

HR ANALYTICS PREDICTION: **WHY DO EMPLOYEES RESIGN?**



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DATASET OVERVIEW

This dataset contains records for 1470 employees, detailing demographics, job roles, satisfaction levels, and performance metrics. Key attributes include age, attrition status, business travel frequency, education level, job satisfaction, and tenure-related variables. With comprehensive data on employee characteristics and experiences, it offers valuable insights for HR analytics, facilitating analyses on factors influencing attrition, job satisfaction, and performance within the organization.

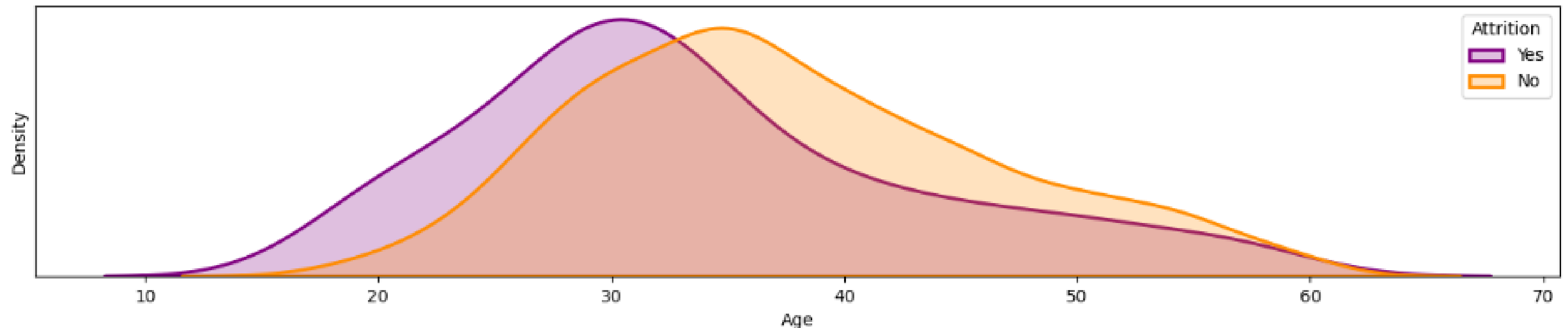
ATTRITION TRENDS

ACROSS

DEMOGRAPHICS

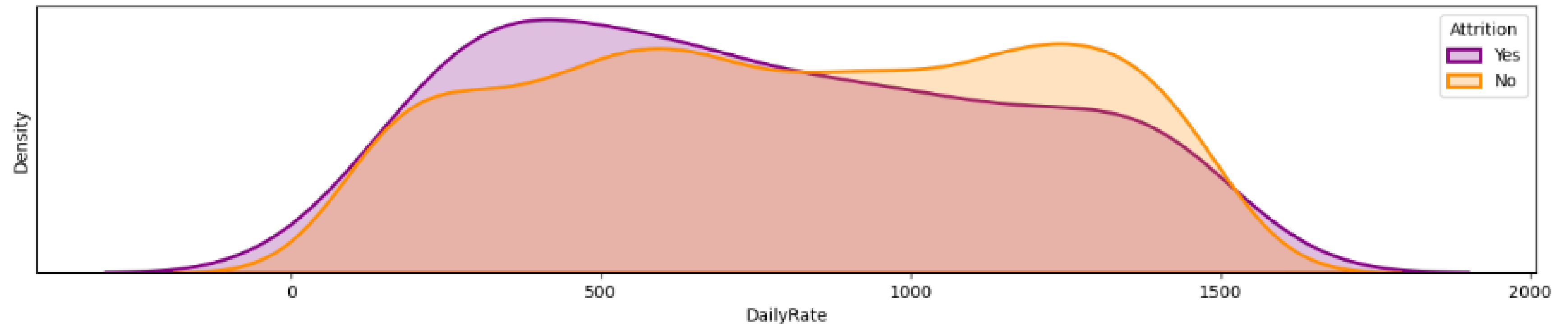
HOW IS ATTRITION DEPENDENT ON AGE?

High attrition observed at 28–32 years, possibly due to career advancement aspirations or seeking higher salaries.



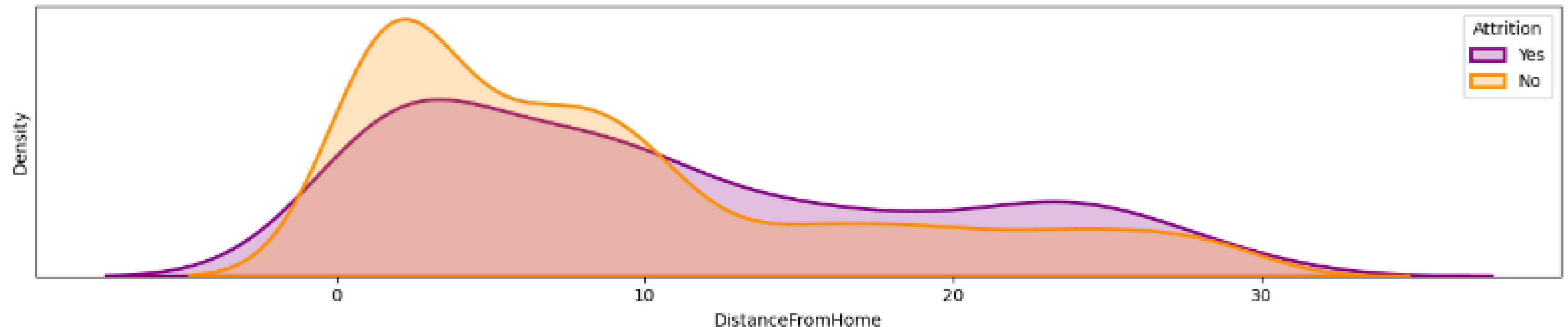
HOW DOES DAILY RATE AFFECT ATTRITION?

Concentration of attrition within
\$300–600 daily rate range,
possibly due to stagnant wages
or replaceability of skilled
workers.



IS DISTANCE FROM HOME INFLUENCE ATTRITION?

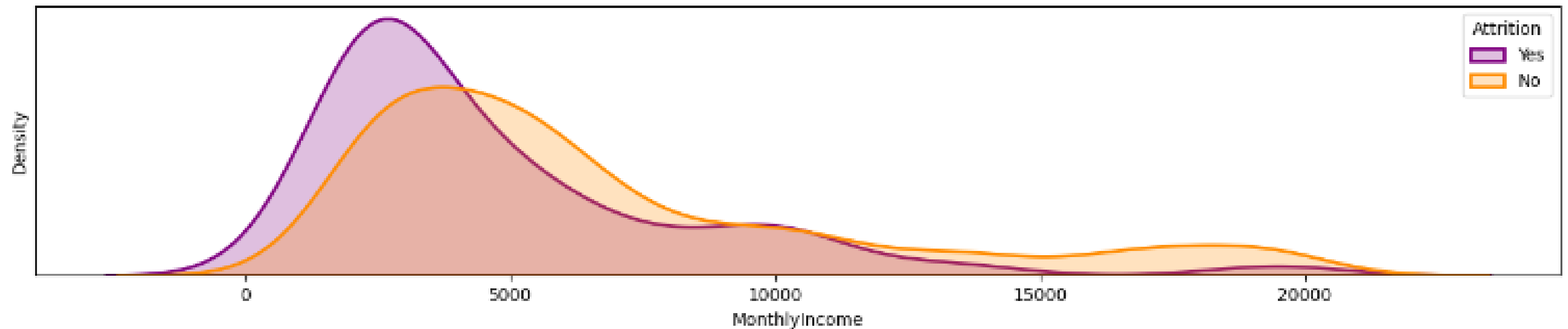
Longer commute distances
associated with higher attrition,
suggesting a desire for
proximity to work.



