HR Analysis

Name: Mohamed Taha

Gmail: tahadp47@gmail.com

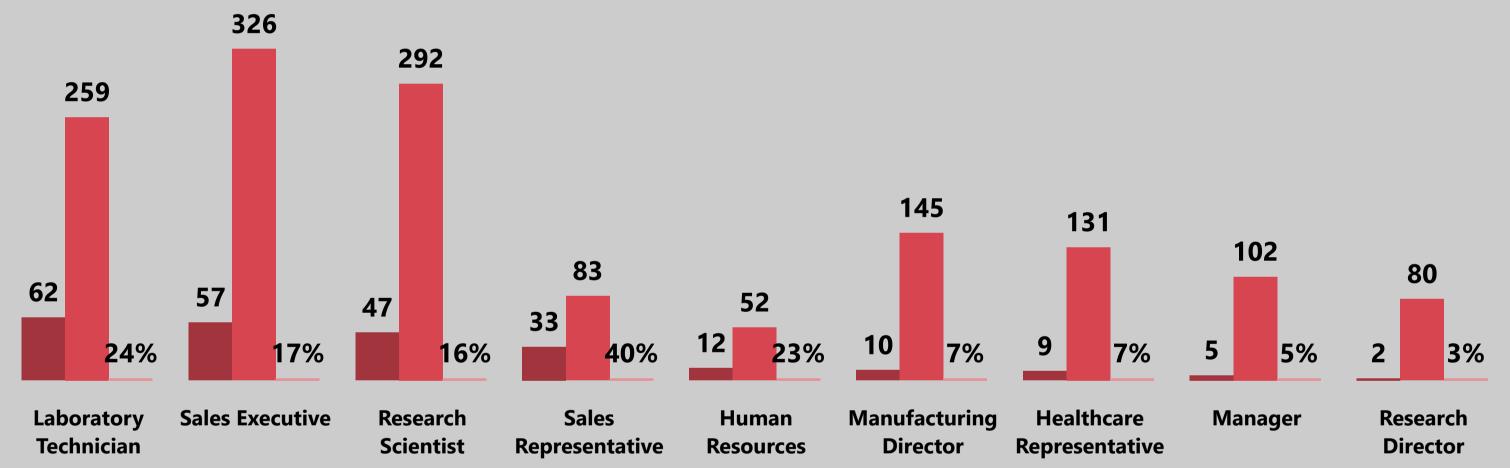
LinkedIn: https://www.linkedin.com/in/mohamed-taha-293154276/

GitHub Repositories: https://github.com/taha1048?tab=repositories

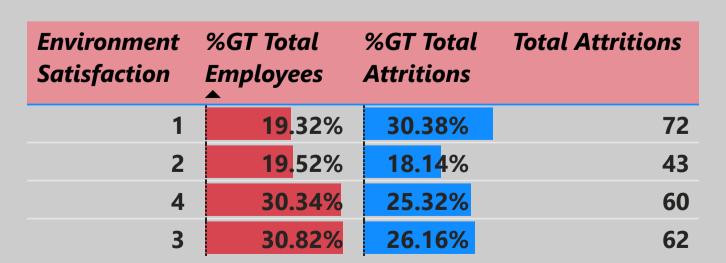
Attrition Analysis

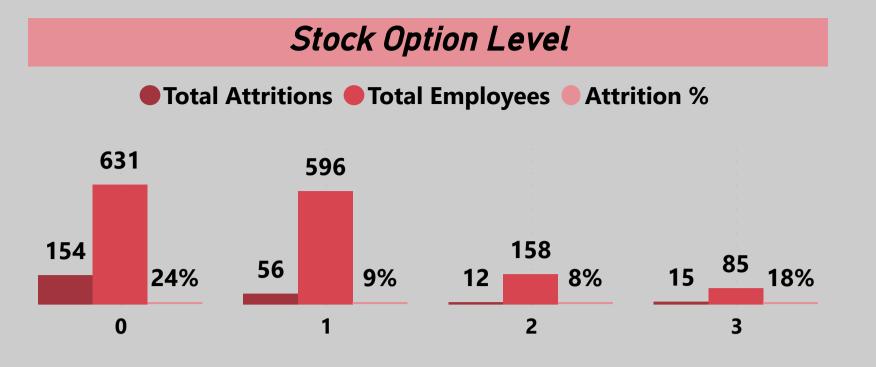
Total EmployeesTotal AttritionsAttrition %1,47023716%

