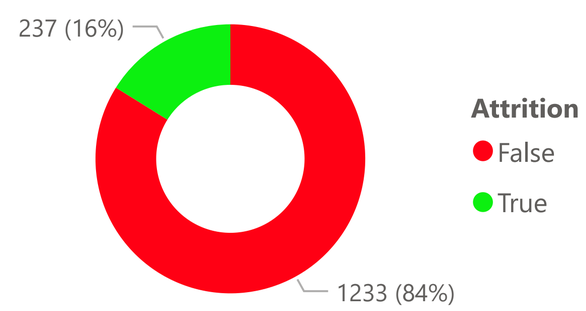
Human Resource Attrition Report

Total Number of Employees

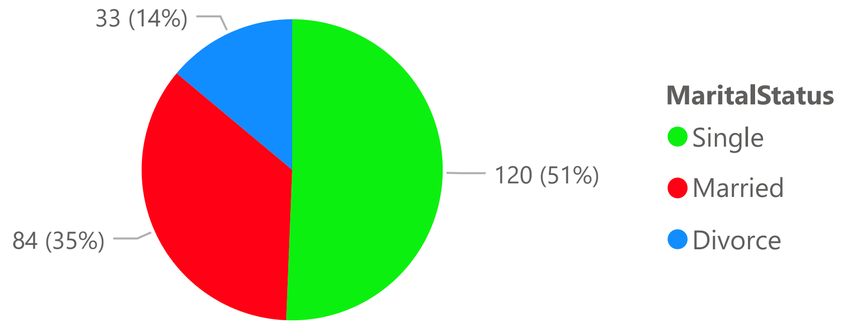
1470

EmployeeCount

Attrition

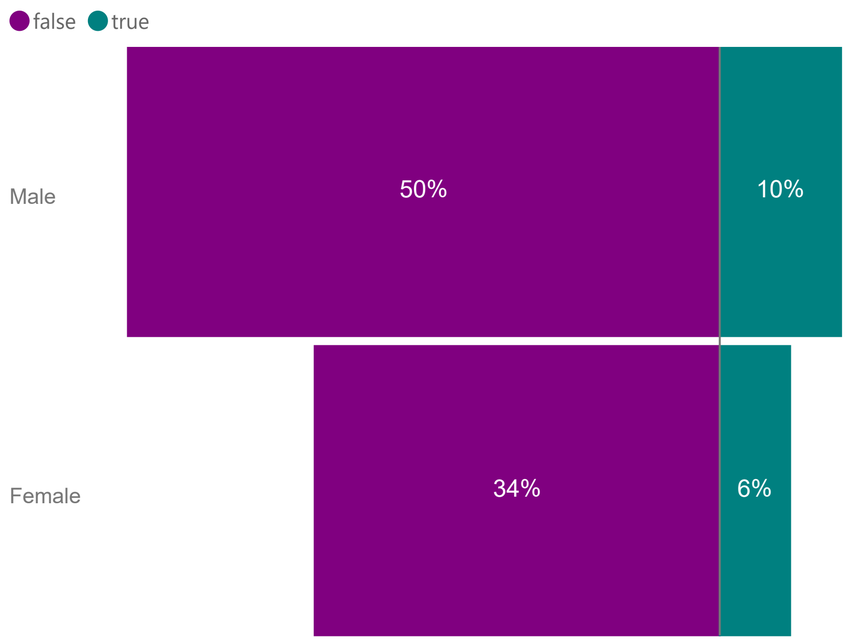


EmployeeCount by MaritalStatus and Attrition

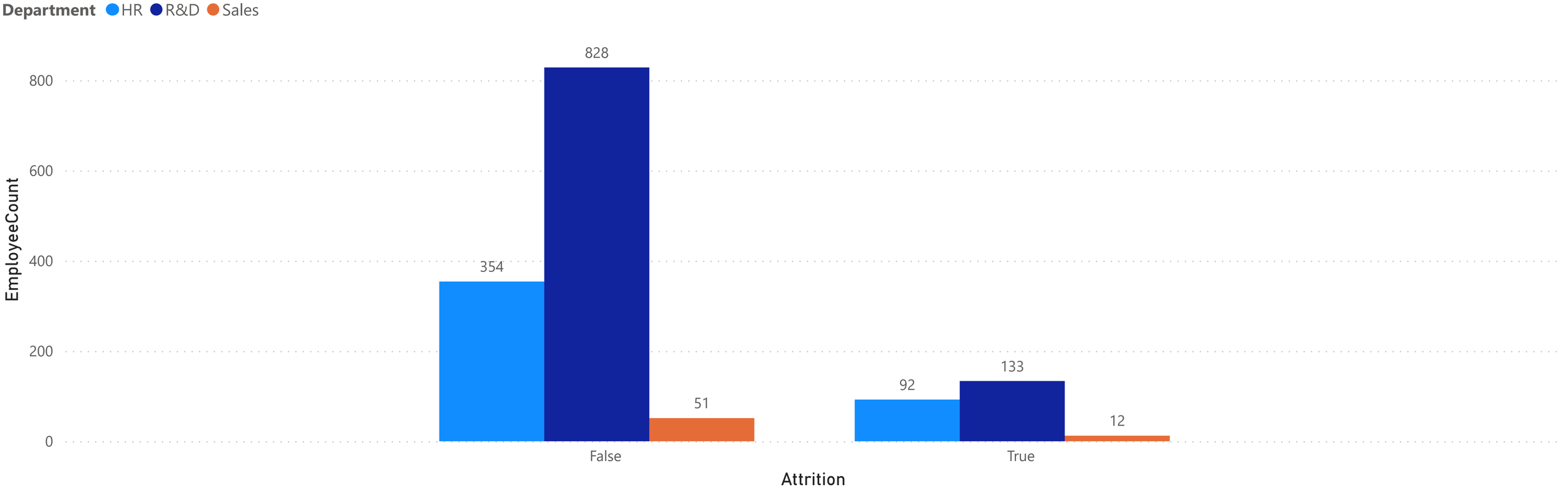


AgeGroup	Attritions Count (True)	% Of Attrition
56 and Above	8	3.38%
46-55	26	10.97%
36-45	43	18.14%
26-35	116	48.95%
18-25	44	18.57%
Total	**237**	**100.00%**