INVESTIGATING SALARY AND INCOME DYNAMICS

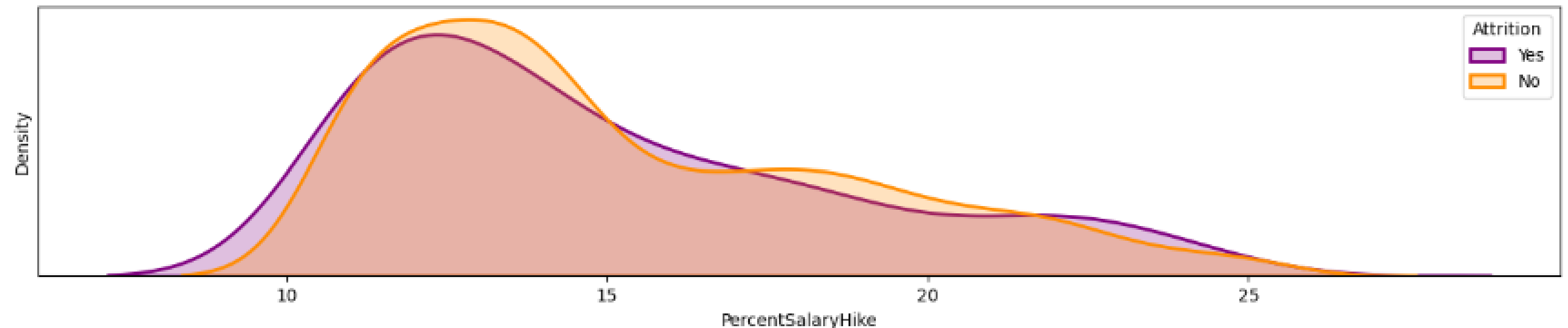
HOW DOES MONTHLY INCOME IMPACT ATTRITION?

High attrition at very low income levels (< 5k monthly), with a minor spike around 10k, indicating a shift for better livelihood.



HOW IS PERCENT SALARY HIKE RELATED TO ATTRITION?

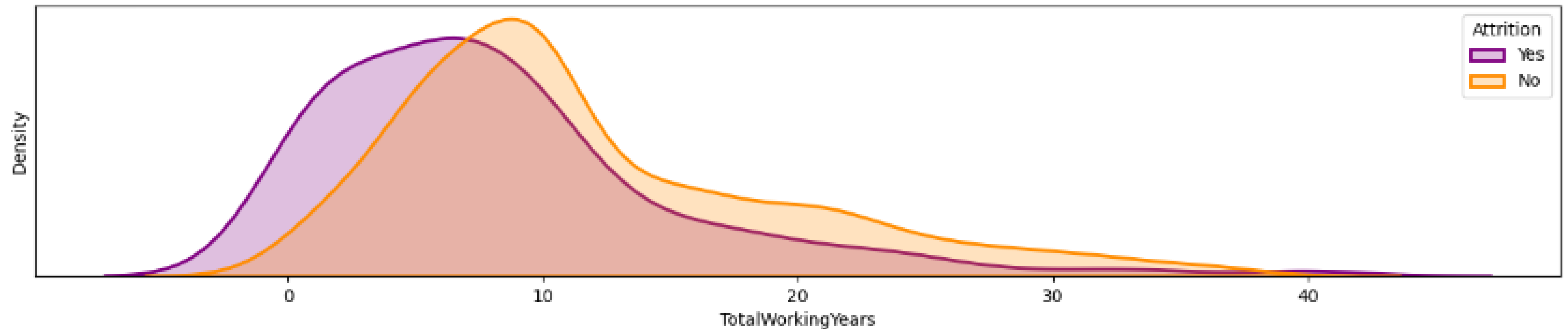
Higher salary increases linked
with lower attrition, implying
satisfaction with compensation.



EXPLORING CAREER DEVELOPMENT AND TENURE

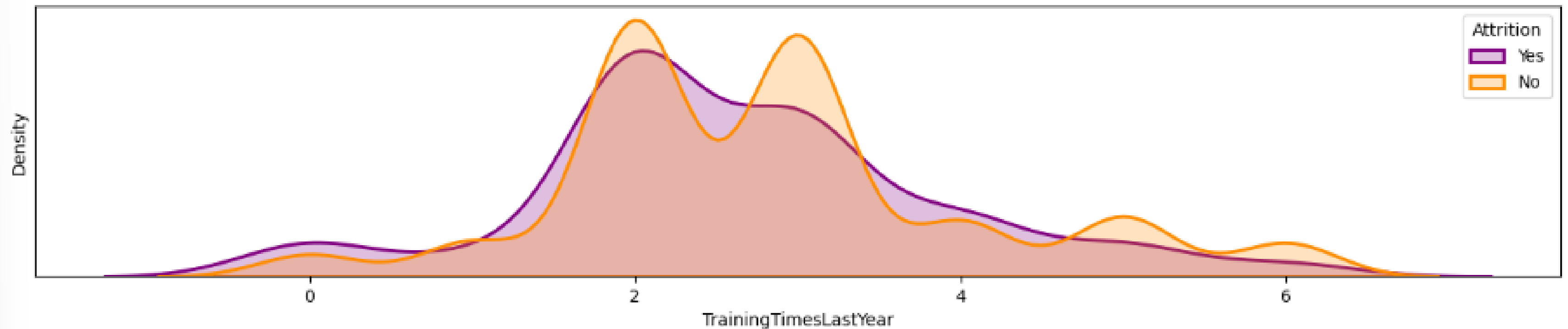
HOW IS TOTAL WORKING YEARS CORRELATED WITH ATTRITION?

Lower experience levels are associated with higher attrition, suggesting job security and established careers may play a role.



HOW DOES TRAINING FREQUENCY AFFECT ATTRITION?

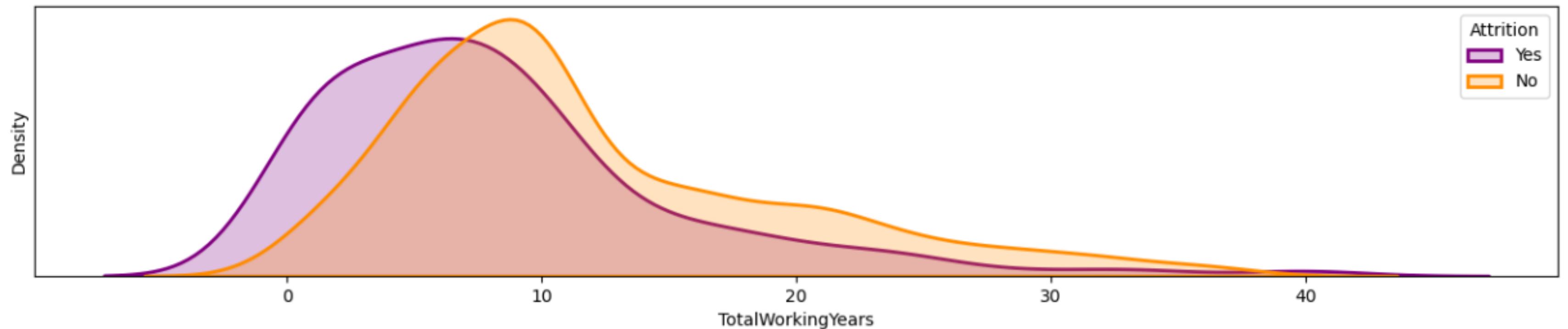
Higher training levels linked with lower attrition, indicating employee investment and development.



ASSESSING TENURE AND PROMOTION PATTERNS

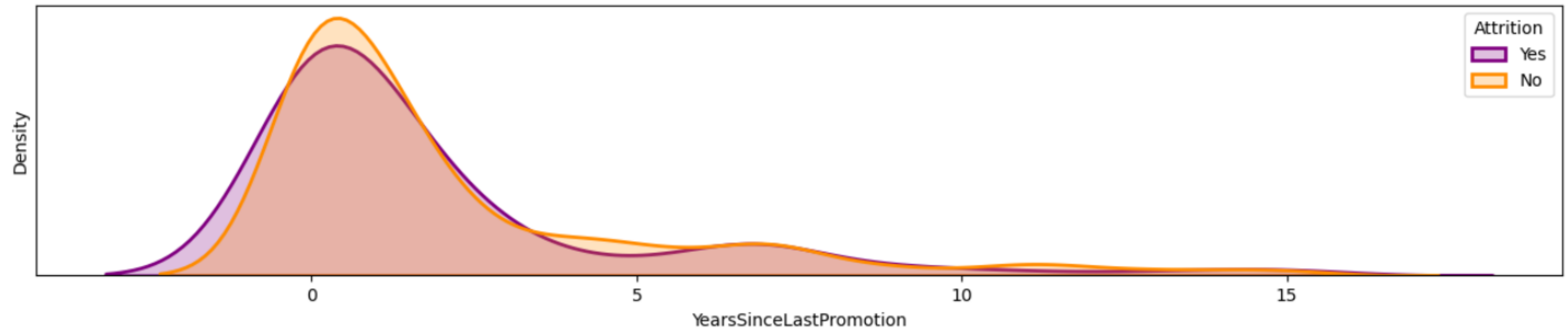
HOW DOES YEARS AT COMPANY AFFECT ATTRITION?