Job Role ■ Total Attritions ■ Total Employees ■ Attrition % 326

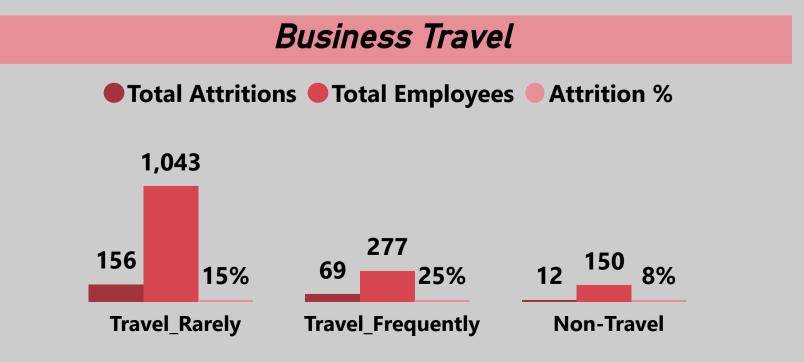


JobSatisfaction	%GT Total Employees ▲	%GT Total Attritions	Total Attritions
2	19.05%	19.41 %	46
1	19.66%	27.85%	66
3	30.07%	30.80%	73
4	31.22%	21.94%	52

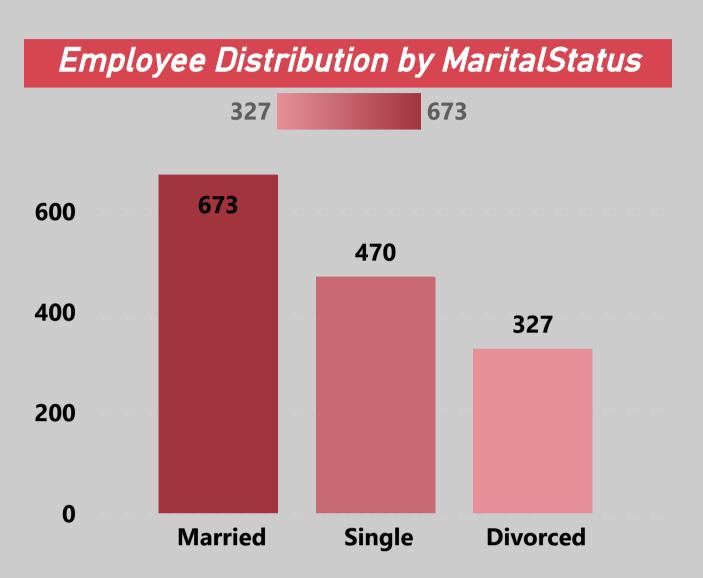


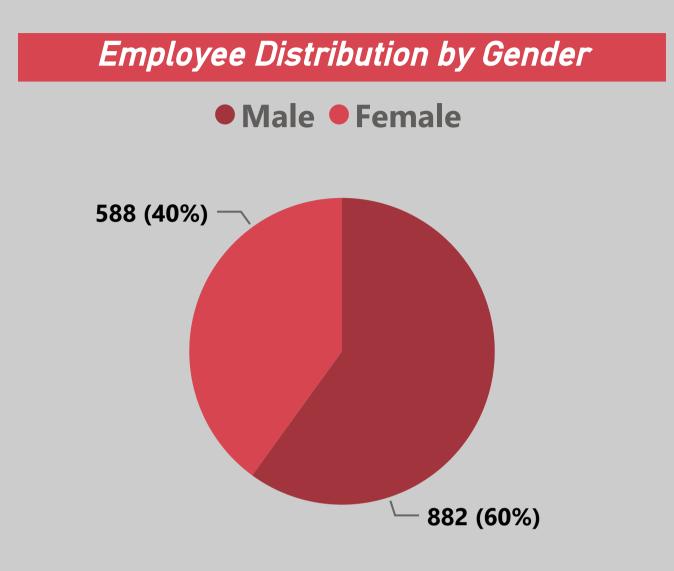




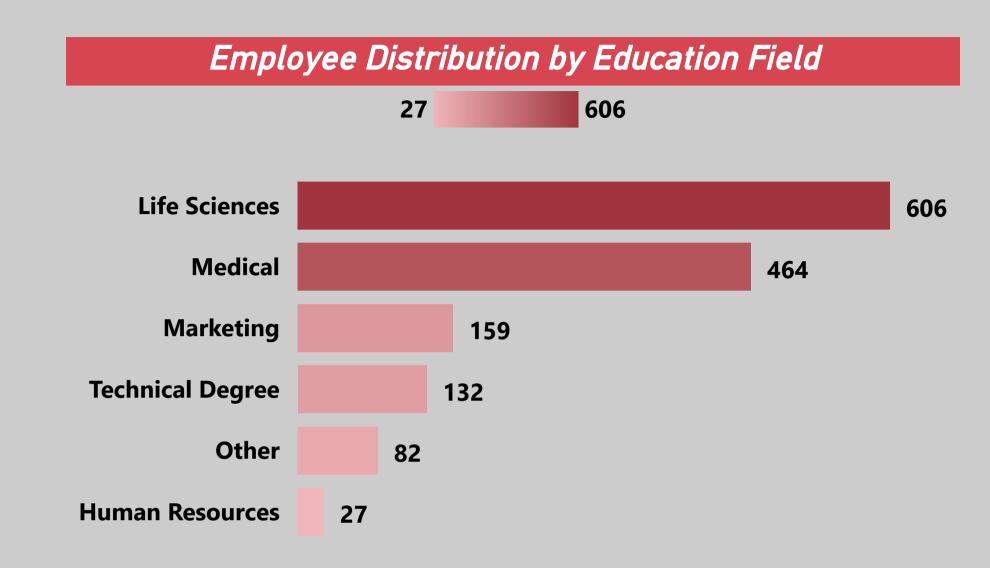


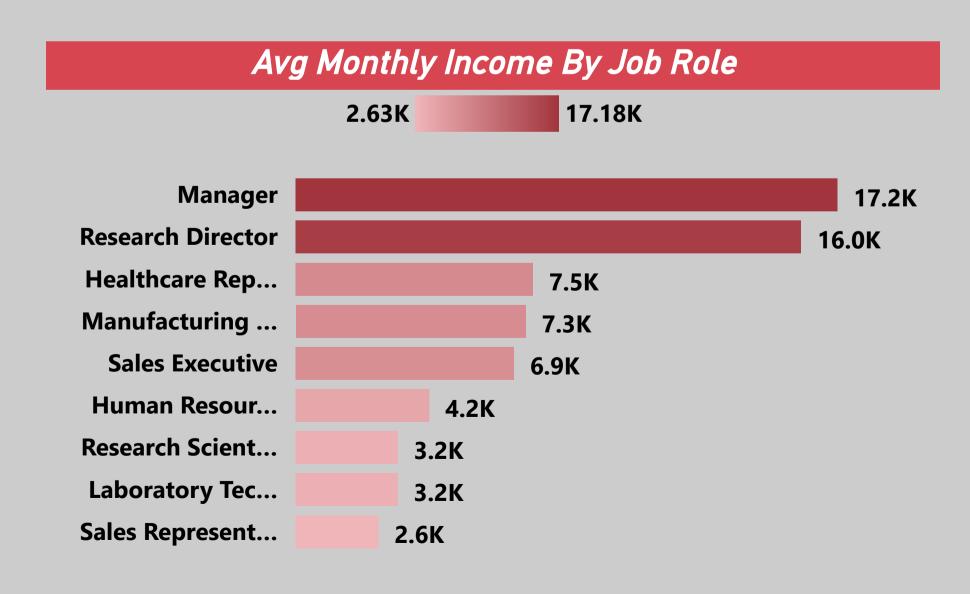
Employee Demographics











Explanation



Total Employees	Total Attritions	Attrition %
1,470	237	16%

