



HUMAN RESOURCE ATTRITION REPORT



Female

Male

1470

Total Employee

237

Employee Attritioned

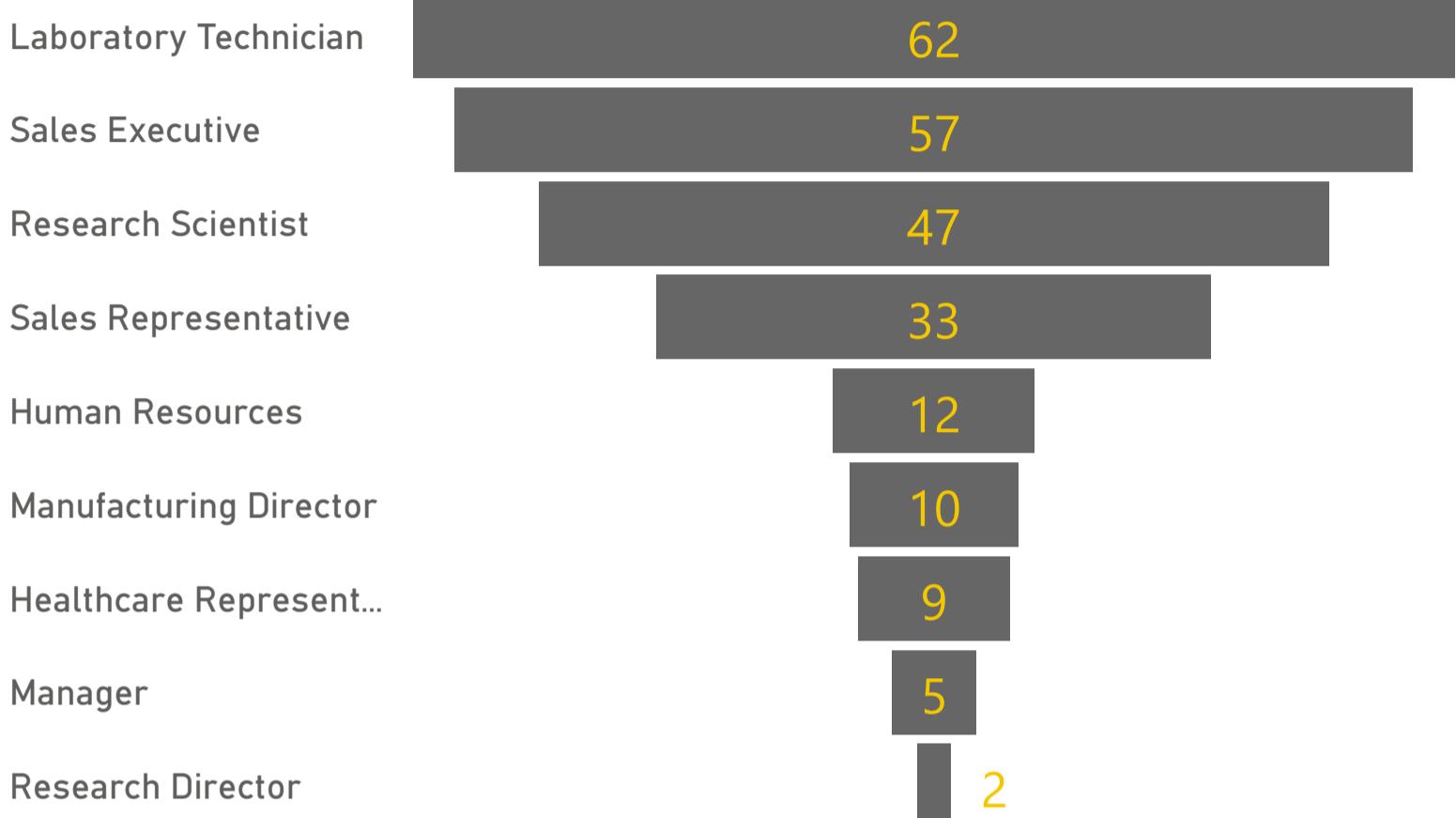
16.12%

Attrition %