Longer tenure linked with lower attrition, suggesting loyalty and attachment to the organization.



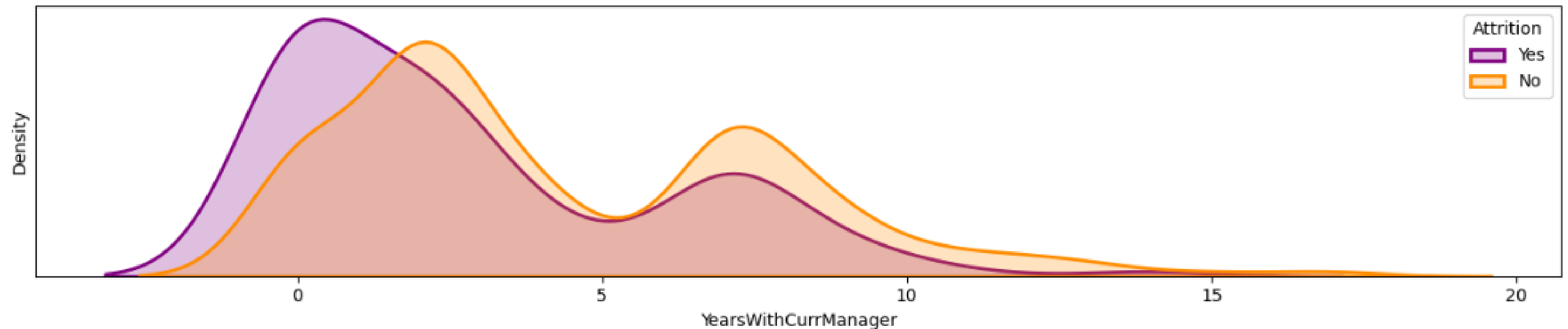
HOW IS YEARS SINCE LAST PROMOTION ASSOCIATED WITH ATTRITION?

Long gaps between promotions associated with higher attrition, indicating a desire for career progression.



HOW DOES YEARS WITH CURRENT MANAGER INFLUENCE ATTRITION?

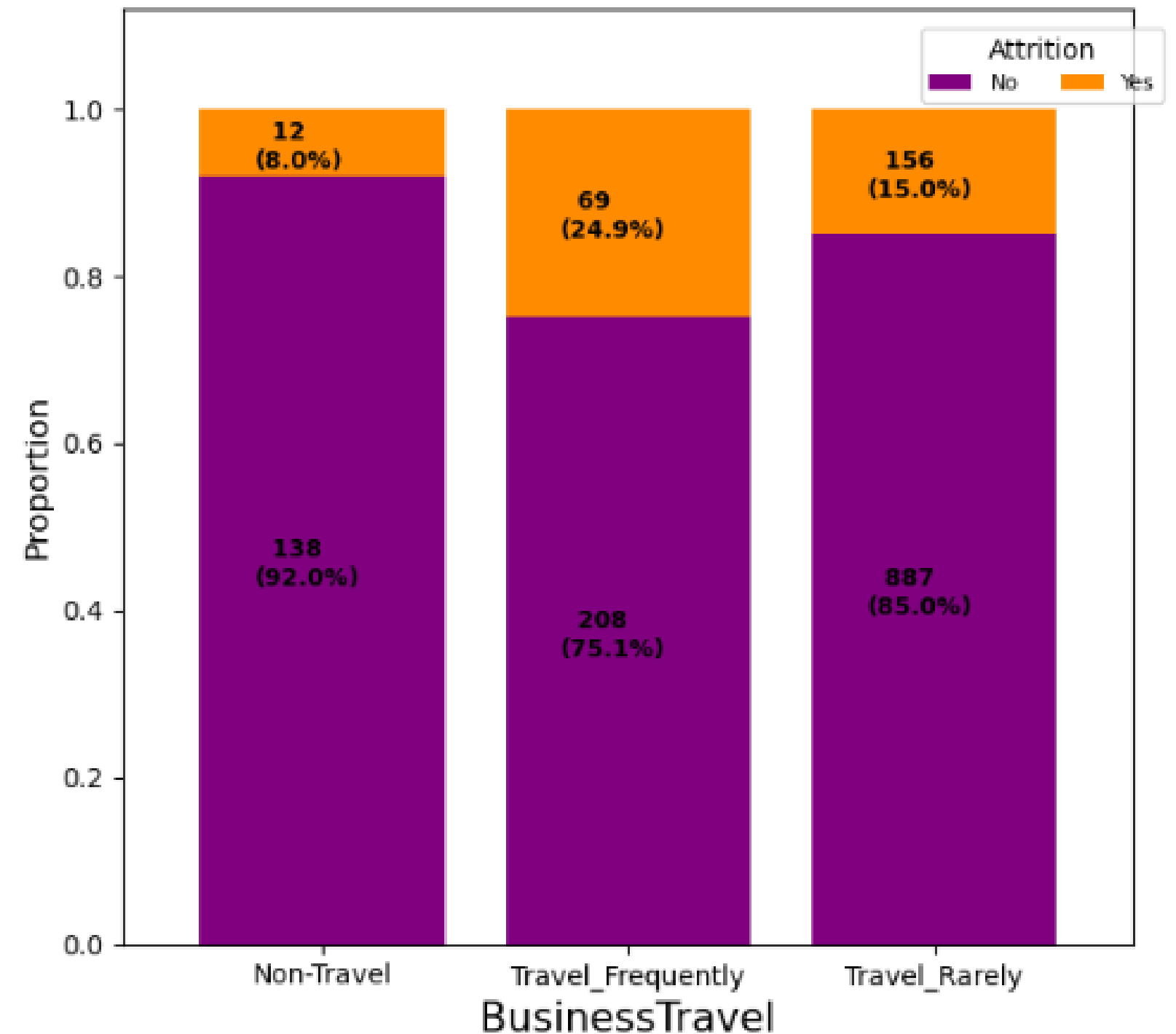
Longer tenure with the current manager linked with lower attrition, highlighting the importance of strong working relationships.



WORK-RELATED FACTORS IN ATTRITION

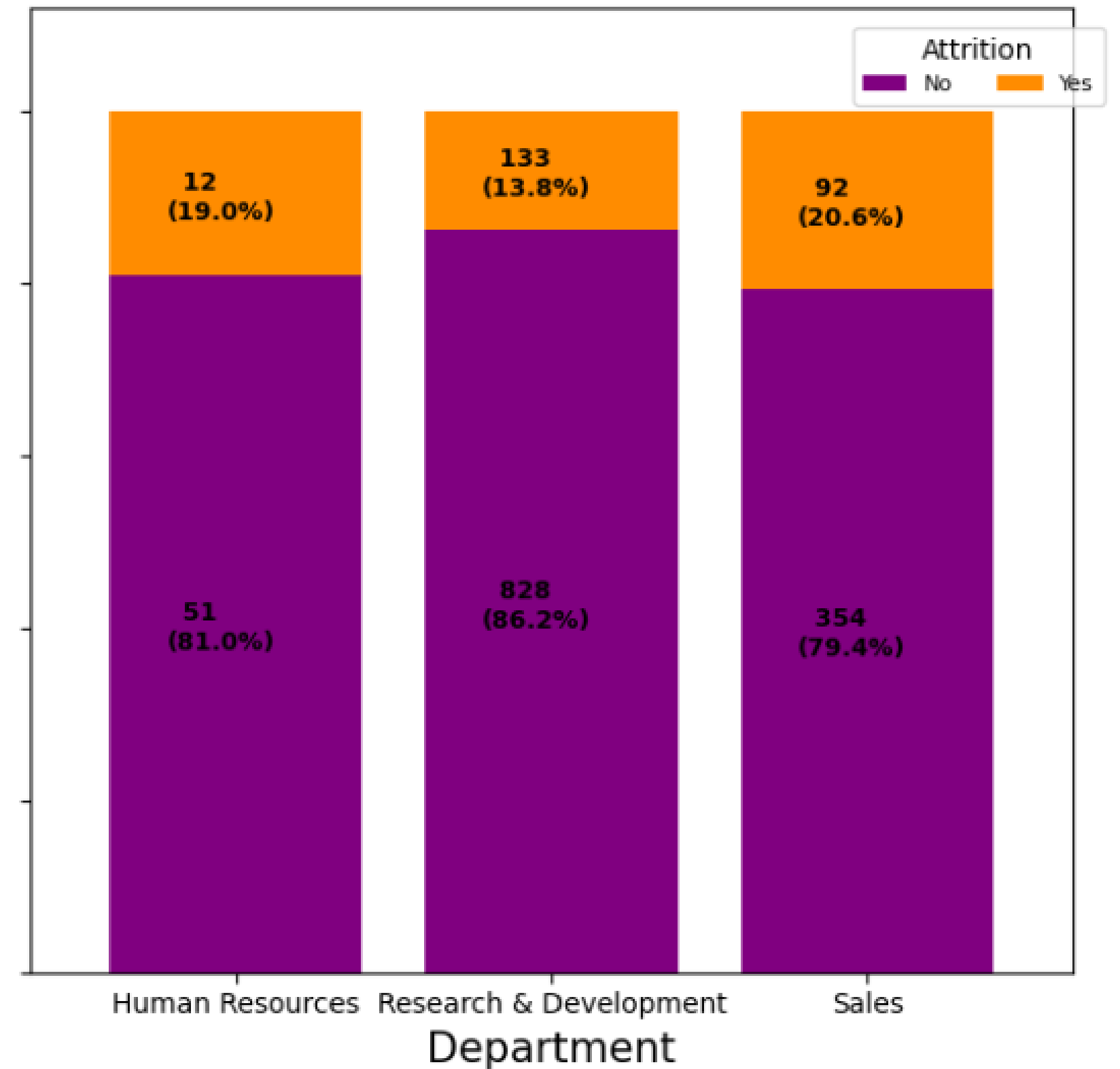
WHAT IMPACT DOES BUSINESS TRAVEL HAVE ON ATTRITION?