Attrition by Gender



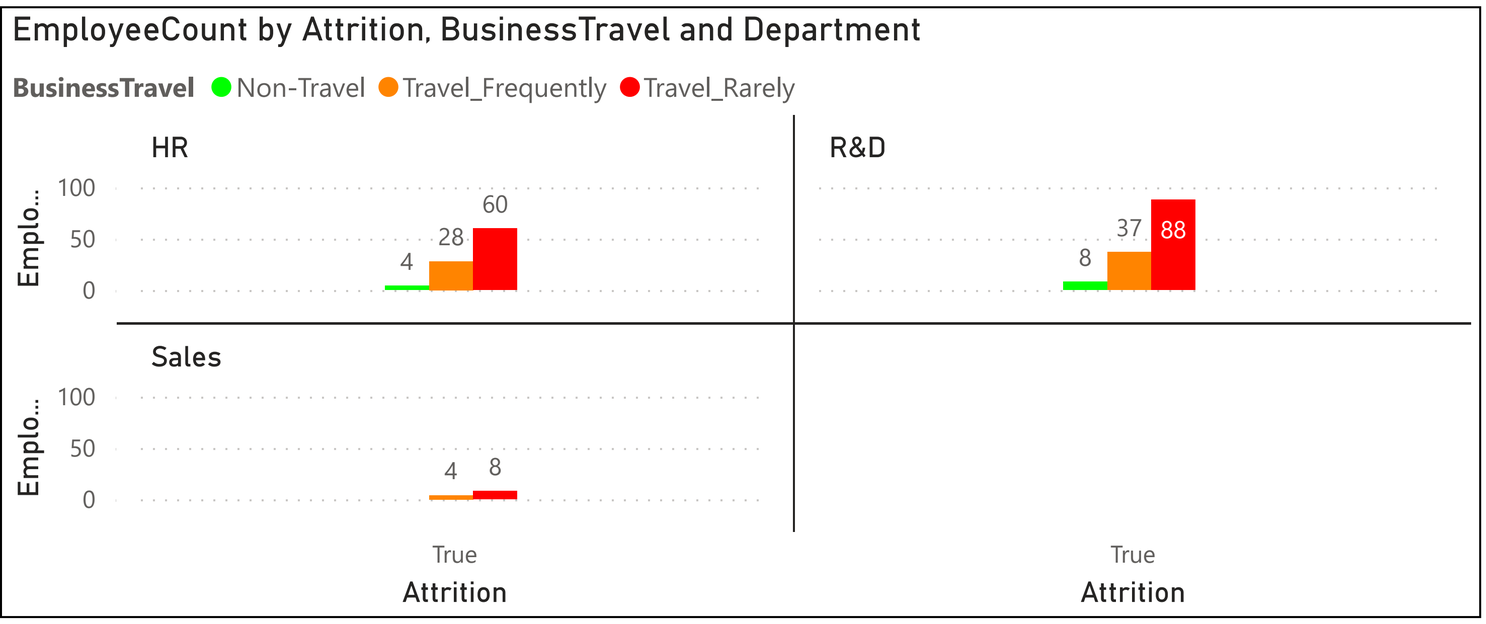
EmployeeCount by Attrition and Department