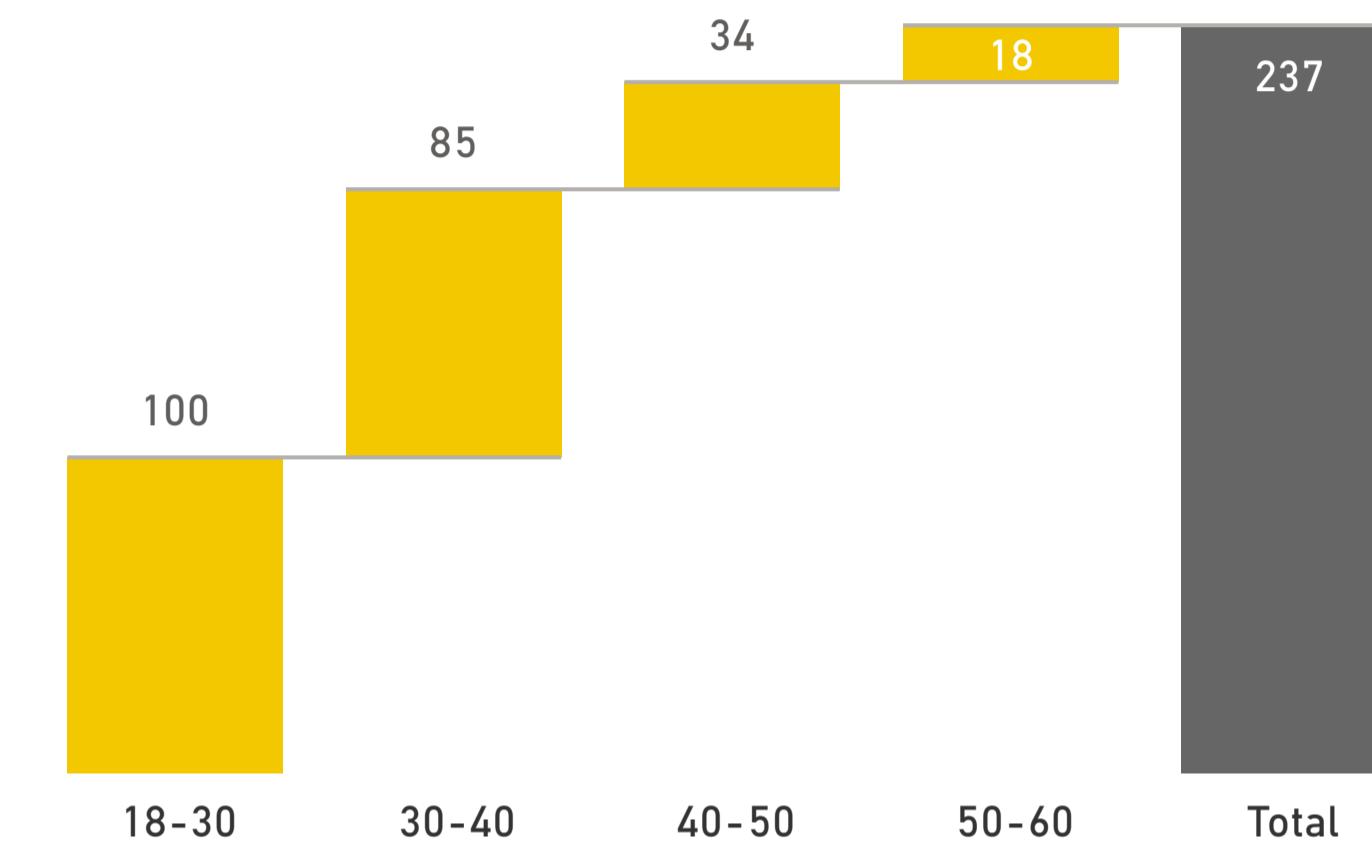
6.50K

Avg Sal

Employee Attritioned by JobRole



Employee Attritioned by Age (groups)



Distribution Of Employees

Employee Retai...

