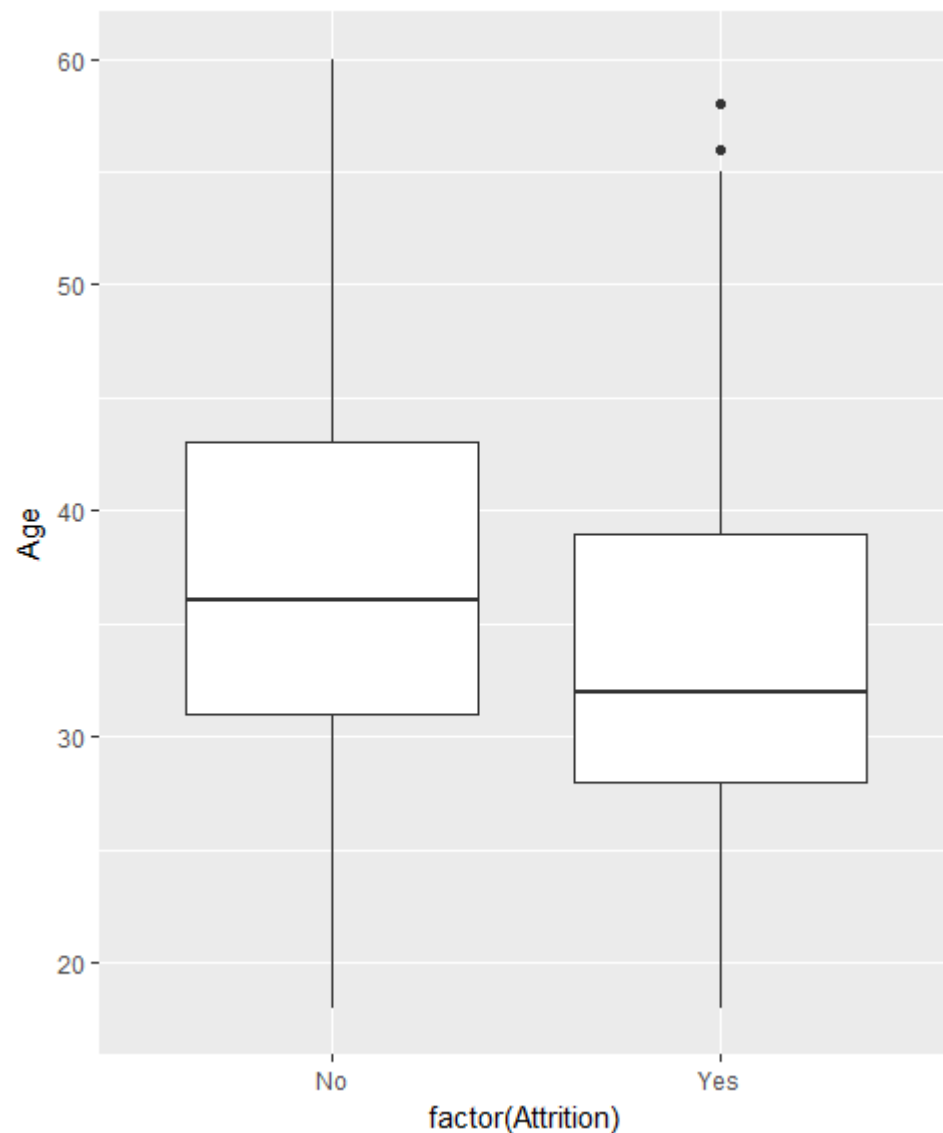


It can be seen that the employee attrition rate is higher among the Human resources department whereas it is considerably low in the other departments.