Employees who frequently travel
exhibit higher attrition rates,
possibly due to travel demands.



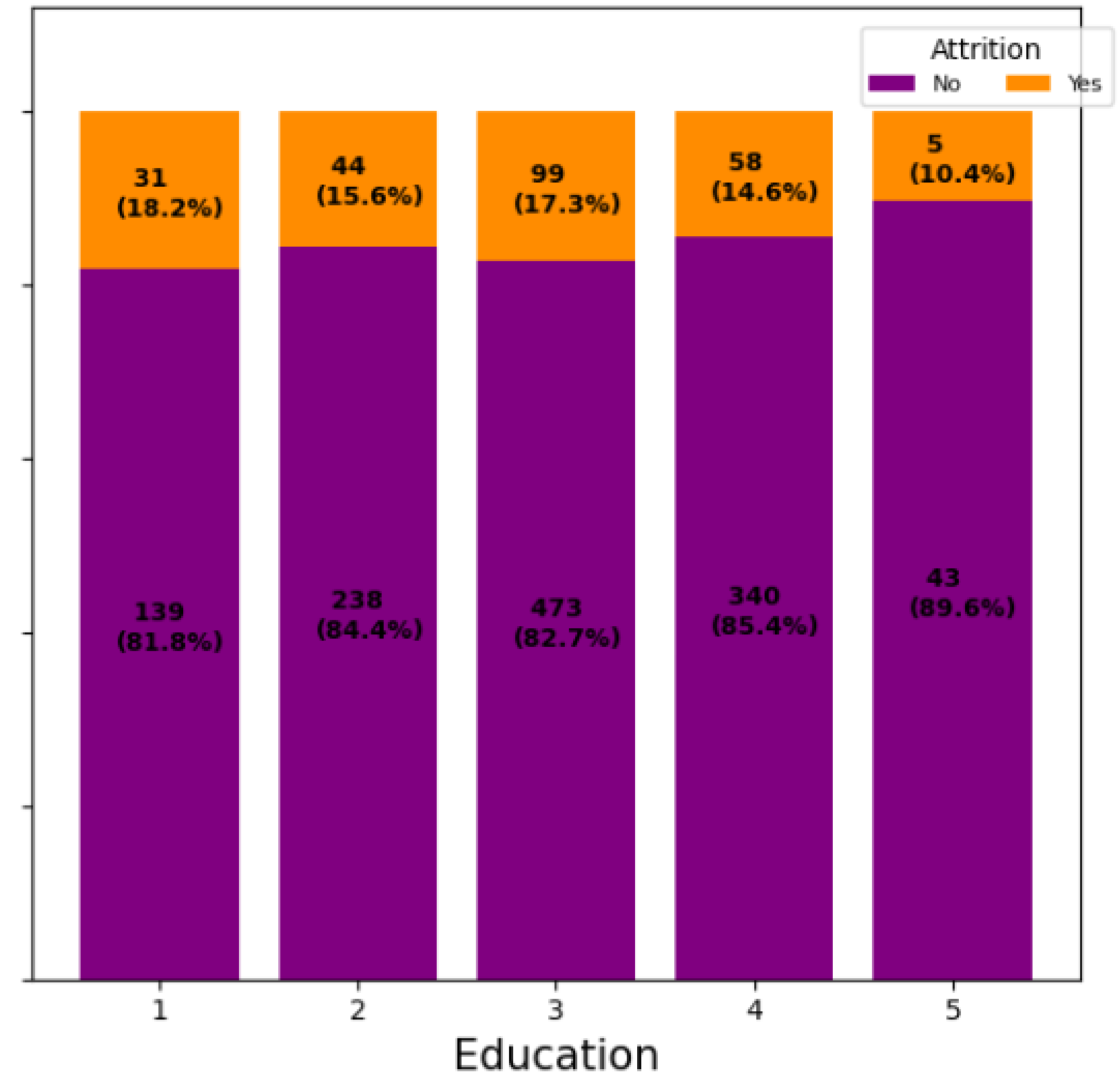
HOW DOES DEPARTMENTAL VARIATION AFFECT ATTRITION?

Attrition rates vary across departments, indicating specific departmental issues contributing to turnover.



DOES EDUCATION LEVEL INFLUENCE ATTRITION?

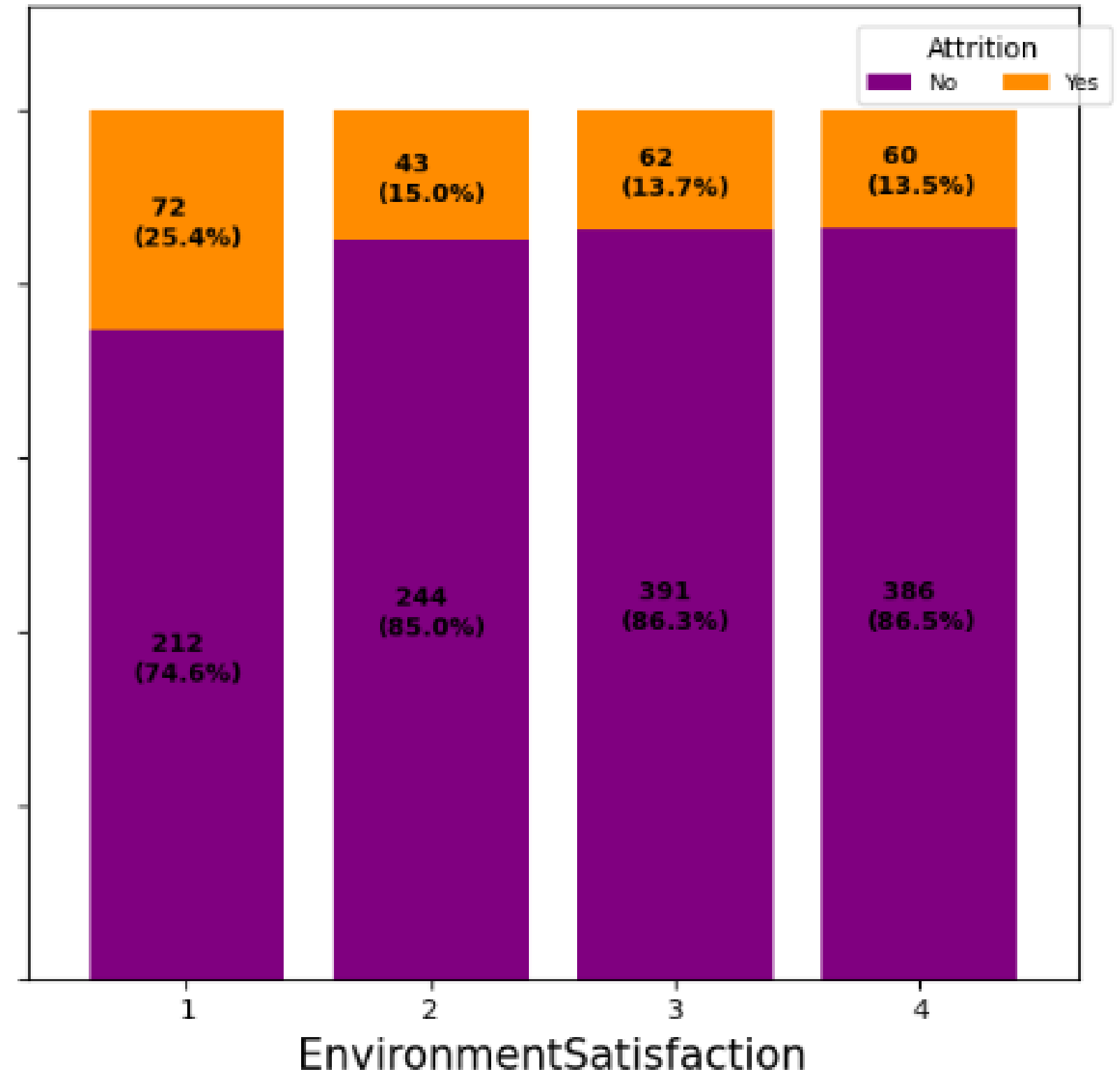
Lower education levels correlate with higher attrition, suggesting higher education may lead to increased engagement.