1233 (41.9%)

Employee Attritioned
237 (8.1%)

Total Employee
1470 (50.0%)

Employee Distribution

1043

Travel_Rarely

277

Travel_Frequently

150

Non-Travel

Department

EducationField

MaritalStatus

OverTime

BusinessTravel



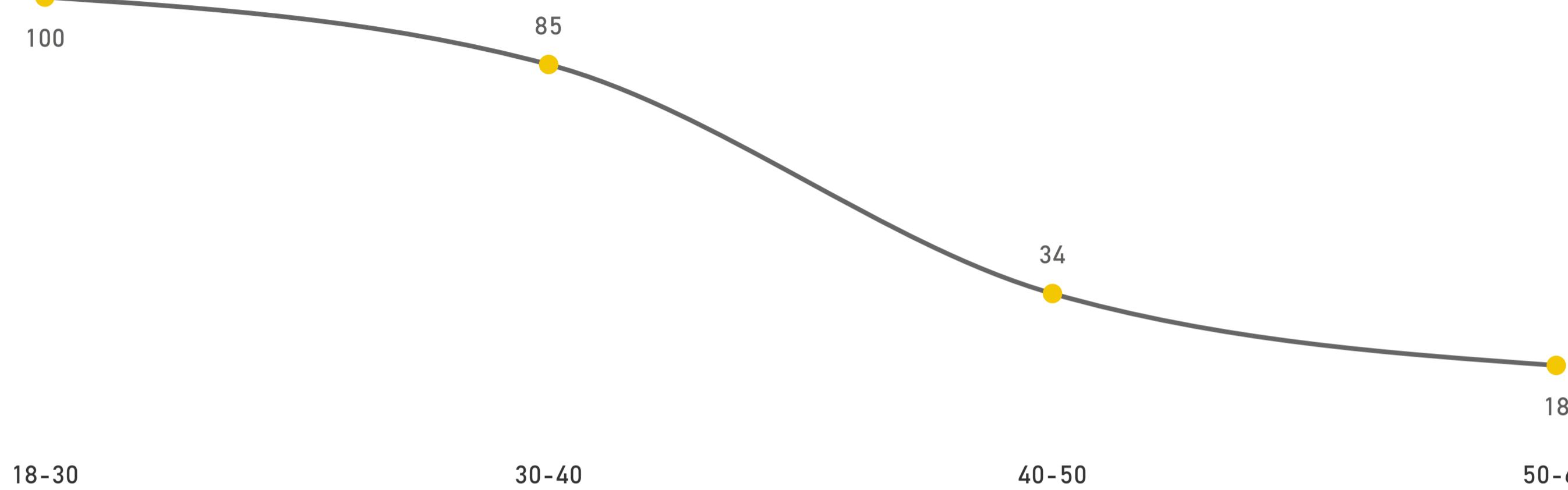
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Count of Attrition by Age (groups)



Age (groups)

DailyRate (groups)

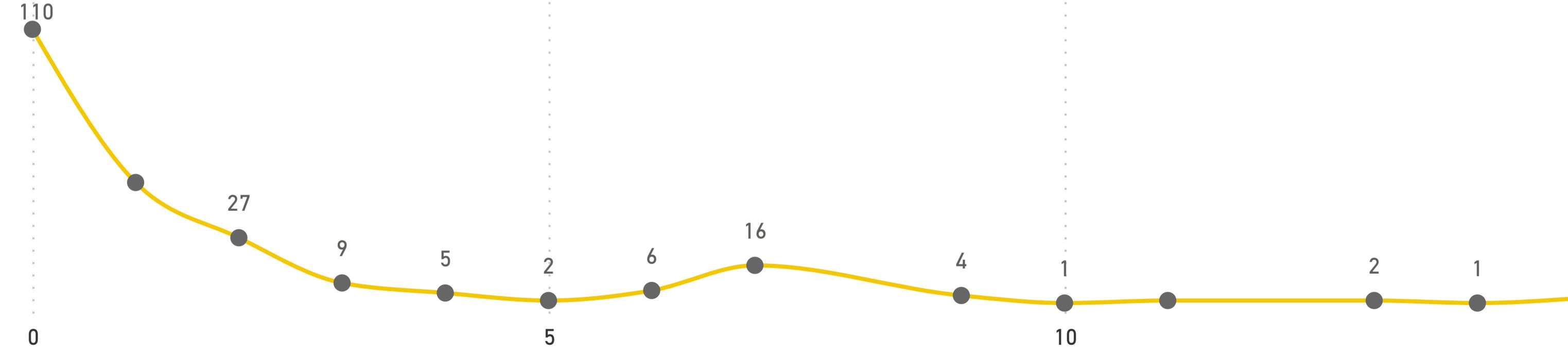
EnvironmentSatisf...