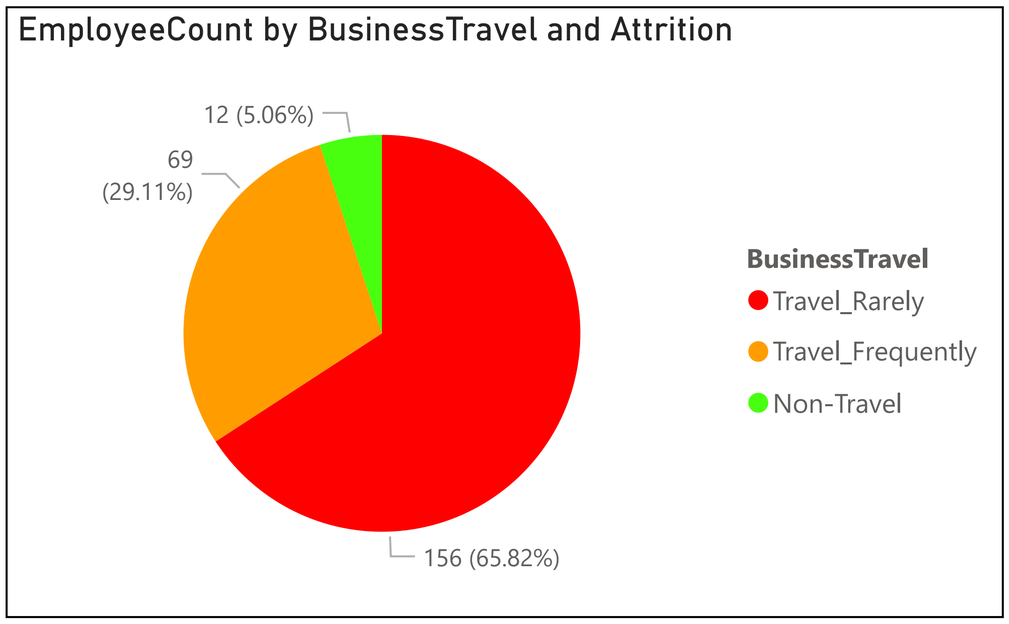


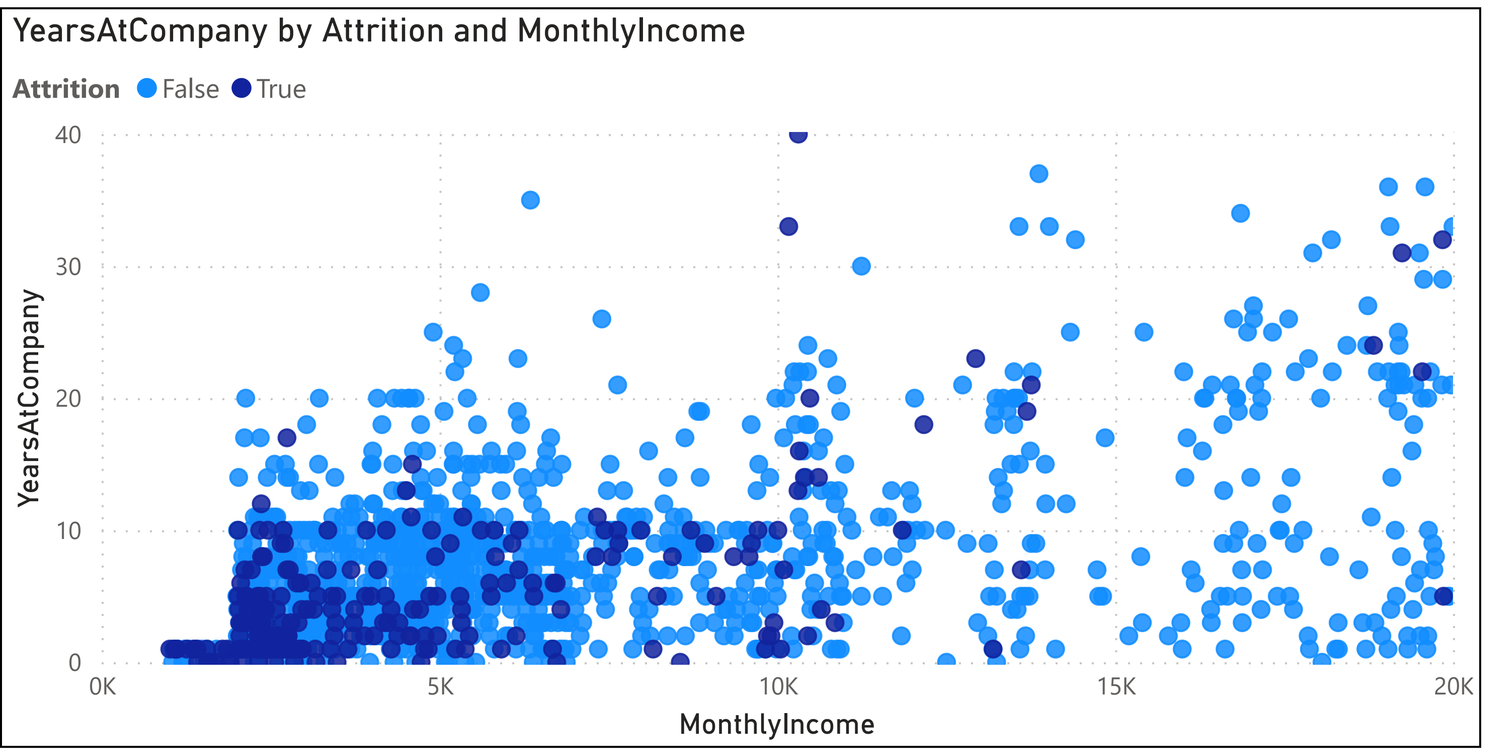
The company had 1470 Employees in the beginning of the year and ended of with 1233 by the end of the year. Over a period of 12 months, 237 (16%) of the employees have left the company. As illustrated by report, majority of the employees who left are the younger crowds between the age group of 26 - 35 followed by .18 - 25.

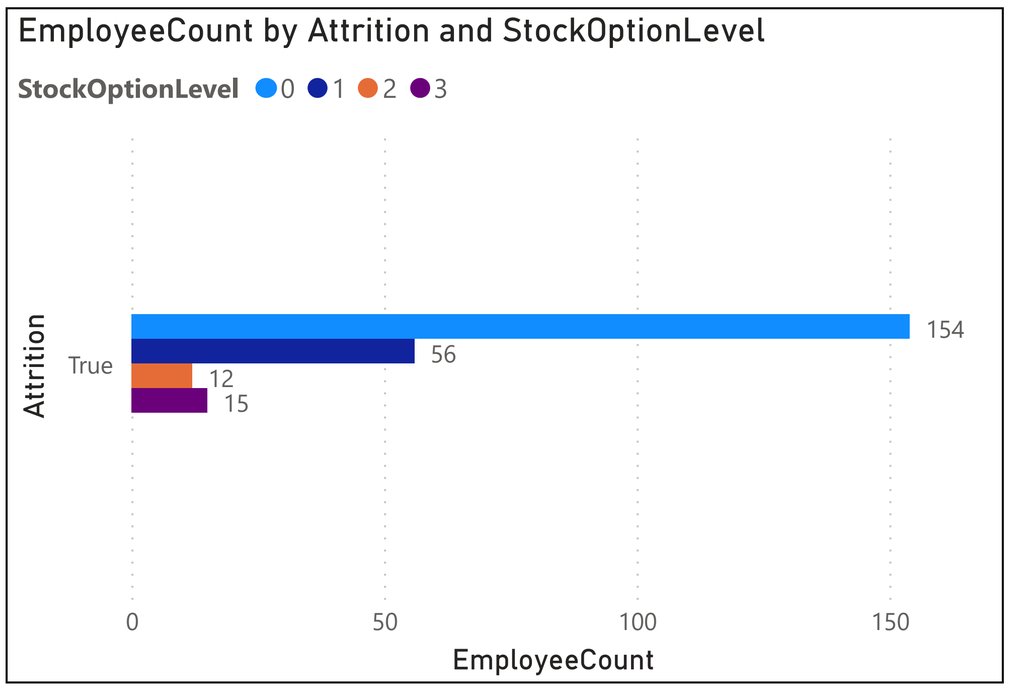
More males are seen to be affecting the attrition level. R&D and HR has a much higher rate of the males leaving the company.