Environment Satisfaction	onment %GT Total %GT Total Attritions faction Employees		Total Attritions ▼
1	19.32%	30.38%	72
3	30.82%	26.16%	62
4	30.34%	25.32%	60
2	19.52%	18.14 %	43

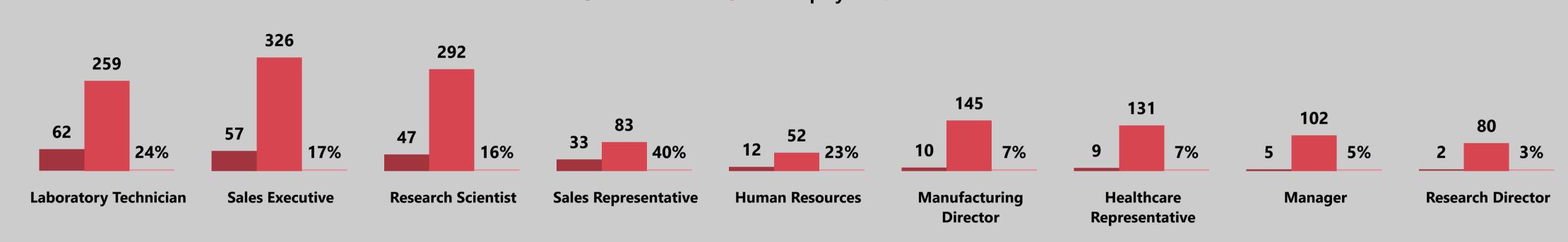
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Notes

"Given that over 60% of employees rated their job satisfaction and environmental satisfaction as 3 or 4 (out of 4), one might expect a lower attrition rate. However, the actual attrition rate stands at a high 16%, indicating a notable inconsistency between reported satisfaction levels and retention."

"Remarkably, 50% of employees who left the company (attritions) had rated their satisfaction levels as 3 or 4 (out of 4). This implies that even those with relatively high satisfaction scores are choosing to leave."

Job Role 16K 62 **57 47** 17K 33 8K **7K 7K Total Attritions** 4K **3K 3K** 10 3K 5 **Avg Monthly Income** 12 **Research Director** Healthcare **Laboratory** Sales Manager Manufacturing **Sales Executive** Human Research Representative Scientist **Technician** Representative **Director** Resources Job Role **● Total Attritions ● Total Employees ● Attrition** %