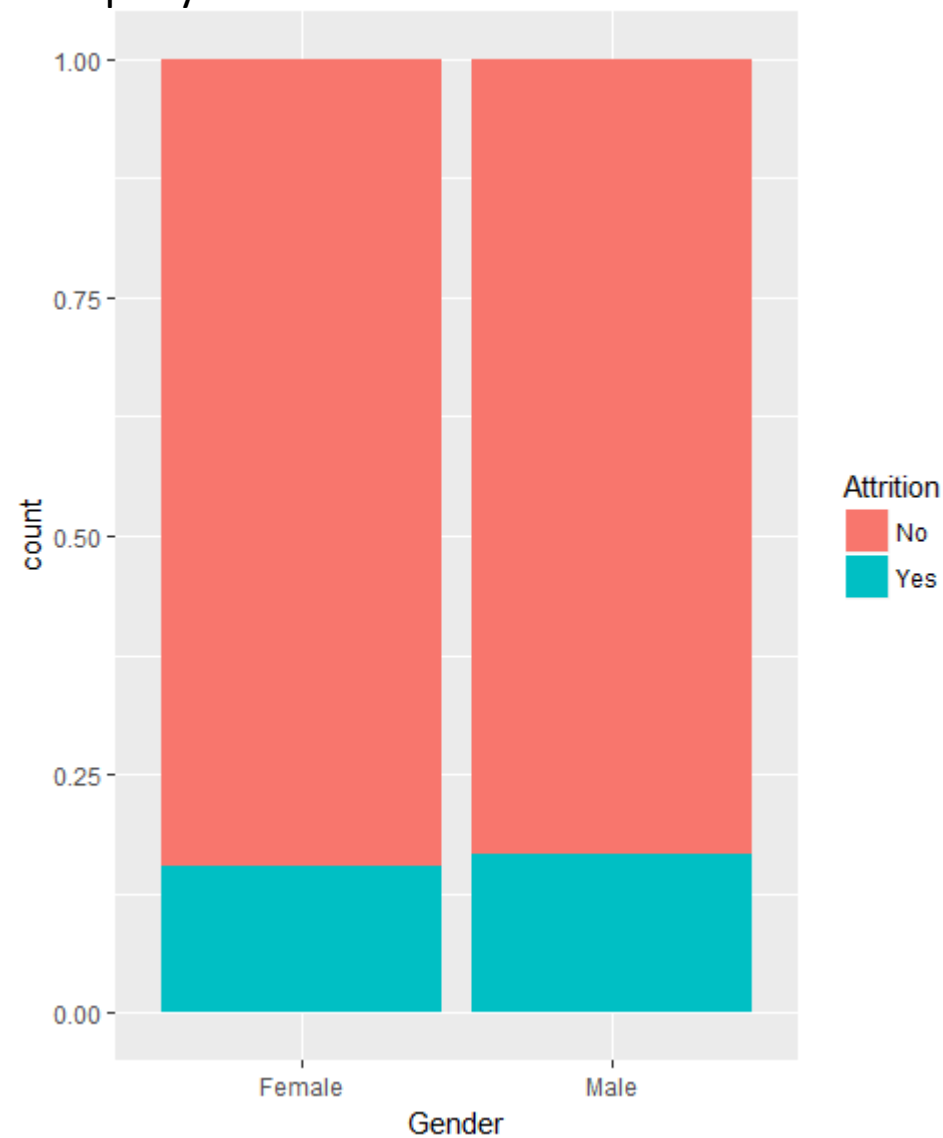
There is a clear indication that people who are travelling from longer distances are more likely to leave.