EMPLOYEE SATISFACTION AND ENGAGEMENT

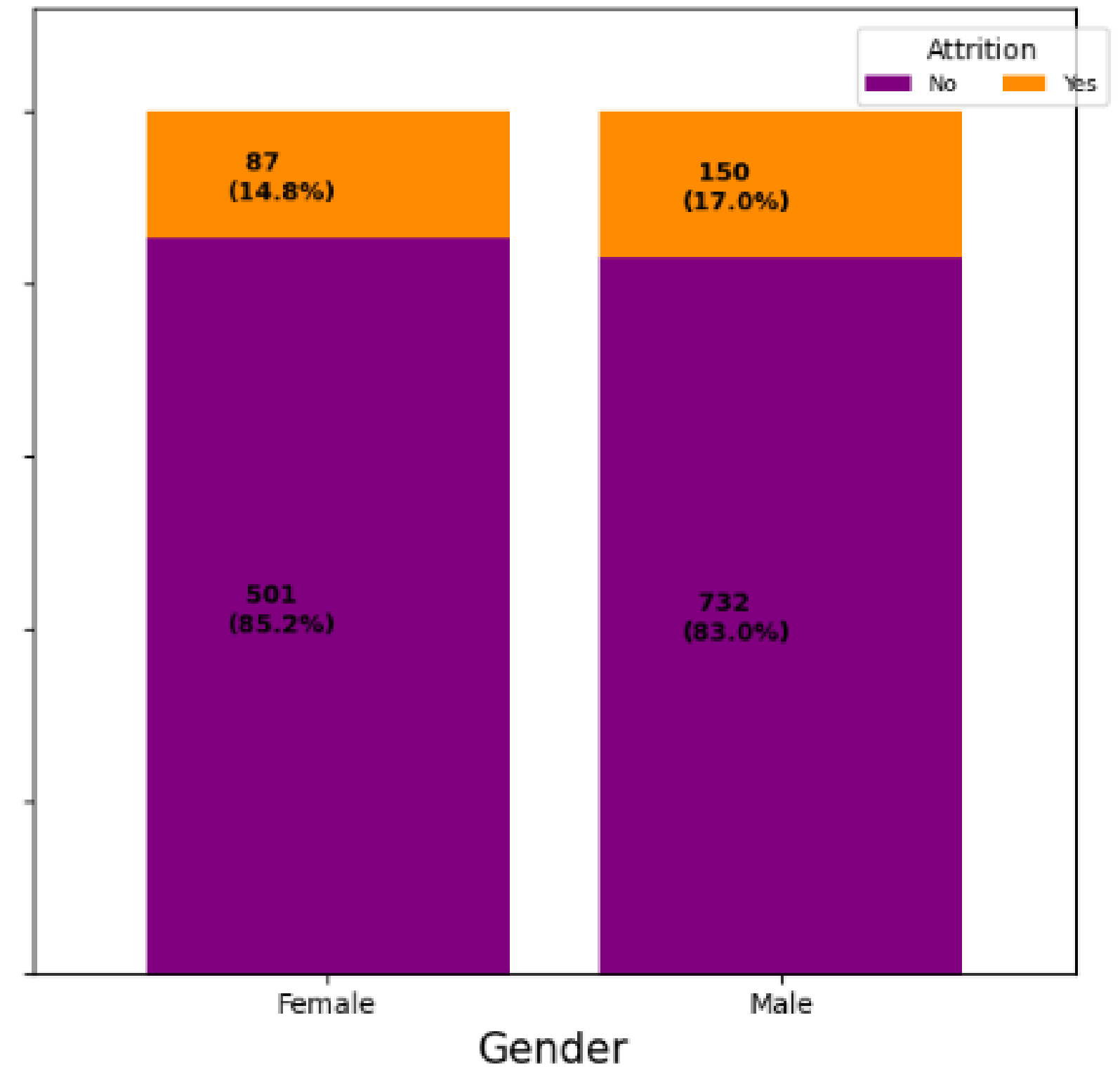
HOW DOES ENVIRONMENT SATISFACTION IMPACT ATTRITION?

Low satisfaction is linked to higher attrition, emphasizing the importance of addressing workplace satisfaction.



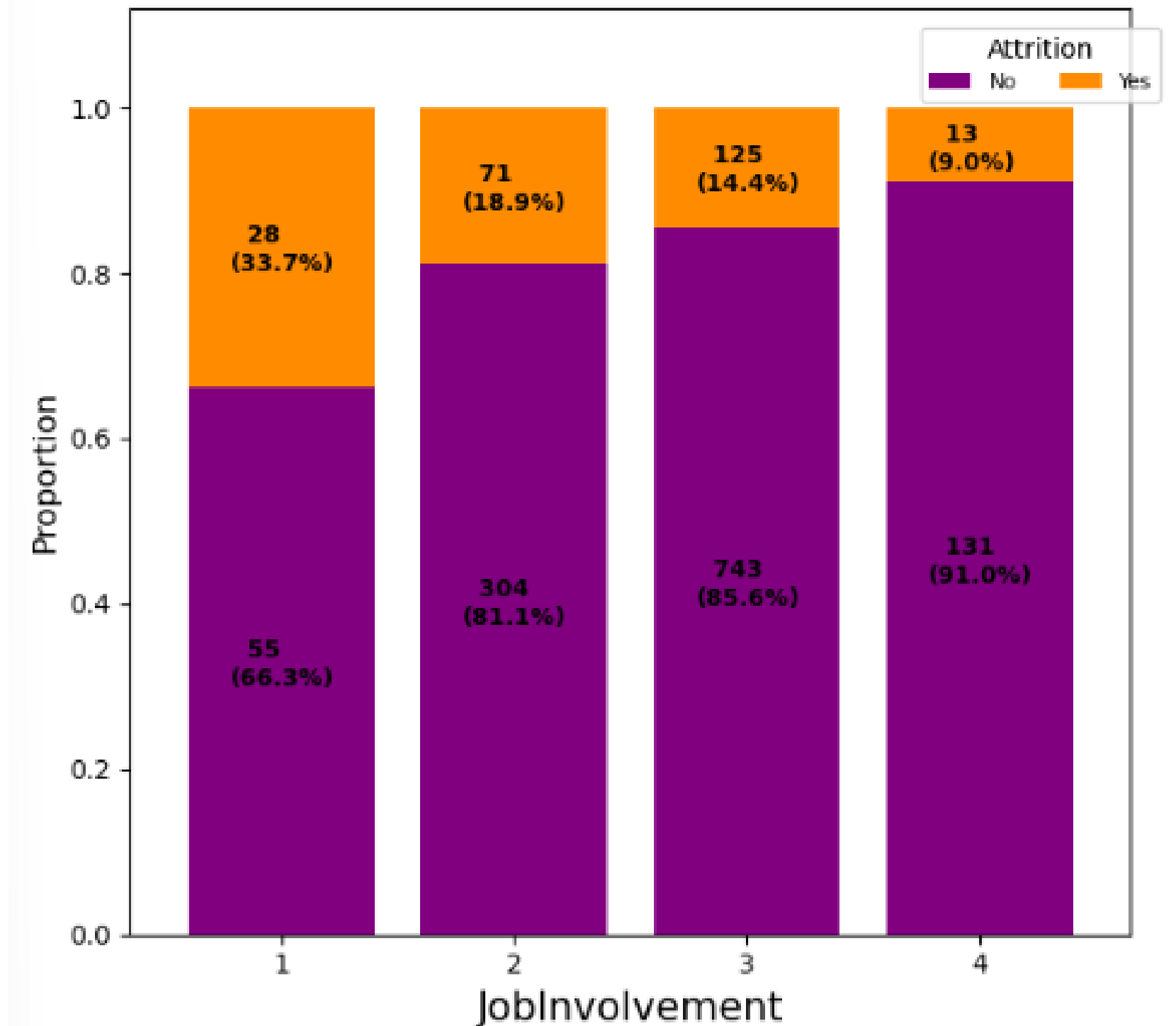
IS GENDER A FACTOR IN ATTRITION?