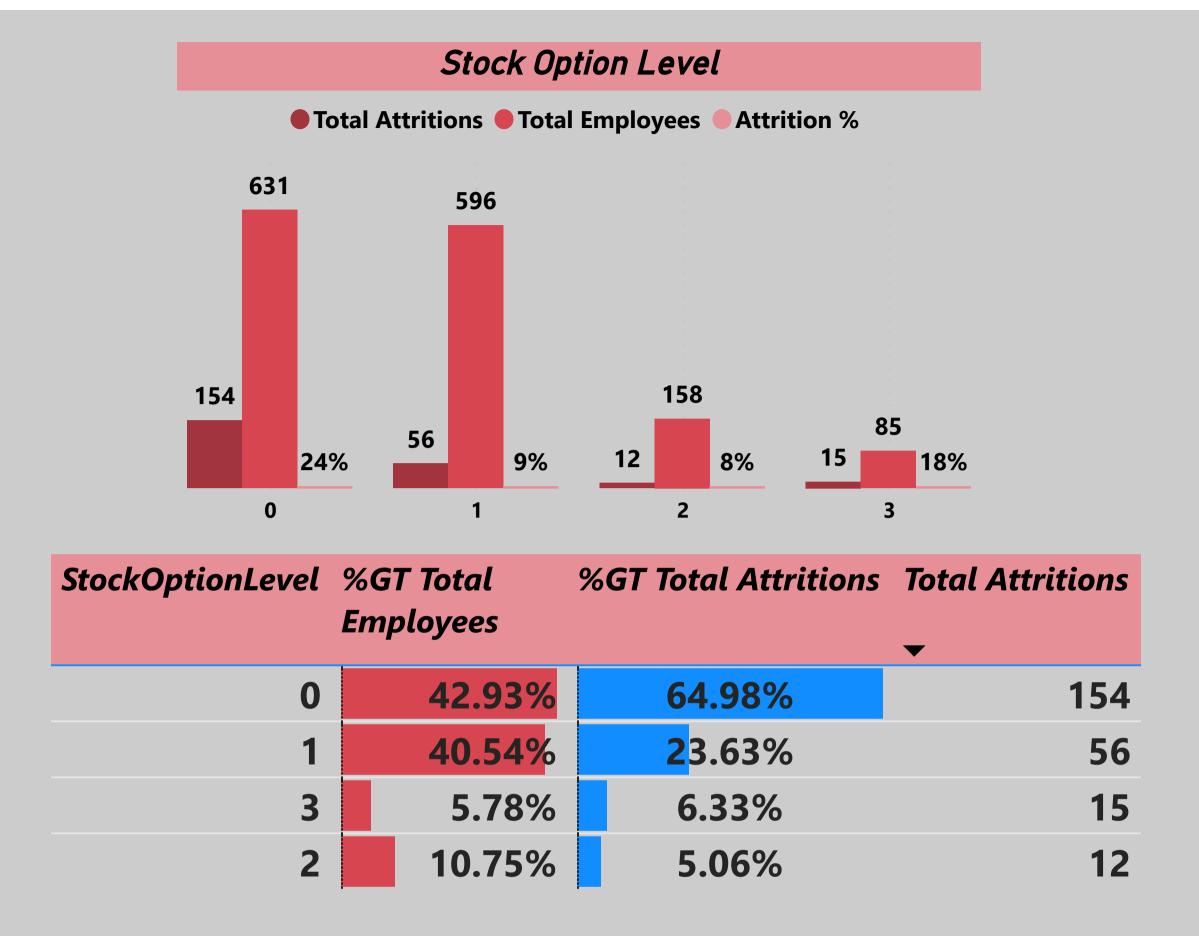


Notes

"There's a substantial salary gap between Managers & Research Directors and other roles, with the former earning significantly more. This is also reflected in their lower attritions compared to roles with lower salaries."