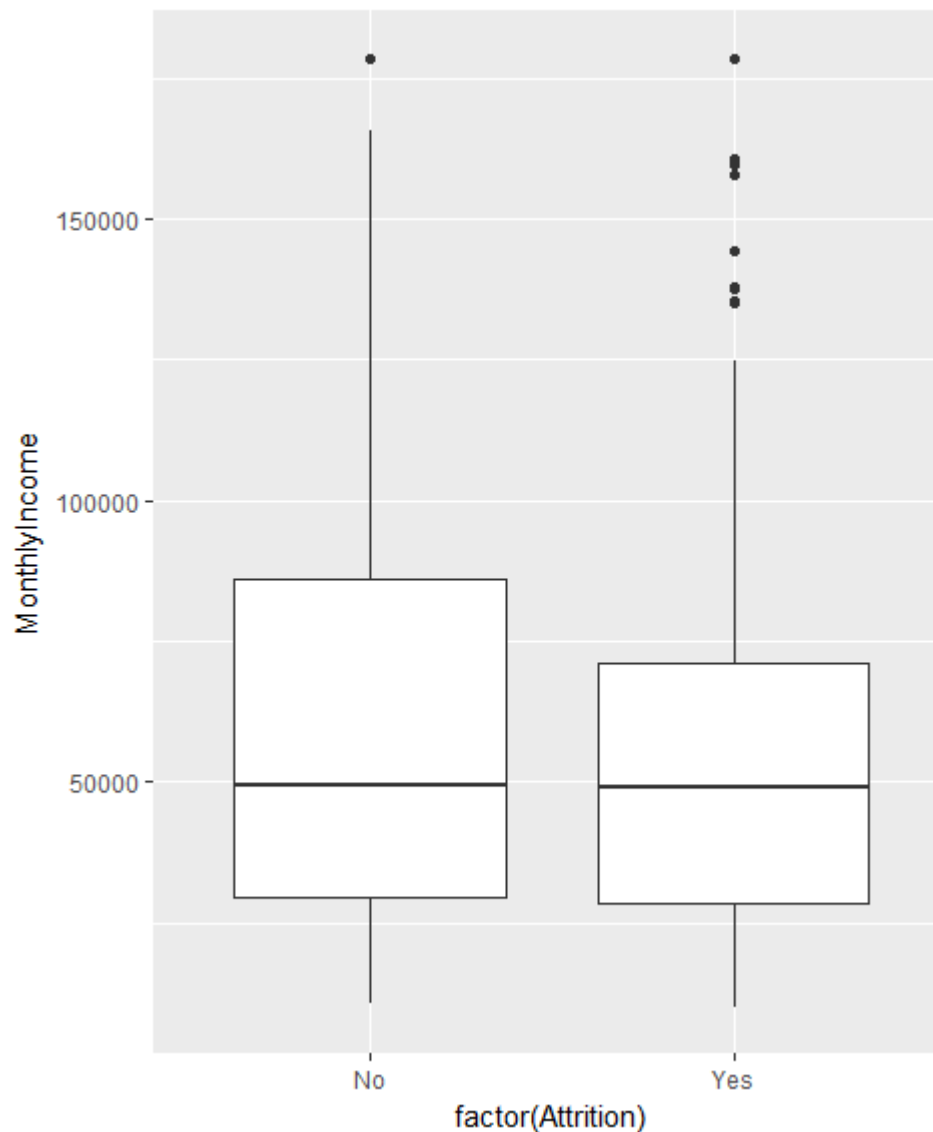
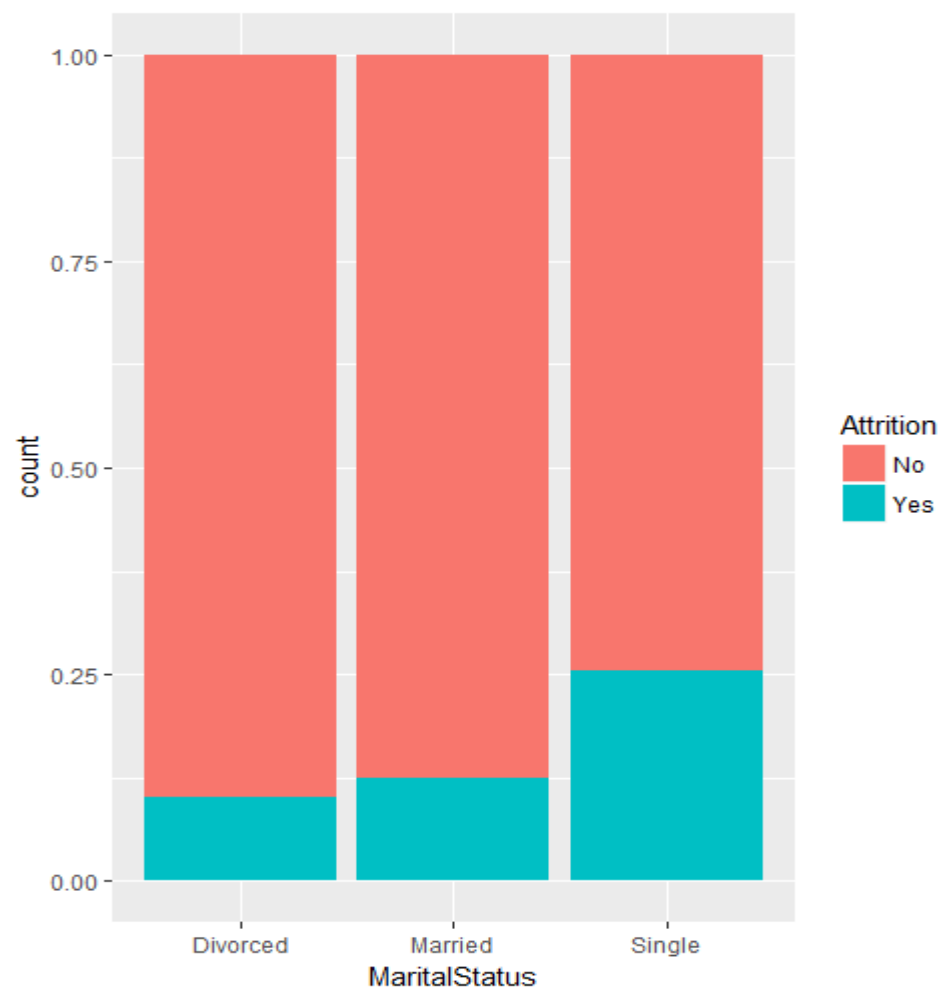
Perhaps it comes as a no surprise that younger people are more interested in leaving the company.



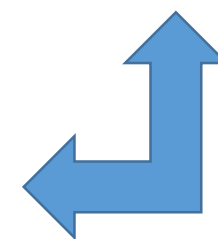