Males exhibit a higher attrition rate, suggesting gender-specific issues contributing to turnover.



DOES JOB INVOLVEMENT INFLUENCE ATTRITION?

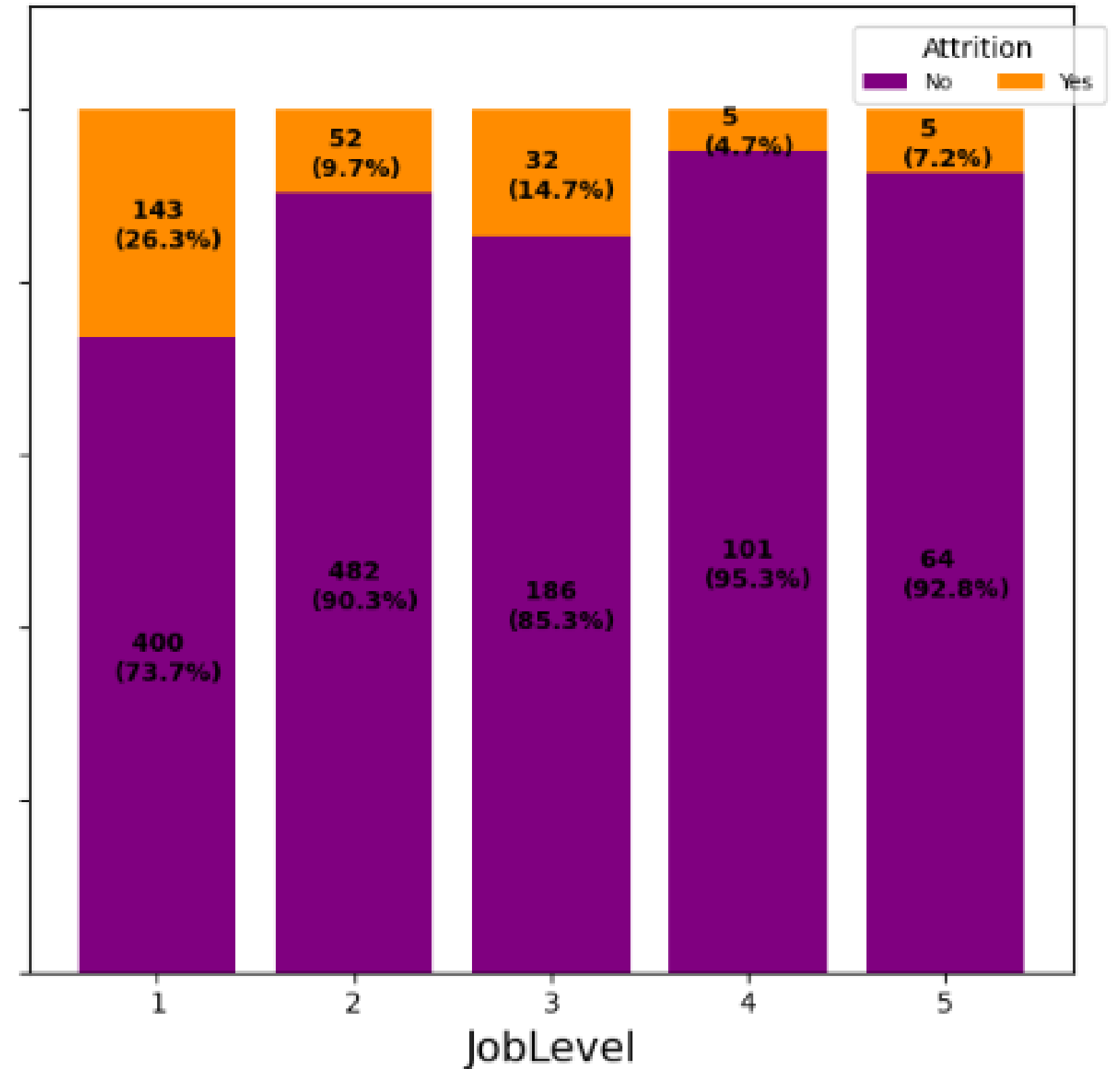
Low job involvement correlates with higher attrition, highlighting the need to engage employees in their work.



JOB-RELATED FACTORS

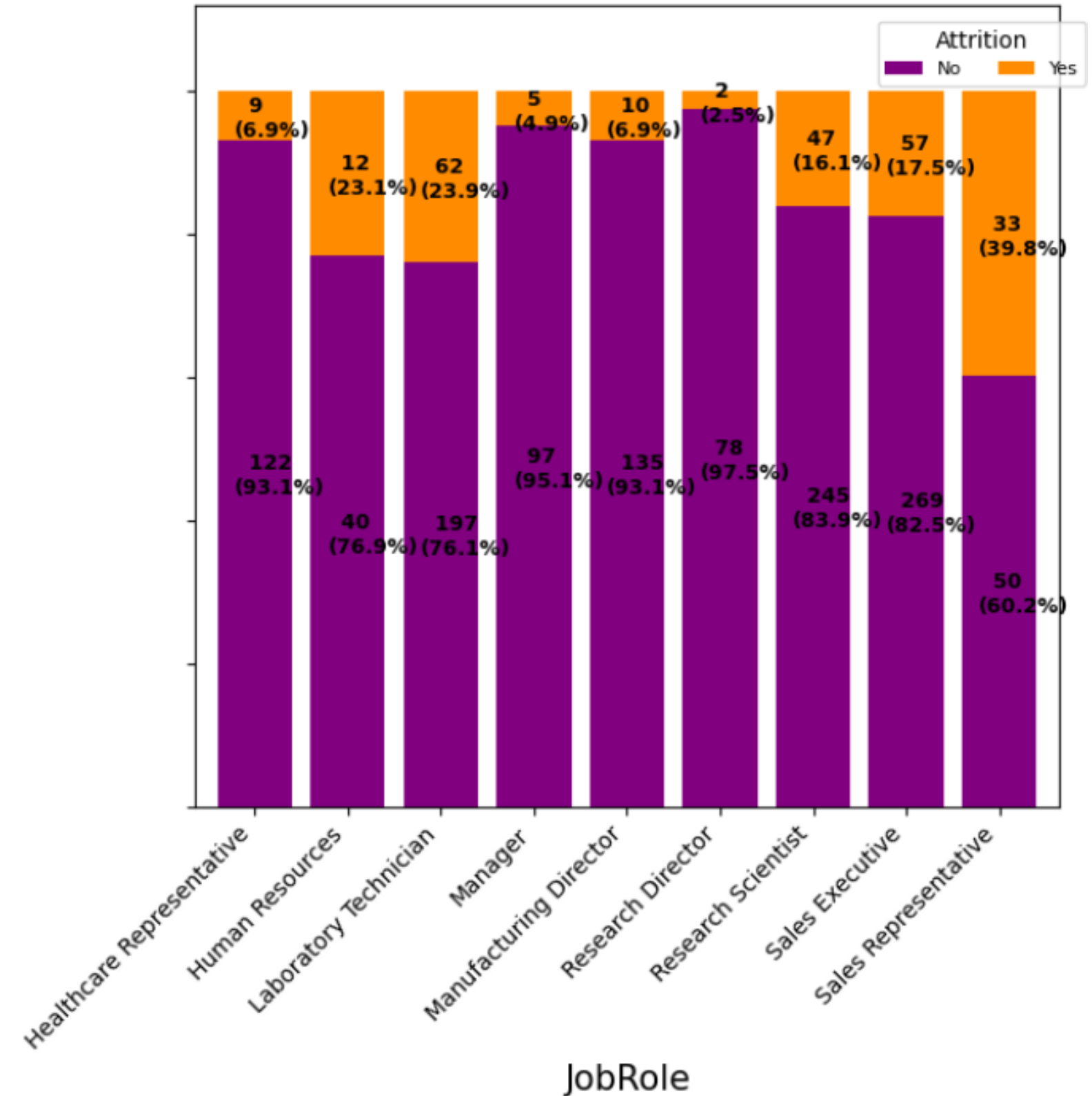
HOW DOES JOB LEVEL AFFECT ATTRITION?