Experience

HourlyRate
(groups)

Income Slab

Count of Attrition by YearsSinceLastPromotion



StockOptionLevel

WorkLifeBalance

TotalWorkingYears

YearsWithCurrMa...

YearsSinceLastPro...



HUMAN RESOURCE ATTRITION REPORT



Key influencers Top segments



What influences Attrition to be Yes

When...

....the likelihood of Attrition being Yes increases by

IncomeSlab is 1000-5000



2.12x

WorkLifeBalance is 1 or less



2.05x

JobSatisfaction is 1 or less



1.58x

Key influencers Top segments



What influences Attrition to be Yes

When...

....the likelihood of Attrition being Yes increases by

Age is 21 or less



3.57x

YearsAtCompany is 1 or less



2.70x

YearsInCurrentRole is 0 or less



2.24x

DistFrmHome is more than 11



1.53x

HUMAN RESOURCE ATTRITION REPORT

Attribute	Age	Attrition	Env. Satisf.	JobLev	JobSatisf.	MonthlySal.	Perfor.Rat.	RelationSatisf.	SalaryHike%	StockOptionLev.	TotalWorkingYr.	WorkLifeBal.	Yrs.AtComp.	Yrs.InCurrRole	Yrs.SinceLastPromotion	YrsWithCurrManager
Age	1.00	-0.16	0.01	0.51	0.00	0.50	0.00	0.05	0.00	0.04	0.68	-0.02	0.31	0.21	0.22	0.20
Attrition	-0.16	1.00	-0.10	-0.17	-0.10	-0.16	0.00	-0.05	-0.01	-0.14	-0.17	-0.06	-0.13	-0.16	-0.03	-0.16
Env.Satisf.	0.01	-0.10	1.00	0.00	-0.01	-0.01	-0.03	0.01	-0.03	0.00	0.00	0.03	0.00	0.02	0.02	0.00
JobLev.	0.51	-0.17	0.00	1.00	0.00	0.95	-0.02	0.02	-0.03	0.01	0.78	0.04	0.53	0.39	0.35	0.38
JobSatisf.	0.00	-0.10	-0.01	0.00	1.00	-0.01	0.00	-0.01	0.02	0.01	-0.02	-0.02	0.00	0.00	-0.02	-0.03
MonthlySal.	0.50	-0.16	-0.01	0.95	-0.01	1.00	-0.02	0.03	-0.03	0.01	0.77	0.03	0.51	0.36	0.34	0.34
Perfor.Rat.	0.00	0.00	-0.03	-0.02	0.00	-0.02	1.00	-0.03	0.77	0.00	0.01	0.00	0.00	0.03	0.02	0.02
RelationSatisf.	0.05	-0.05	0.01	0.02	-0.01	0.03	-0.03	1.00	-0.04	-0.05	0.02	0.02	0.02	-0.02	0.03	0.00
SalaryHike%	0.00	-0.01	-0.03	-0.03	0.02	-0.03	0.77	-0.04	1.00	0.01	-0.02	0.00	-0.04	0.00	-0.02	-0.01
StockOptionLev.	0.04	-0.14	0.00	0.01	0.01	0.01	0.00	-0.05	0.01	1.00	0.01	0.00	0.02	0.05	0.01	0.02
TotalWorkingYr.	0.68	-0.17	0.00	0.78	-0.02	0.77	0.01	0.02	-0.02	0.01	1.00	0.00	0.63	0.46	0.40	0.46
WorkLifeBal.	-0.02	-0.06	0.03	0.04	-0.02	0.03	0.00	0.02	0.00	0.00	0.00	1.00	0.01	0.05	0.01	0.00
Yrs.AtComp.	0.31	-0.13	0.00	0.53	0.00	0.51	0.00	0.02	-0.04	0.02	0.63	0.01	1.00	0.76	0.62	0.77
Yrs.InCurr.Role	0.21	-0.16	0.02	0.39	0.00	0.36	0.03	-0.02	0.00	0.05	0.46	0.05	0.76	1.00	0.55	0.71
Yrs.SinceLastPromotion	0.22	-0.03	0.02	0.35	-0.02	0.34	0.02	0.03	-0.02	0.01	0.40	0.01	0.62	0.55	1.00	0.51
YrsWithCurrManager	0.20	-0.16	0.00	0.38	-0.03	0.34	0.02	0.00	-0.01	0.02	0.46	0.00	0.77	0.71	0.51	1.00