Male people has a slightly higher chance of leaving the company



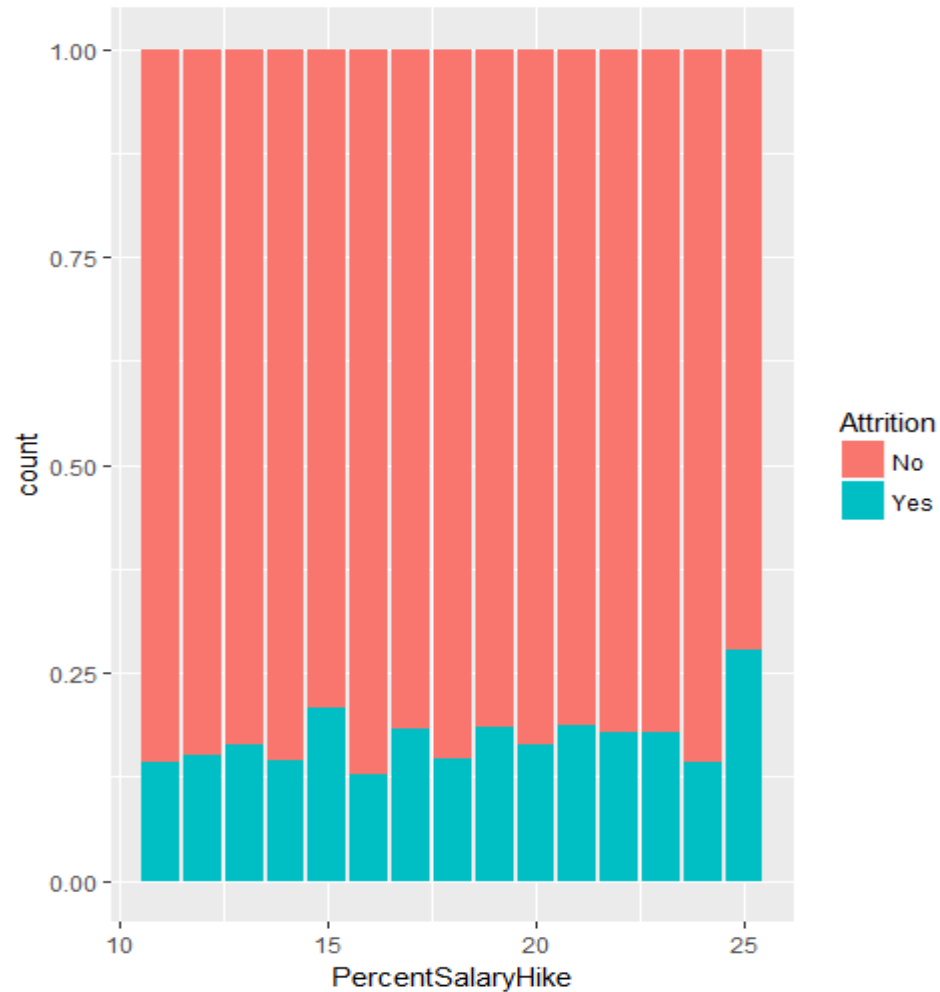
We can see that people who unmarried tend to switch companies often which is to be expected.