Lower job levels are associated with higher attrition, suggesting challenges related to career advancement.



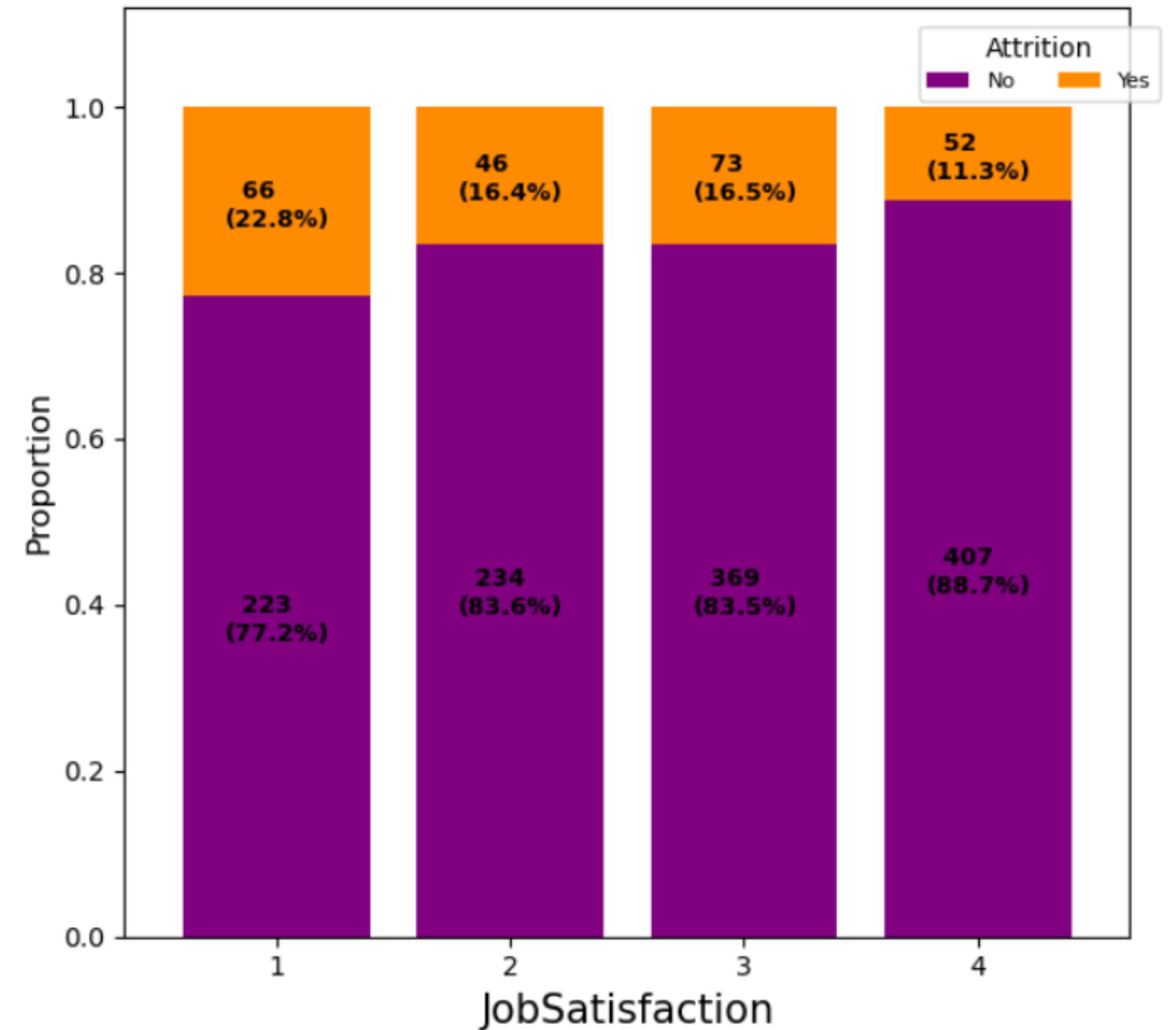
WHICH JOB ROLES ARE PRONE TO ATTRITION?

Certain job roles exhibit higher attrition rates, indicating role-specific challenges.



WHAT ROLE DOES JOB SATISFACTION PLAY IN ATTRITION?

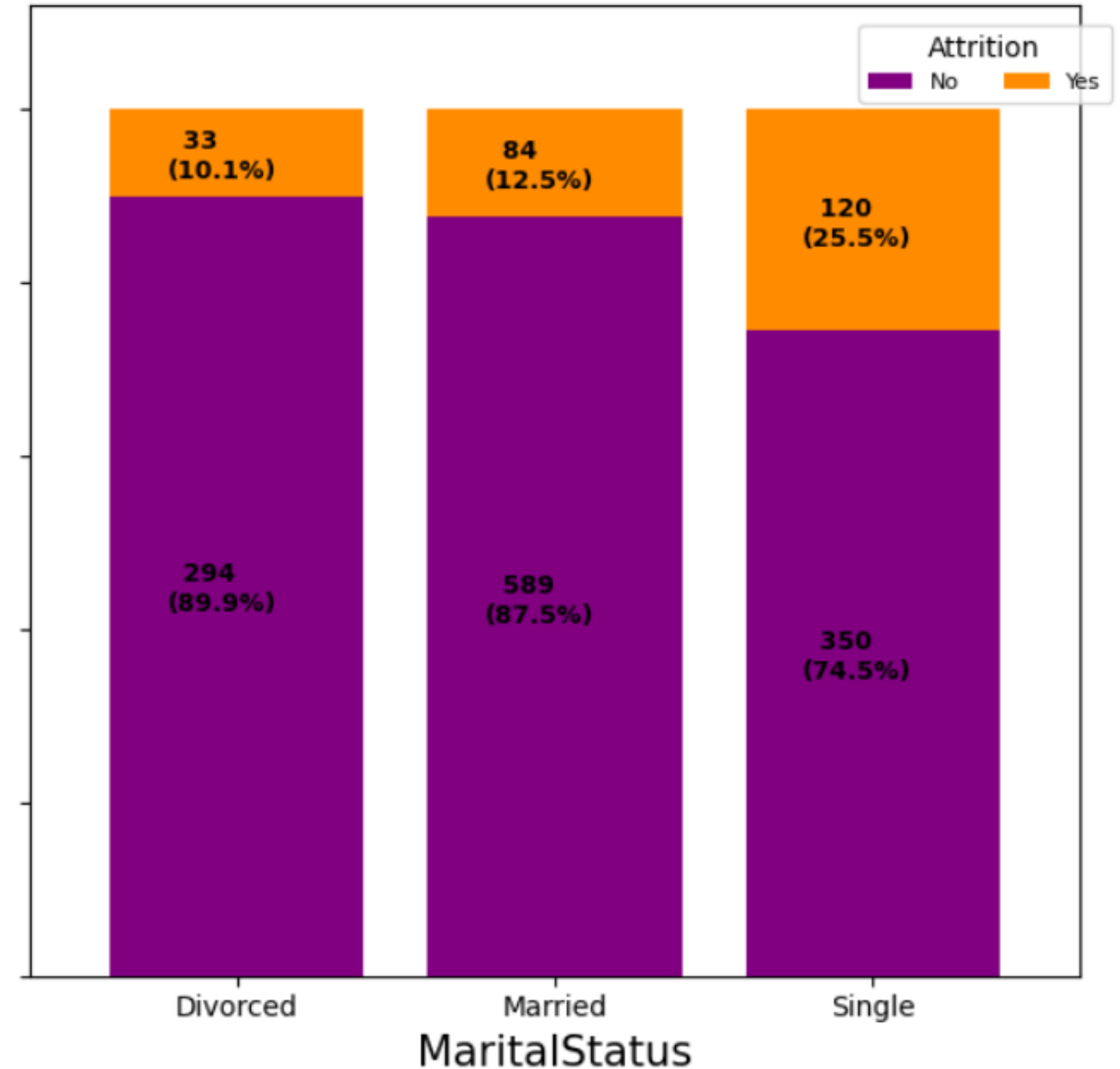
Low job satisfaction is linked to higher attrition, emphasizing the importance of addressing satisfaction issues.