INSIGHTS

Within our workforce of 1,470 employees, attrition has affected approximately 16.12% (237 employees). A closer examination reveals a breakdown of 40% females (588 employees) and 60% males (882 employees) within this group. The attrition rate among females stands at approximately 14.8%, while for males, it's around 17%.

The five job roles experiencing the highest attrition rates are Lab Technicians (62), Sales Executives (57), Research Scientists (47), Sales Representatives (33), and Human Resources (12). Intriguingly, the majority of attrition, encompassing around 185 individuals, is centered within the age group of 18 to 40.

When i scrutinize departments, i notice that Research & Development (133 employees) and Sales (92 employees) bear the brunt of attrition. Furthermore, attrition disproportionately impacts individuals with backgrounds in Life Sciences (89) and Medical (63) professions.

Among the attrition-affected employees, 120 are single, while 84 are married. Additionally, 156 employees, particularly those who rarely traveled, have experienced attrition. Notably, in the realm of job satisfaction, 72 individuals who rated their work environment as 1 out of 5 have opted to leave, and intriguingly, 122 employees who rated it between 3 and 4 out of 5 have followed suit.

As i delve deeper into departures, i uncover that 137 individuals with 1 to 2 years of experience have left, followed by 65 employees with 3 to 4 years of experience. Additionally, a significant number of individuals in the 1000-5000 income bracket, primarily at job level 1, and receiving lower hike percentages, totaling 150 individuals, have chosen to depart.

Lastly, it's worth noting that 154 individuals without any allotted stock options have left the company, with a substantial portion having less than 1 year of experience. Furthermore, employees residing more than 11 km away from the workplace have also made the decision to leave.

SUGGESTION

- ▶ **Retention Strategies for Younger Employees:** Since a significant number of employees with 1 to 2 years of experience are leaving, consider implementing retention strategies aimed at this group. This could include mentorship programs, career development opportunities, and a clear path for advancement within the company.
- ▶ **Review Compensation and Benefits:** Reevaluate the compensation structure, especially for those in the 1000-5000 income bracket. Ensuring competitive salaries and benefits can make the company more attractive to employees and reduce attrition.
- ▶ **Job Satisfaction Enhancement:** Address the concerns of employees who rated their work environment poorly (1 out of 5). Conduct surveys or interviews to identify specific issues and take steps to improve workplace satisfaction.
- ▶ **Focus on Gender-Specific Attrition:** Given that the attrition rate is different for males and females, consider conducting surveys or discussions to understand the unique needs and concerns of each gender group. Implement policies and initiatives to support a more inclusive workplace.
- ▶ **Retention Programs for High-Attrition Roles:** For job roles like Lab Technicians, Sales Executives, Research Scientists, Sales Representatives, and Human Resources, develop retention programs that address the specific challenges and expectations of these roles. This might include targeted training, career growth plans, or other incentives.
- ▶ **Enhance Employee Engagement:** Invest in initiatives to increase employee engagement across all age groups. Engaged employees are more likely to stay with the company. This can involve regular feedback sessions, team-building activities, and recognition programs.
- ▶ **Stock Option Allotment:** Since a significant number of employees without stock options have left, consider revisiting the stock option allocation strategy to make it more inclusive and aligned with employee expectations.
- ▶ **Communication and Transparency:** Improve communication within the organization, ensuring that employees are well-informed about company goals, changes, and opportunities for advancement. Transparency can boost morale and commitment.