Staff Welfare and Remuneration

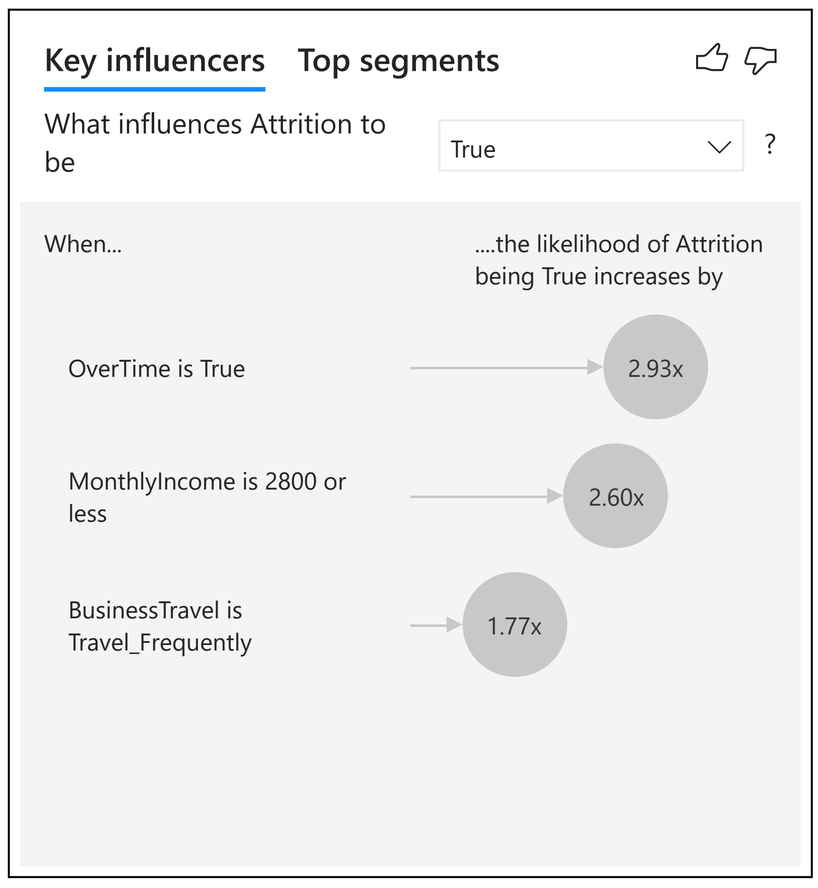




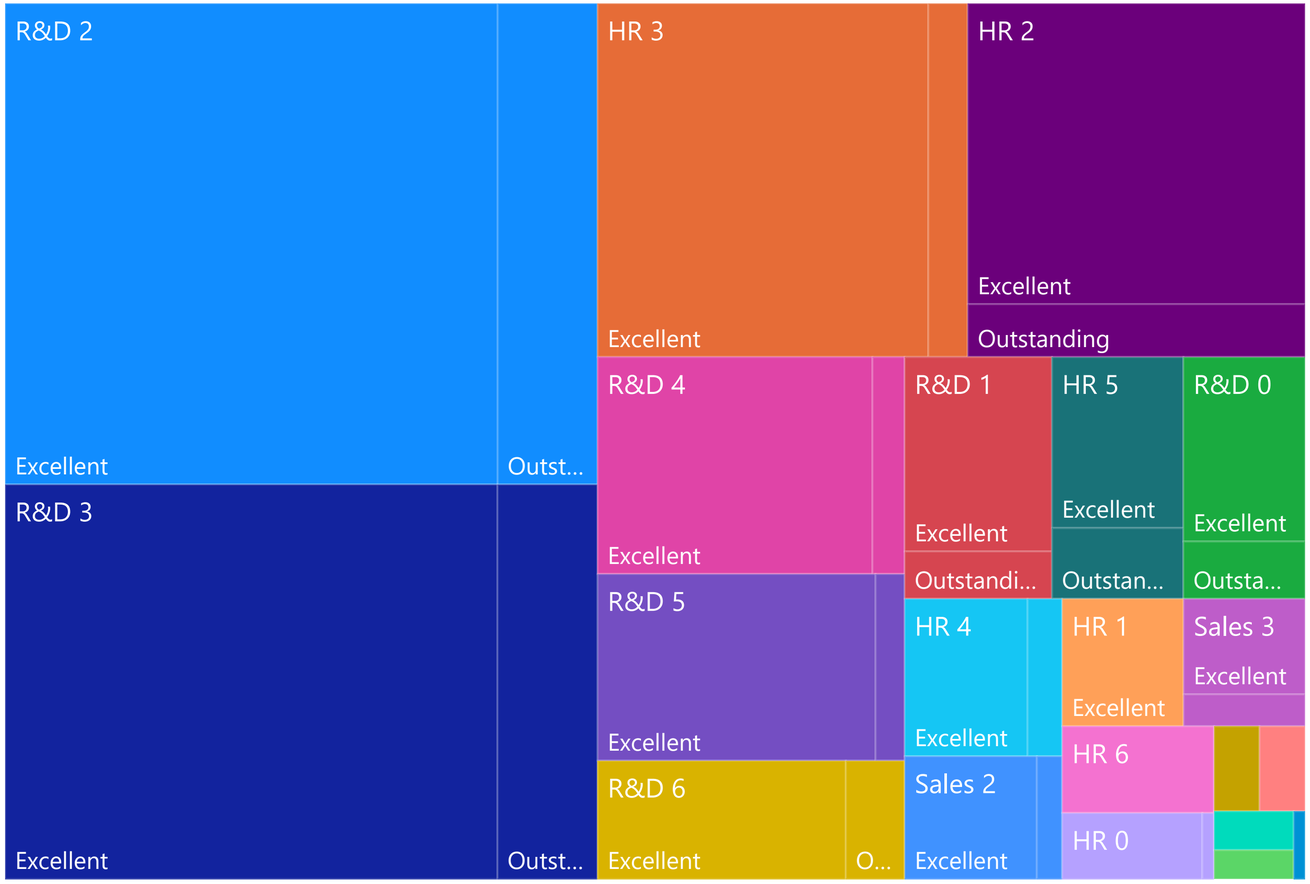




From this report, we can derive a few promising factor that can contribute to the attrition rates in the last 12 months.
Ranging from the most worrying factor to the least:
Overtime strongly affects the attrition rate, it may be due to mental health in the employees who overworked than the standard hours.
Employees who have been with the company of more than 10 years tend to not leave the organization. Majority of the employees who left the company are those who stayed less than 10 years and receives less than 2800 in terms of monthly salary.
Majority of the employees who contributed to the attrition rate do not have the stock option granted and requires business travelling. A majority of them who require travelling come from R&D due to the job nature.