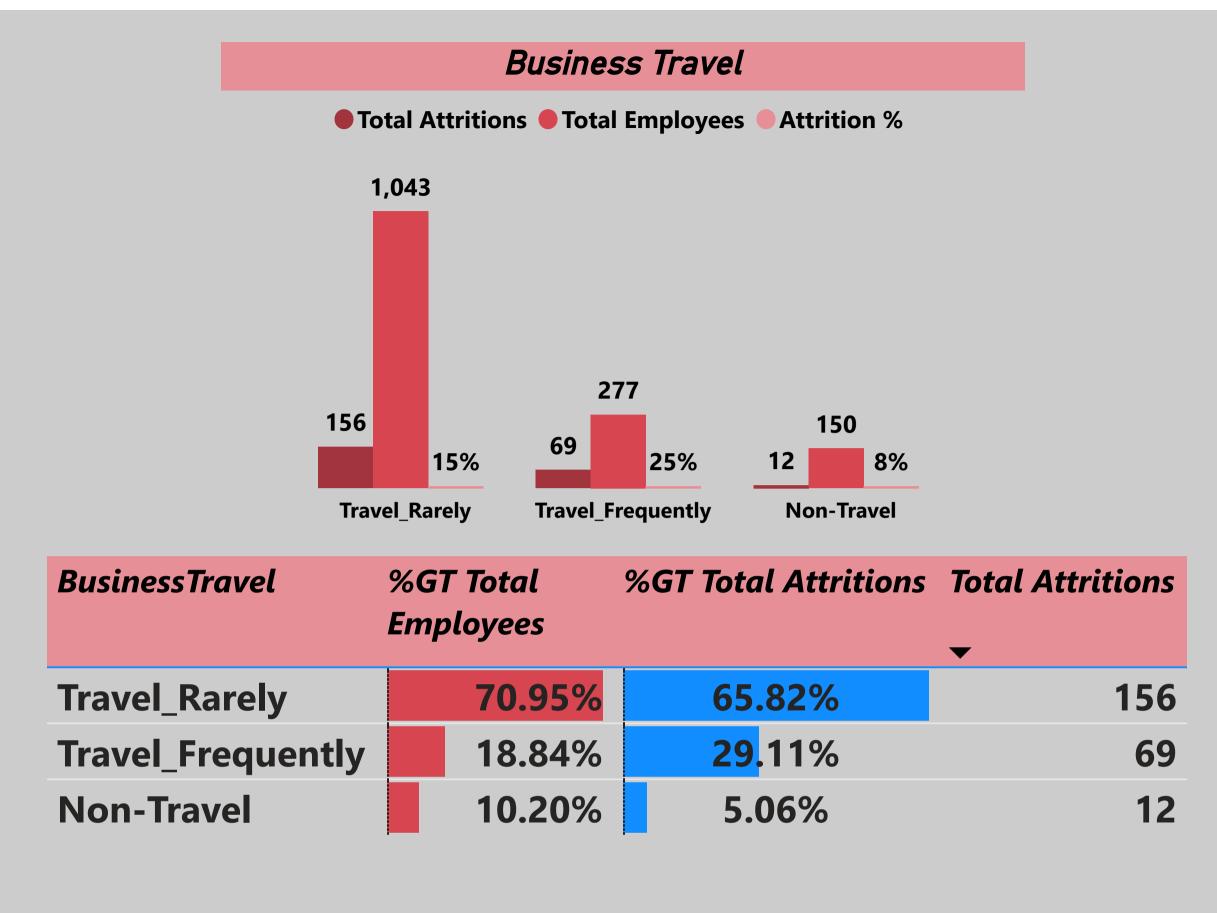
Notes

"there are also roles with a very high attrition rates such as Sales Representative, Lab Technician, and Human Resources ."



Notes

"The data indicates that Stock Option levels has a discernible impact on attrition rates. Employees with lower Stock Option levels (0 or 1) tend to exhibit higher attrition rates. This highlights the significance of this factor in influencing employee retention."



Notes

"The data reveals interesting insights about business travel and attrition rates. While 70% of employees travel rarely, they surprisingly have the highest attrition counts. Conversely, frequent travelers, though a smaller group, exhibit the highest attrition rate at 25%. Employees who don't travel have the lowest attrition rates. This underscores the significance of considering business travel frequency when analyzing attrition trends."

JobLevel	%GT Total Employees	%GT Total Attritions	Total Attritions ▼
1	36.94%	60.34%	143
2	36.33%	21.94%	52
3	14.83%	13.50%	32
4	7.21%	2.11%	5
5	4.69%	2.11%	5

JobLevel	%GT Total Employees	Avg Years At Company	Avg Years Before promotion	Average of Age
1	36.94%	3.93	1.60	32.52
2	36.33%	6.75	3.23	36.60
3	14.83%	9.38	3.81	40.09
4	7.21%	13.89	3.48	47.54
5	4.69%	15.13	2.87	47.75

Notes

"It's evident that attrition rates have an inverse relationship with job levels. Higher job levels correspond to lower attrition rates, indicating that employees in more senior positions tend to stay with the company longer."

Notes

"There exists a noticeable correlation between job levels and several key factors. Job levels exhibit a positive correlation with both the average age and the average tenure at the company. This suggests that higher job levels tend to be associated with more experienced employees. Conversely, there is a negative correlation between job levels and employee count, indicating that higher-level positions are generally held by fewer employees."