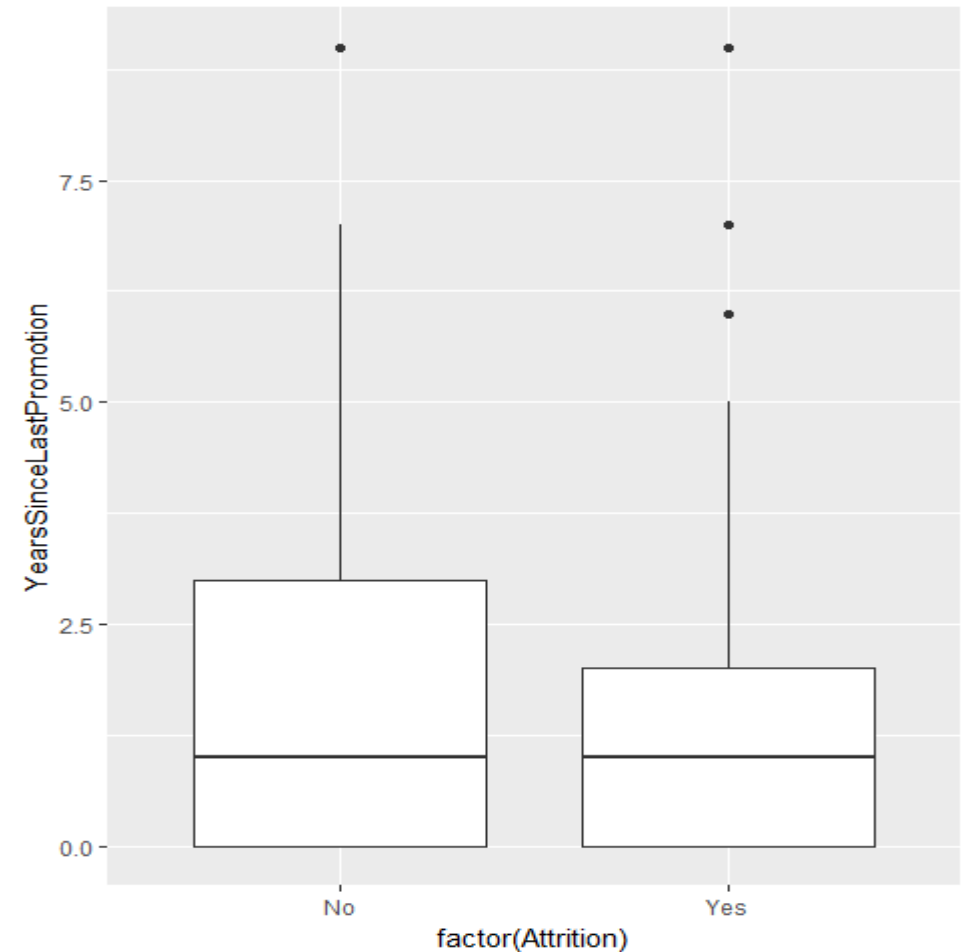
Another important factor is employee monthly income. People with lower income are more likely to leave perhaps in need of better salaries.



