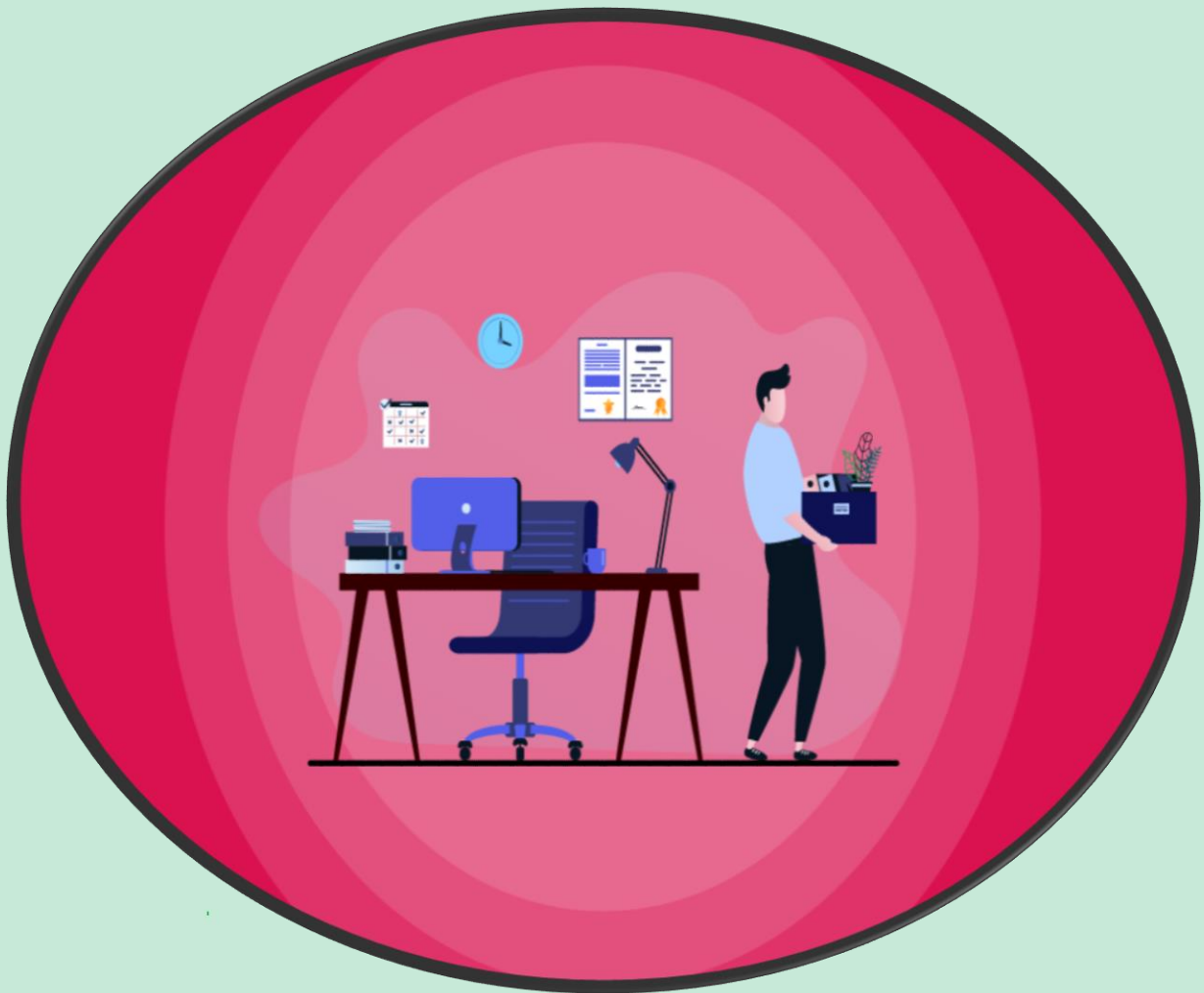




Employee Attrition



BY: SUSHMITHA. A



PROJECT DETAILS

Project Title: Employee Attrition Analysis

Domain: Human Resources

PROBLEM STATEMENT

XYZ company which was established a few years back is facing around a 15% attrition rate for a couple of years. And it's majorly affecting the company in many aspects. In order to understand why employees are leaving the company and reduce the attrition rate XYZ company has approached an HR analytics consultancy for analysing the data they have. You are playing the HR analyst role in this project and building a dashboard which can help the organization in making data-driven decisions



Introduction

Employee attrition is a critical issue impacting organizational efficiency, morale, and performance. Understanding why employees leave and identifying trends is essential for effective retention strategies. This report analyses key performance indicators (KPIs) related to employee attrition, offering insights into factors such as tenure, department, role, and satisfaction. By examining these dimensions, the report aims to guide interventions that enhance retention, reduce turnover costs, and improve workplace satisfaction. Key KPIs include attrition rate, average tenure, voluntary vs. involuntary attrition, new hire turnover rate, and retention rate, among others.