%GT EmployeeCount by Department, TrainingTimesLastYear and PerformanceRating



2.80

Average of TrainingTimesLastYear

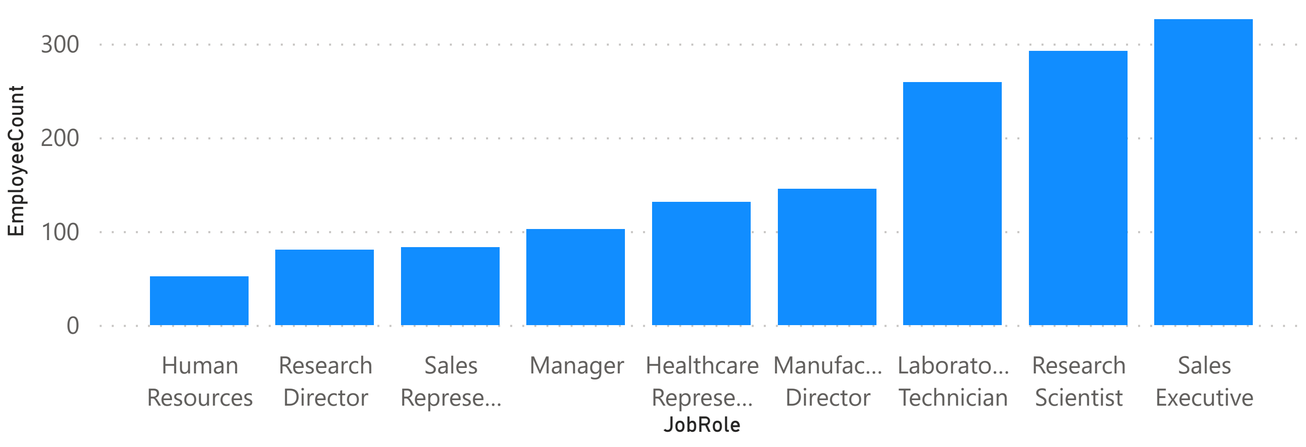
HR
2.85
Average of TrainingTimesLastYear

R&D
2.79
Average of TrainingTimesLastYear

Sales
2.56
Average of TrainingTimesLastYear

JobRole	False	True	**Total**
Healthcare Representative	93.13%	6.87%	**100.00%**
Human Resources	76.92%	23.08%	**100.00%**
Laboratory Technician	76.06%	23.94%	**100.00%**
Manager	95.10%	4.90%	**100.00%**
Manufacturing Director	93.10%	6.90%	**100.00%**
Research Director	97.50%	2.50%	**100.00%**
Research Scientist	83.90%	16.10%	**100.00%**
Sales Executive	82.52%	17.48%	**100.00%**
Total	**83.88%**	**16.12%**	**100.00%**

EmployeeCount by JobRole



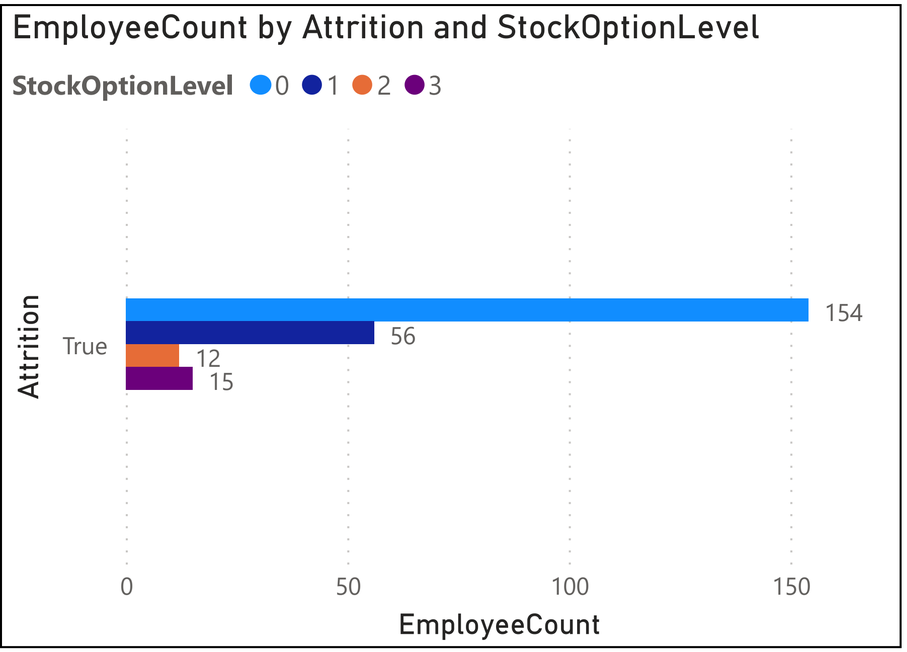
We can fairly derive the conclusion that the Sales and R&D is falling short in terms of how much training is provided to the respective department by using the average of training time last year.

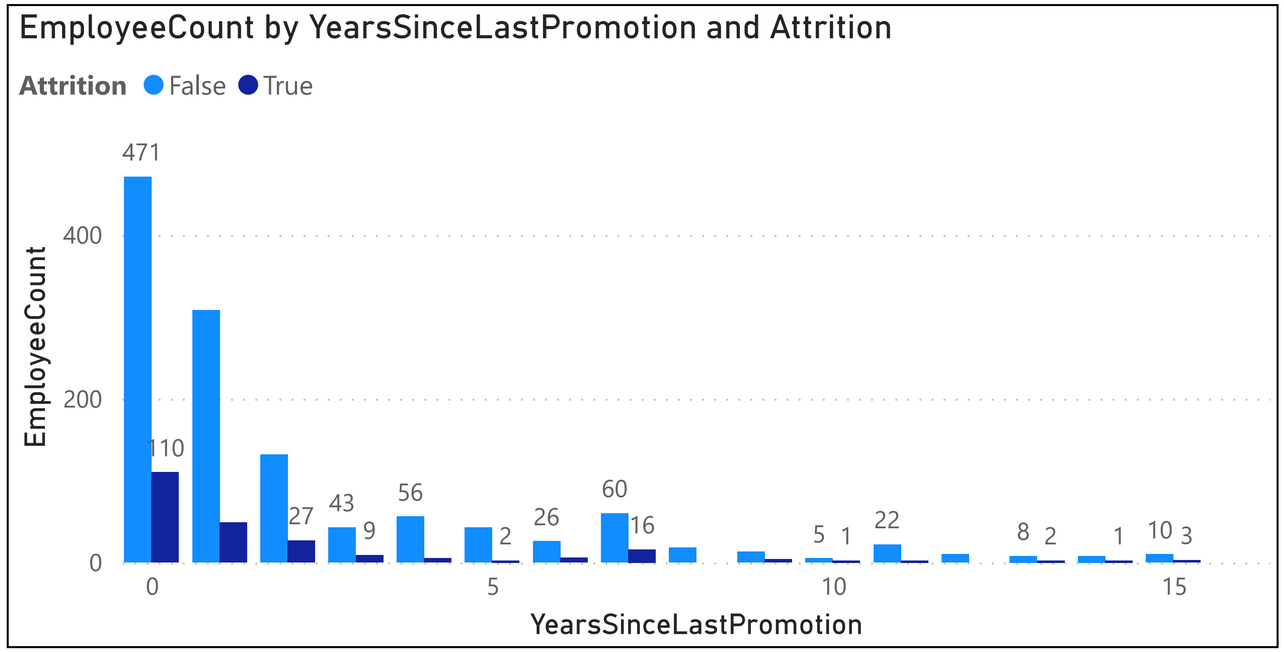
By measuring the treemap diagram, we can infer that training does not determine the outcome as departments with 0 times of training are still able to achieve a consistent ratio of excellent performance rating to outstanding.