Contrary to the intuition, people who get a very good amount of percent hike are more interested in shifting companies.

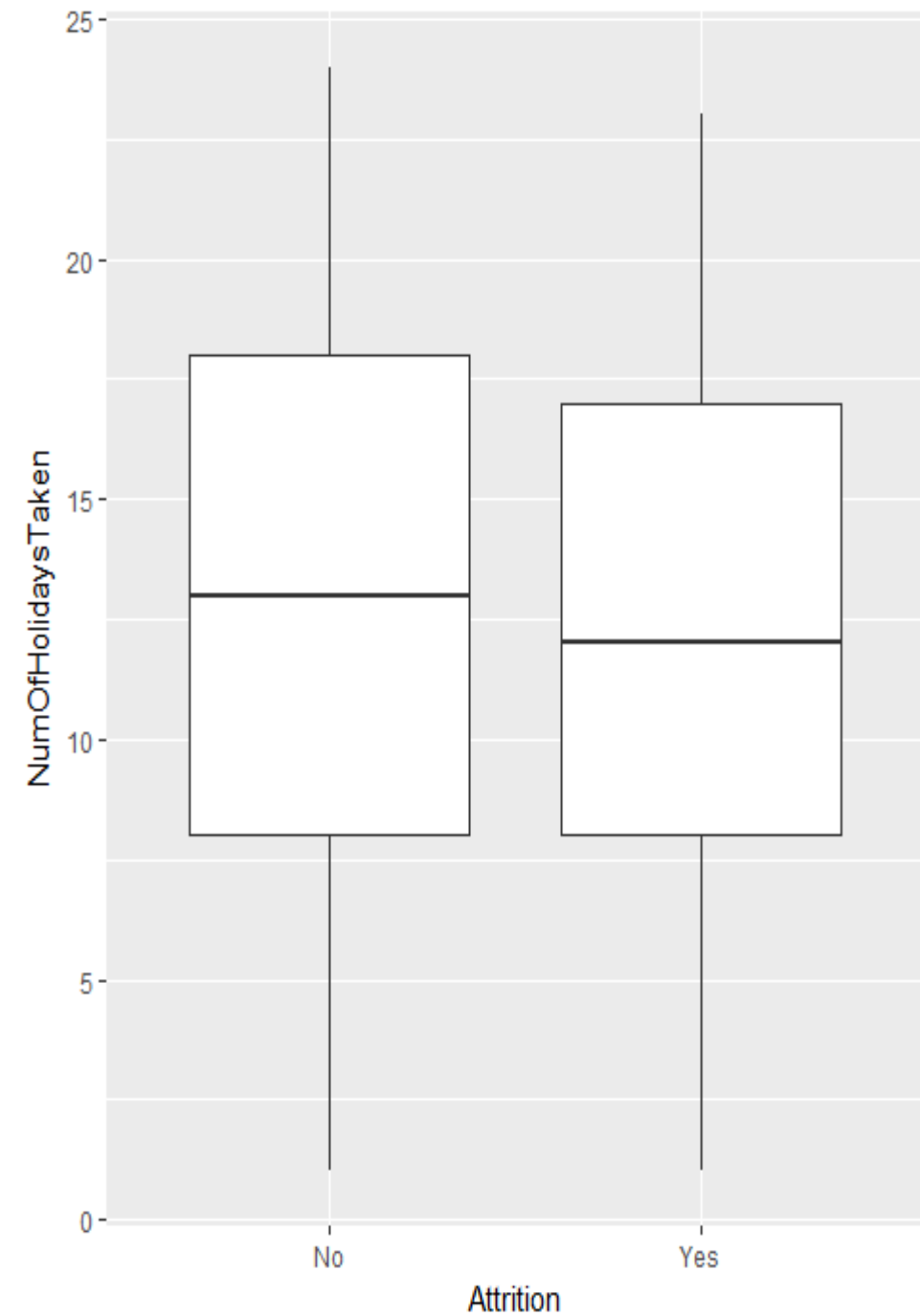
