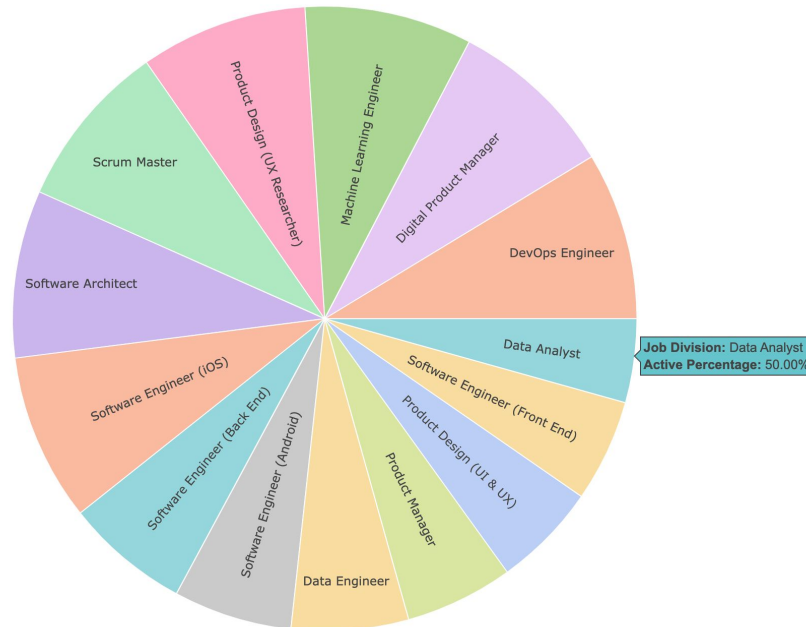


The figure shows the percentage of active employees based on Job Division

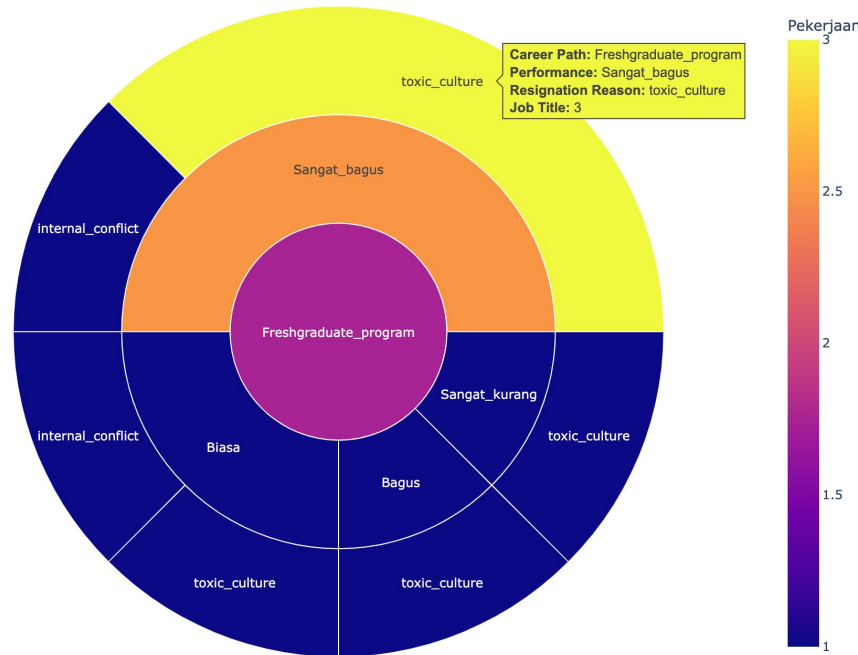
Percentage of Active Employees per Job Division



- The figure shows all the job division along with total active employees for each division
- DevOps Engineer, Digital Product Manager, Machine Learning Engineer, Product Design (UX Researcher), Scrum Master, Software Architect, and Software Engineer have **100% active employees**, implying that there is no resigned employees
- **Data analyst** has the **highest percentage of resignation rate**, followed by Software Engineer, Product Design, Product Manager, Data Engineer, Software Engineer (Android) and Software Engineer (Back End)

The figure shows the career path, employee performance, and reasons of resignation based

Career Path, Performance and Reason of Resignation



- The figure reveals that toxic culture and internal conflict were the primary reasons for data analyst resignations.
- Most of the departing data analysts were fresh graduates with strong performance records.
- However, toxic culture was a common factor for resignations across all performance levels, from very good to very poor.
- Internal conflict, on the other hand, seems to have been the primary reason for resignations among those with average or very good performance.

Insights

1. **Job Roles and Resignation Rates:** Certain roles, such as Data Analyst, Software Engineer, and Product Design, have higher resignation rates than others like DevOps Engineer, Digital Product Manager, and Scrum Master. This suggests that these roles might be particularly challenging or stressful, or that there are specific issues within these departments that are leading to employee turnover.
2. **Fresh Graduate Retention:** The high resignation rate is among fresh graduate data analysts and it is a concern. This may suggest that the expectations did not match the demands of the role, or a lack of adequate training and support for new hires.
3. **Toxic Culture as a Major Factor:** Toxic culture appears to be a significant reason to resignations particularly for the job with highest resignation rate, Data Analyst. This suggests that something is fundamentally wrong with the way the company operates or particularly in this job division.
4. **Internal Conflict and Performance:** Employees with average or very good performance seems to be more likely to get into conflicts with others as they might have higher expectation to other employees.

Recommendations

1. **Role Analysis:** Conduct a thorough analysis of the roles with high resignation rates to identify potential causes of turnover. Consider factors such as workload, job satisfaction, and opportunities for growth.
2. **Fresh Graduate Onboarding and Support:** Implement an onboarding program to aid new graduates succeed in their role by providing them with training, mentorship, and support
3. **Address Toxic Culture:** Conduct a company-wide assessment of the culture to identify and address any toxic elements. This might involve implementing policies and procedures to promote a positive and inclusive workplace.
4. **Conflict Resolution Training:** Provide training to employees on conflict resolution and communication skills to help them navigate workplace challenges more effectively.
5. **Employee Engagement Surveys:** Conduct employee engagement surveys to gather feedback on job satisfaction, workplace culture, and opportunities for growth. Use this feedback to identify areas for improvement.