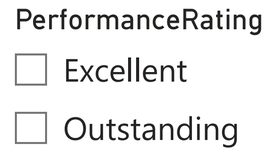
More training should be scheduled for Sales and R&D departments as they constitute larger of the workforce as seen by the waterfall chart.

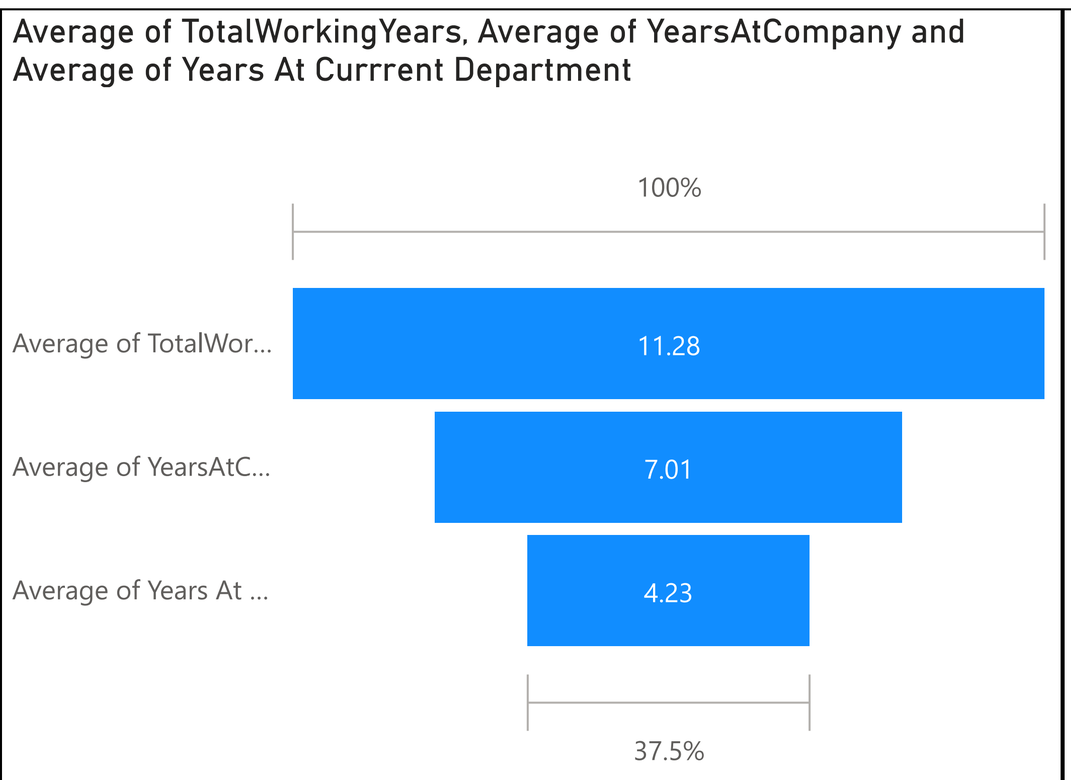
We can assume that the lack of training does not exactly co-relate to employees attrition rate as despite having the highest average of training times, the human resources department attributed to one of the higher attrition rate as compared to other departments.

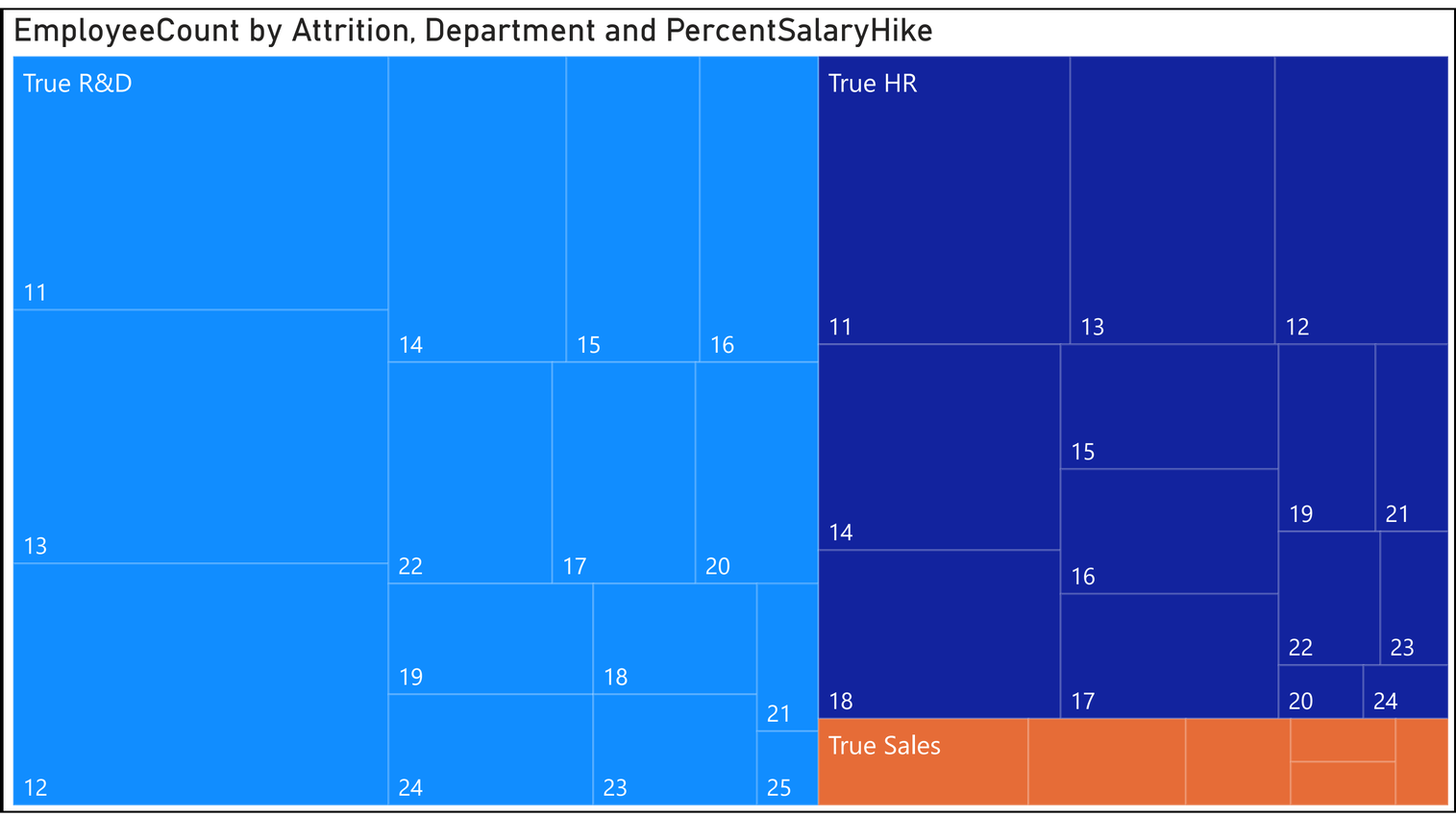
More focus will be required in the Sales Executive and R&D department as Laboratory Technician has the highest attrition rate, while the Research Scientist contribute to the larger numbers of attribution rate.