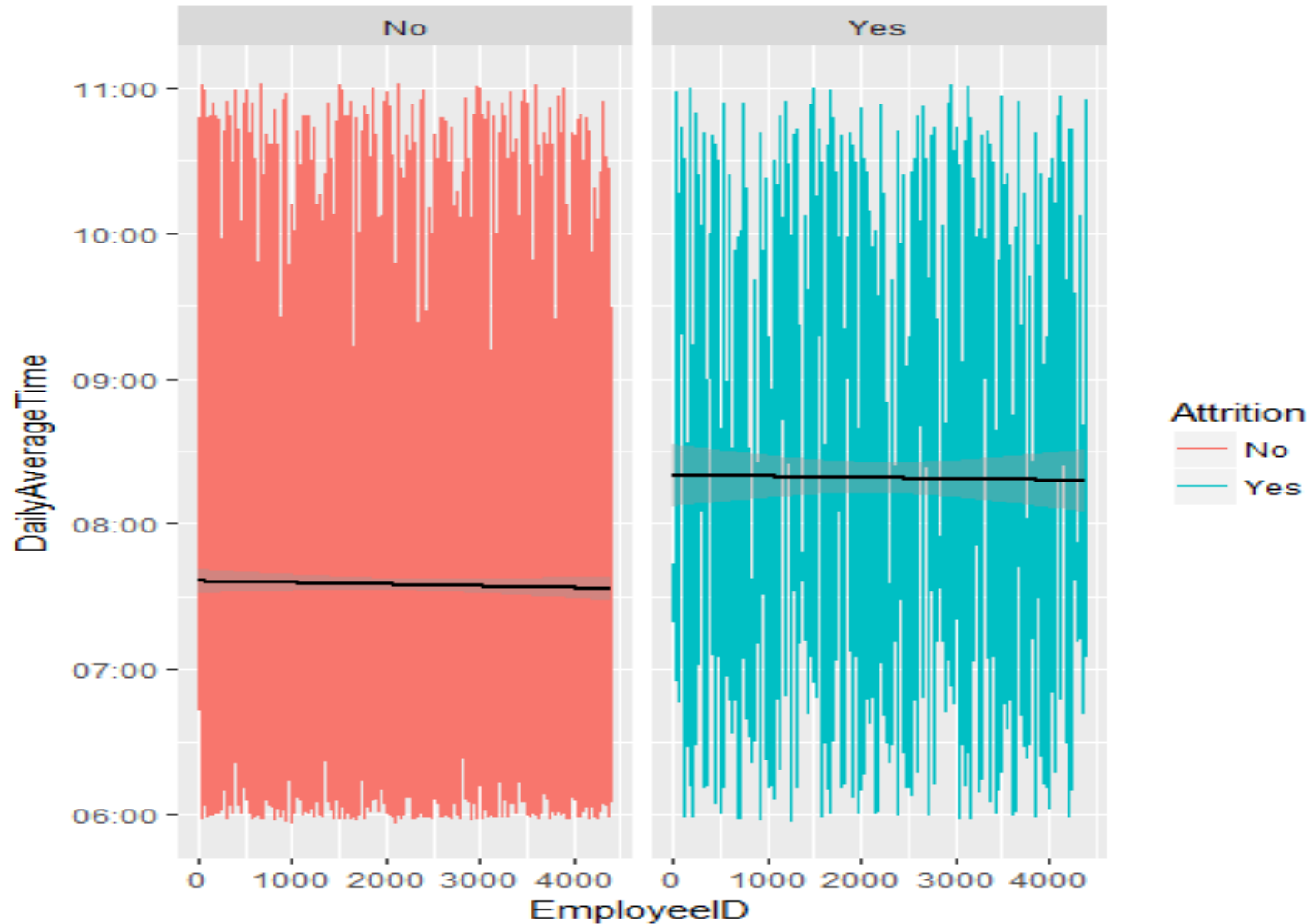


At the same time people usually wait for 2 years for promotion after which they tend to leave the company.