Dataset Information:

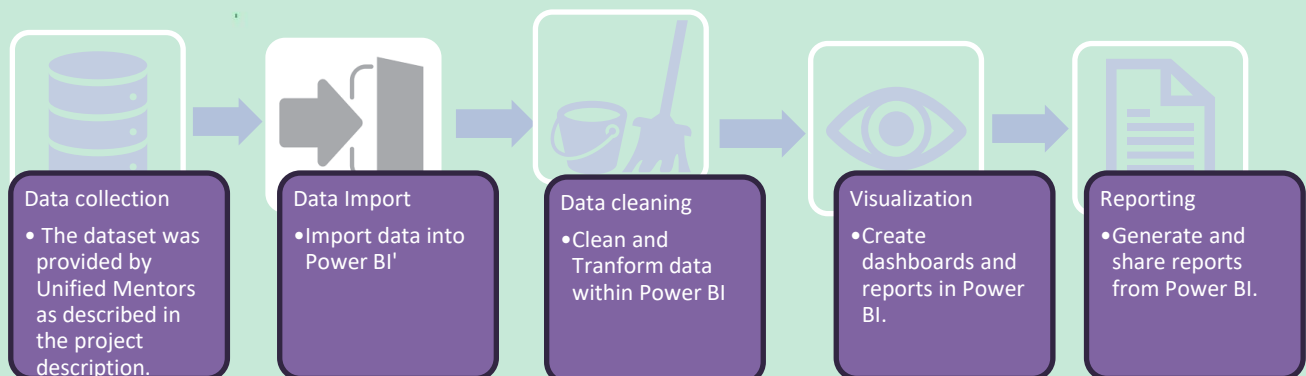
Employee ID, Age, Attrition, Business Travel, Department, Distance from Home, Education, Education Field, Employee Count, Gender, Job Level, Job Role, Marital Status, Monthly Income, Num Companies Worked, Over18, Percent Salary Hike, Standard Hours, Stock Option Level, Total Working Years, Training, Times Last Year, Years at Company, Years Since Last Promotion, years With Curr Manager, Environment Satisfaction, Job Satisfaction, WorkLife Balance, Job Involvement, Performance Rating



MAIN KPIs:

- **Attrition Rate:** Percentage of employees leaving the organization within a specific period.
- **Average Tenure:** The average length of time employees stays with the organization.
- **Retention Rate:** Percentage of employees who remain with the organization over a specific period.
- **Attrition by Department:** Number and percentage of employees leaving specific departments.
- **Attrition by Role:** Number and percentage of employees leaving specific job roles.
- **Employee Engagement Score:** Overall level of employee satisfaction and engagement, often measured through surveys.
- **Work-Life Balance Satisfaction:** Level of employee satisfaction with their work-life balance.

Design Details:





Attrition by Years at Company:

Insight: The highest number of attritions occurs in the 1-3 years range (258 employees), indicating potential issues with employee satisfaction or onboarding processes during the early years of employment.

Attrition by Income Range:

Insight: The majority of attritions occur in the 10k-50k income range (375 employees), suggesting that lower-income employees may be more prone to leaving. This could be due to financial dissatisfaction or better opportunities elsewhere.



Attrition by Education Field:

Insight: Employees in Life Sciences (303) and medical fields (225) have the highest attrition numbers. This could highlight industry-specific challenges or competitive job markets in these fields.

Attrition by Department:

Insight: R&D: 453 (13.58%) attritions, 86.42% retention

HR: 57 (23.17%) attritions, 76.83% retention

Sales: 201 (13.06%) attritions, 86.94% retention

Indicates that HR has the highest attrition rate, which might require targeted interventions to improve retention.

Attrition by Gender:

Insight: Female Attrition: 270 (13.27%)

Male Attrition: 441 (16.69%)

Suggests a higher attrition rate among male employees, which may warrant gender-specific retention strategies.

Percent Salary Hike by Age and Attrition:

Insight: Employees under 25 years and those aged 35-44 show higher attrition rates when their salary hike is less than 15%. Ensuring competitive salary increases could improve retention for these age groups.



Work-Life Balance Satisfaction:

Insight: Majority (2,698) rate work-life balance as satisfactory

Significant number (1,019) find it challenging

Highlights that while most employees are satisfied, a notable proportion find work-life balance to be challenging, suggesting an area for potential improvement.

CONCLUSION

The main KPIs and detailed insights from the Employee Attrition dashboard reveal critical areas where the organization can focus efforts to improve retention. High attrition in early tenure, among lower-income employees, specific departments, and job roles indicate areas that may benefit from targeted strategies such as improved onboarding processes, competitive salary adjustments, and enhanced job satisfaction initiatives. Addressing these issues can help reduce overall attrition and improve employee engagement and satisfaction.



THANK YOU