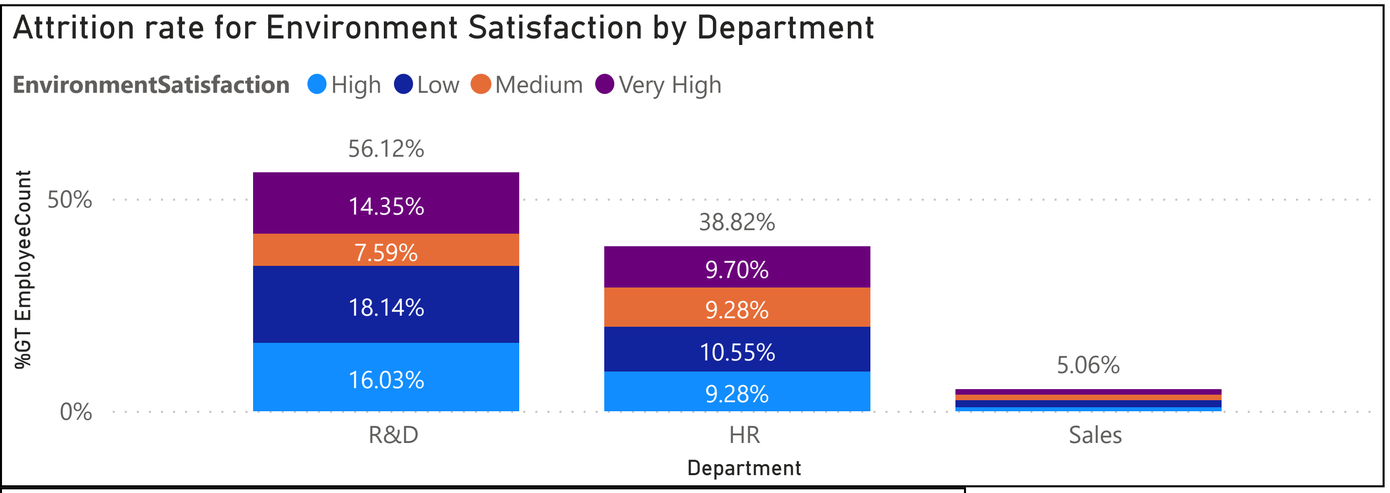






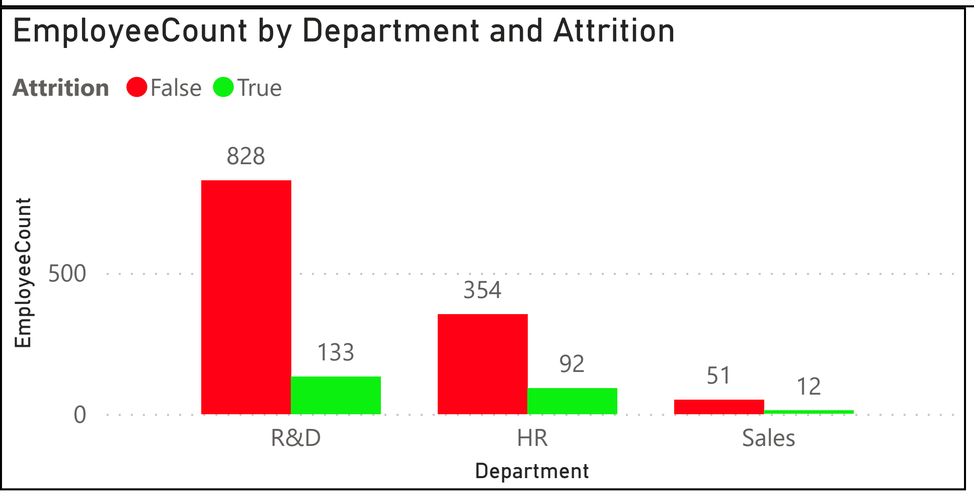
In terms of Growth and advancement, there is a few pointers that we can take away.