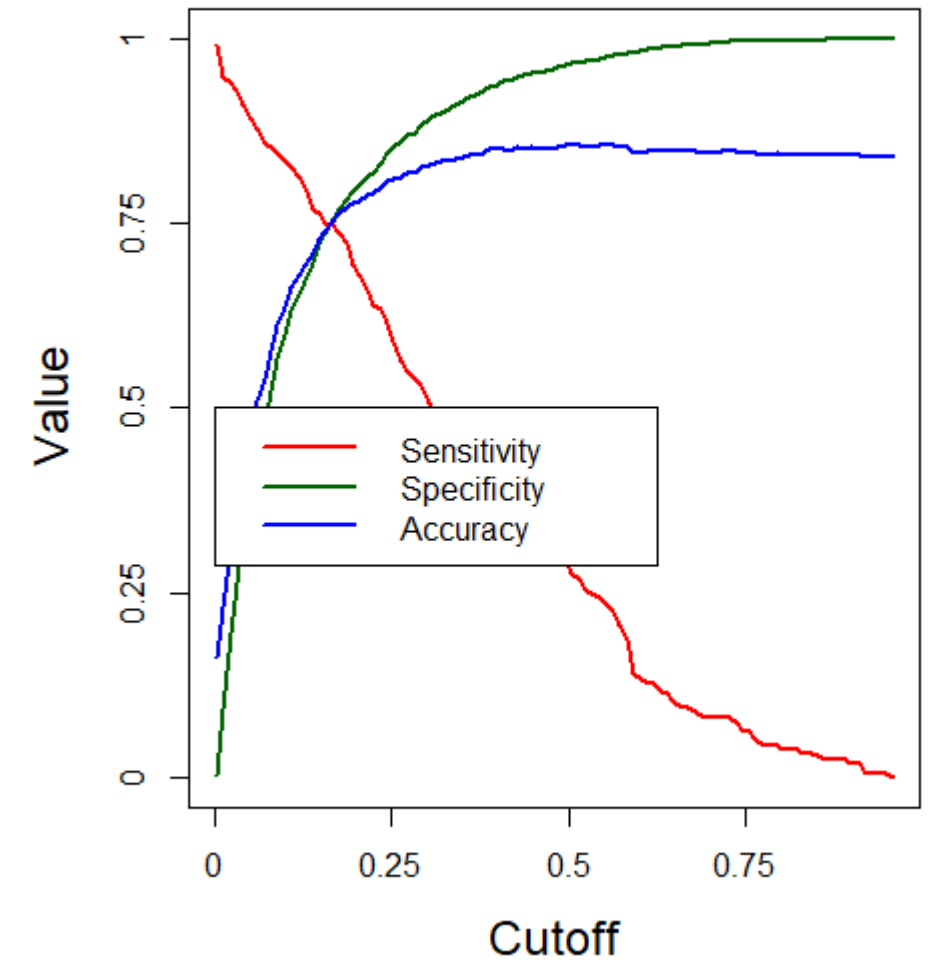
People who are more likely to leave the company tend to take lesser holidays and also they tend to spend significantly more time in the. Might be because of high work load people leave the company.



Model Evaluation

It can be seen that at the cutoff value of 0.16 the model does reasonably well.

Parameter	Value
Accuracy	0.755
Sensitivity	0.746
Specificity	0.756



Concern	Status quo	Recommendation
Monthly Income	People with lesser salary tend to leave	Company should try to incentivize people with lesser salary.
Age	Younger talent more likely to leave	Company might conduct some special training programs that specifically is targeted at improving younger people.
Years At company	People who spend more time at company leave less likely	Company should focus on properly utilizing these experience people.
Year Since last Promotion	Employees who don't get promoted in 2 years more likely to leave.	Company should particularly take care of these people by compensating in some other means.
Environment Satisfaction, Job Satisfaction, Work Life Balance	Lesser the satisfied the employee is the more likely he/she is to leave	Companies should focus on maintaining employee friendly environment, aligning employees as per their job interest.
Holidays and Daily Average Time	Employees who take less holidays and who spend more time in office are more likely to leave. This might be because high work loads.	Company should make sure that no employee is over burdened with the project work.