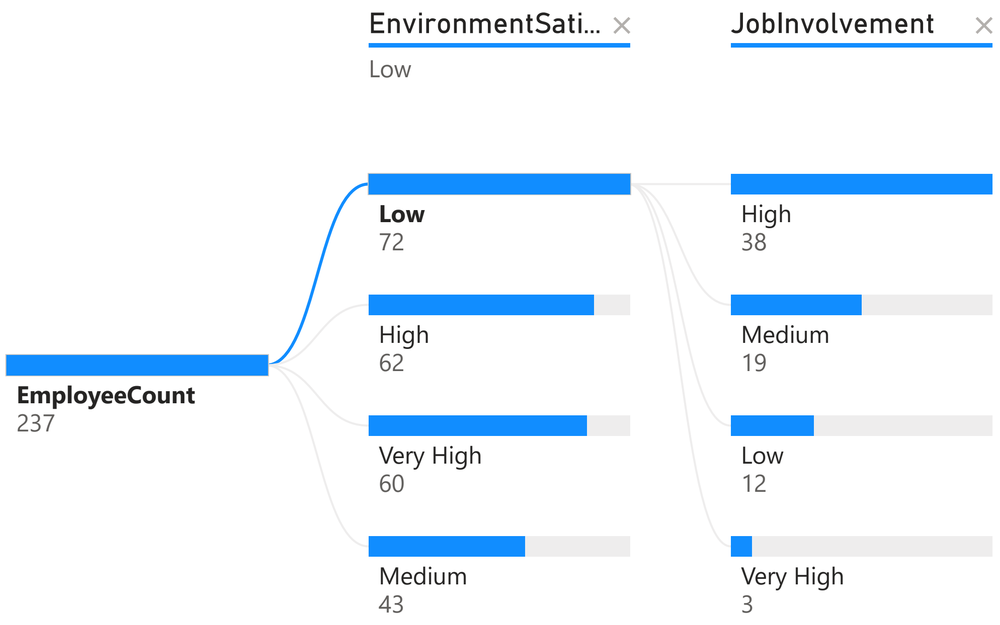
- Employees with Outstanding performance rating showcase a healthier and lower attrition value as compared to employees with Excellent performance rating.
- Employees with higher attrition rate falls in 0-3 Years Since Last Promotion. We can infer that employee have higher attrition rate can be due to how the data is recorded as 0 will include employees who have just joined the company for less than a year. However employees who got promoted or stayed for more than 3 years tend to not leave the company except for a few outliers.
- As observed from the funnel tables, the average of years at the company is 7.06 or 61.89% of the average of total working years. We can look into more care into employees who are currently in their 6th and 7th year with the company so that the following year there can be a potentially lower attrition rate.
- We can also observe a gradual drop in the attrition rate as the percent salary hike increases. This proves that employees who receive an average of 11-13% tend to feel that it is insufficient and may result to their decision in leaving.

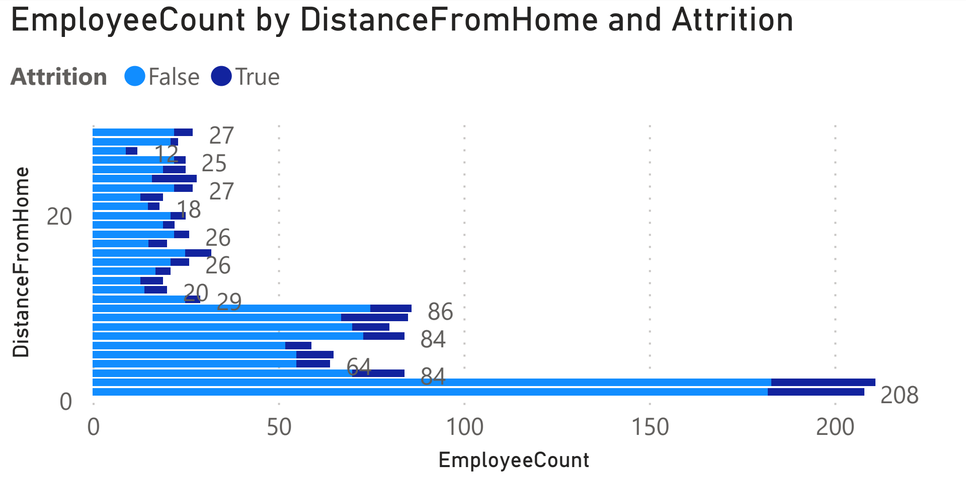


Attrition by relationship satisfaction and age group

RelationshipSatisfaction	18-25	26-35	36-45	46-55	56 and Above	**Total**
High	18.31%	57.75%	12.68%	11.27%		**100.00%**
Low	21.05%	49.12%	17.54%	8.77%	3.51%	**100.00%**
Medium	22.22%	44.44%	26.67%	6.67%		**100.00%**
Very High	14.06%	42.19%	18.75%	15.63%	9.38%	**100.00%**
Total	**18.57%**	**48.95%**	**18.14%**	**10.97%**	**3.38%**	**100.00%**







We can conclude that distance does not attribute much to the attrition rate as there is a consistent attrition rate between staying near from the office and far.

In addition, by comparing the Department & attrition clustered bar chart with the Department & Environment satisfaction stacked bar chart, we can infer that low environment satisfaction count correspond to the attribution figures in the respective department. It may be possible that displease in the environment can affect employee's decision to leave the company.

3/4 of the employees who are still with the company or contribute to the attrition rate are involved "high" in their job. As there is a surprising outlier when tasked with a very high job involvement, they have a much lower attrition rate. We can assume that they are those individuals who are passionate in their field or are those with leadership and high responsibility roles. Thus being highly involved in the job may not exactly be the main cause of why they would want to leave the company.

We then can narrow down and conclude that environment satisfaction plays a bigger part as those employees who are in a low environment satisfaction have a higher rate of leaving. In terms staff management, most of the staff who left are between the 26 - 35.

Summary

In summary,
Attributes that does not or may not affect the attrition rate:

- Distance
- Lack of training
- Job involvement

There are a few groups of entity that we should narrow down and focus on.
They are employees:

- In the age group of 26 - 35, 18 - 25
- in the R&D and sales department: to be exact it will be the Laboratory Technician, Research Scientist and Sales Executive as they constitute most of the employees in the company
- Employees with higher attrition rate falls in 0-3 Years Since Last Promotion or as observed from the funnel tables, the average of years at the company is 7.06 or 61.89% of the average of total working years (Look into more care into employees who are currently in their 6th and 7th year with the company so that the following year there can be a potentially lower attrition rate)

Possible reasons why do the employees choose to leave ranging from the most likely to least:

- Overtime - Strongly affects the attrition rate, it may be due to mental health in the employees who overworked than the standard hours.
- Monthly income - Employees with less than 2,800
- Environment satisfaction - Employees with low environment satisfaction have a higher rate of leaving
- The nature of the job which requires oversea travelling

Suggestion on how to improve a healthier attrition rate:

- Higher Salary increment as there a gradual drop in the attrition rate as the percent salary hike increases. This proves that employees who receive an average of 11-13% tend to feel that it is insufficient and may result to their decision in leaving. Implementation to higher salary increment to the groups who require frequent travelling or in the R&D or Sales department may help.
- Provide stock option even to those who just joined with the company as majority of the employees who contributed to the attrition rate do not have the stock option granted.
- More training should be scheduled for Sales and R&D departments as they constitute larger of the workforce.
- Pay more attention to employees in their 6th and 7th year as it is the average tenure an employee is in the company.