PERSONAL FACTORS AND WORK-RELATED ISSUES

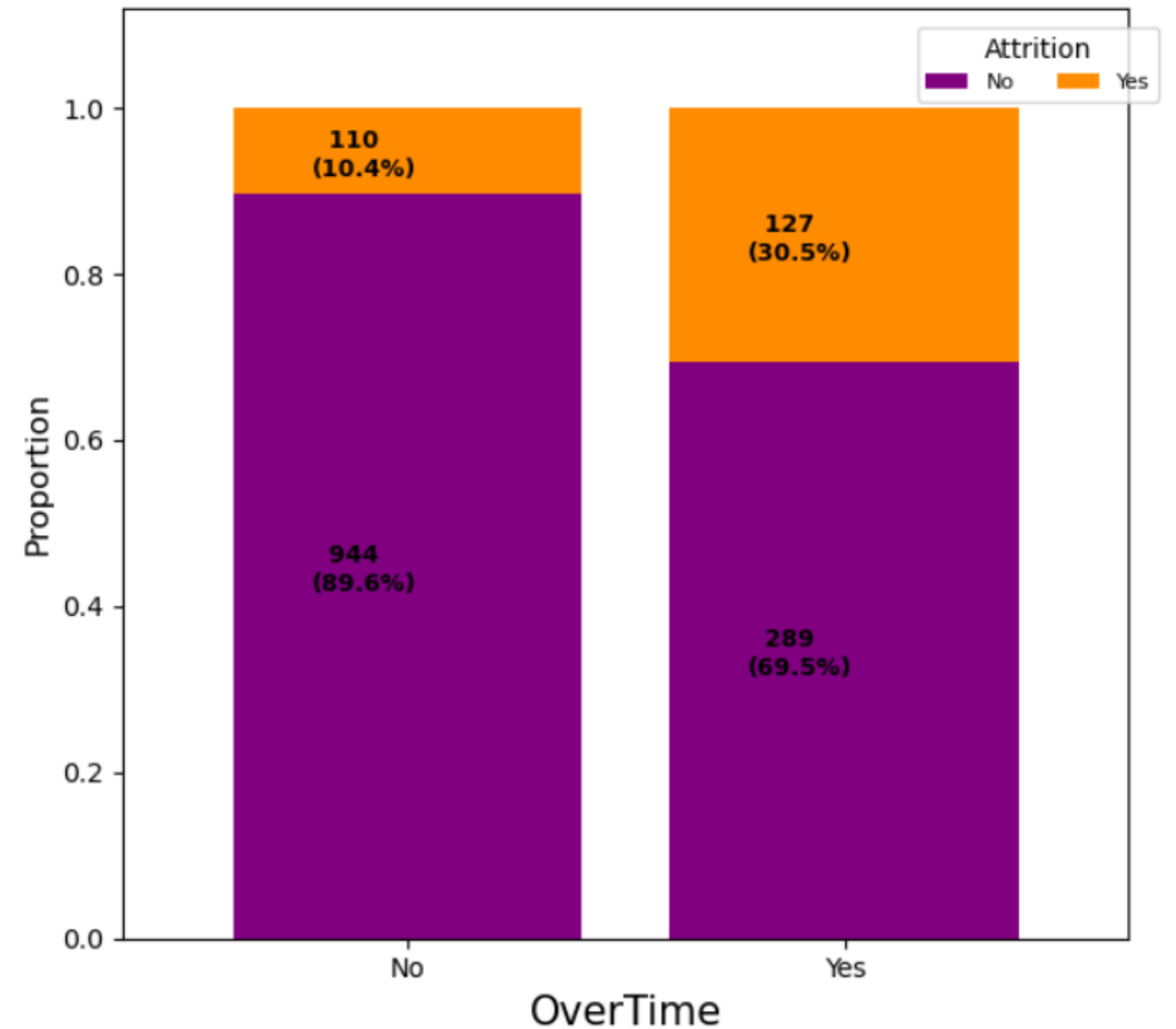
IS MARITAL STATUS LINKED TO ATTRITION?

Single employees demonstrate higher attrition rates, indicating potential challenges related to single status.



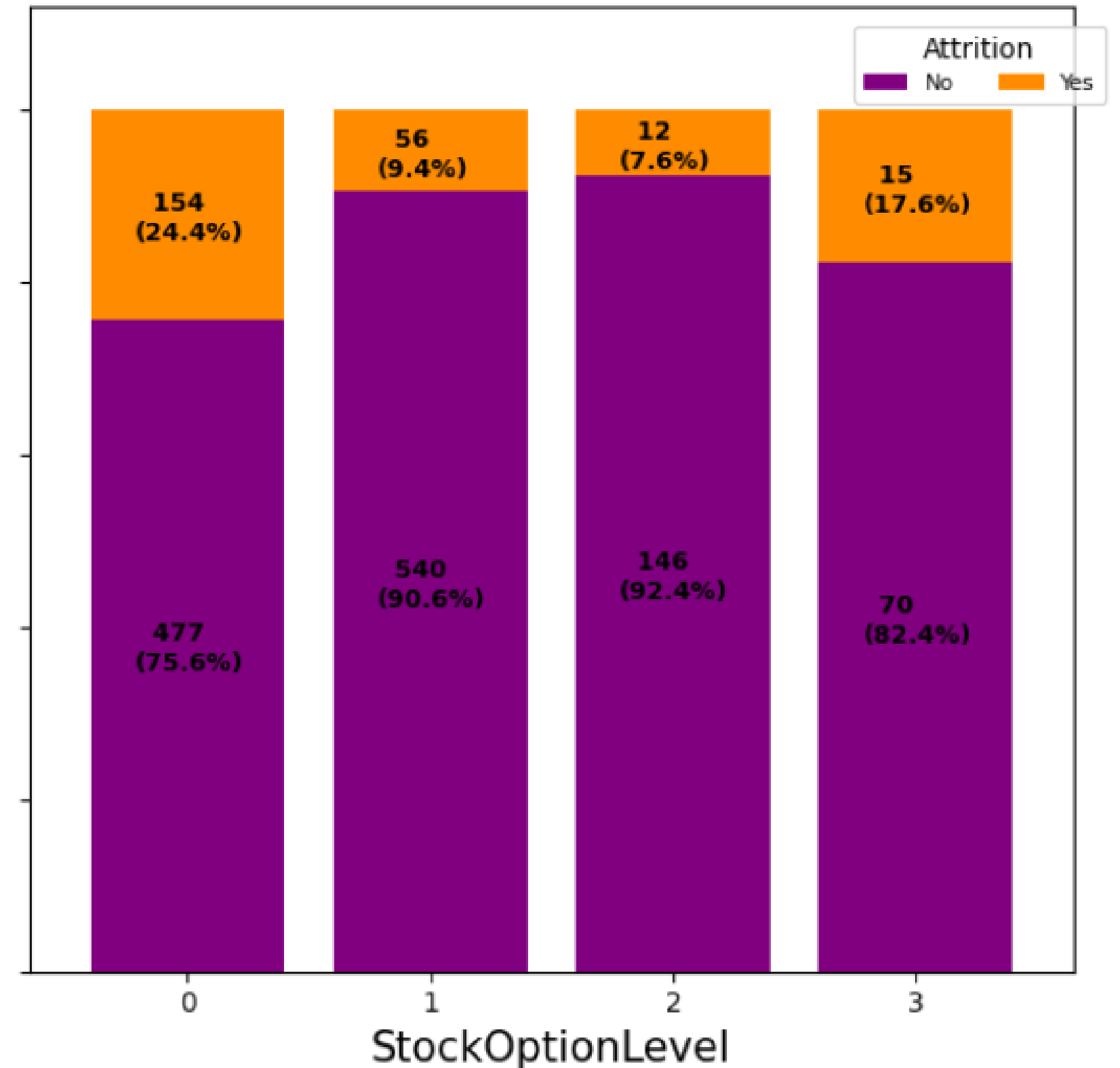
DOES OVERTIME IMPACT ATTRITION?

Working overtime is associated with higher attrition, suggesting potential burnout or work-life balance issues.



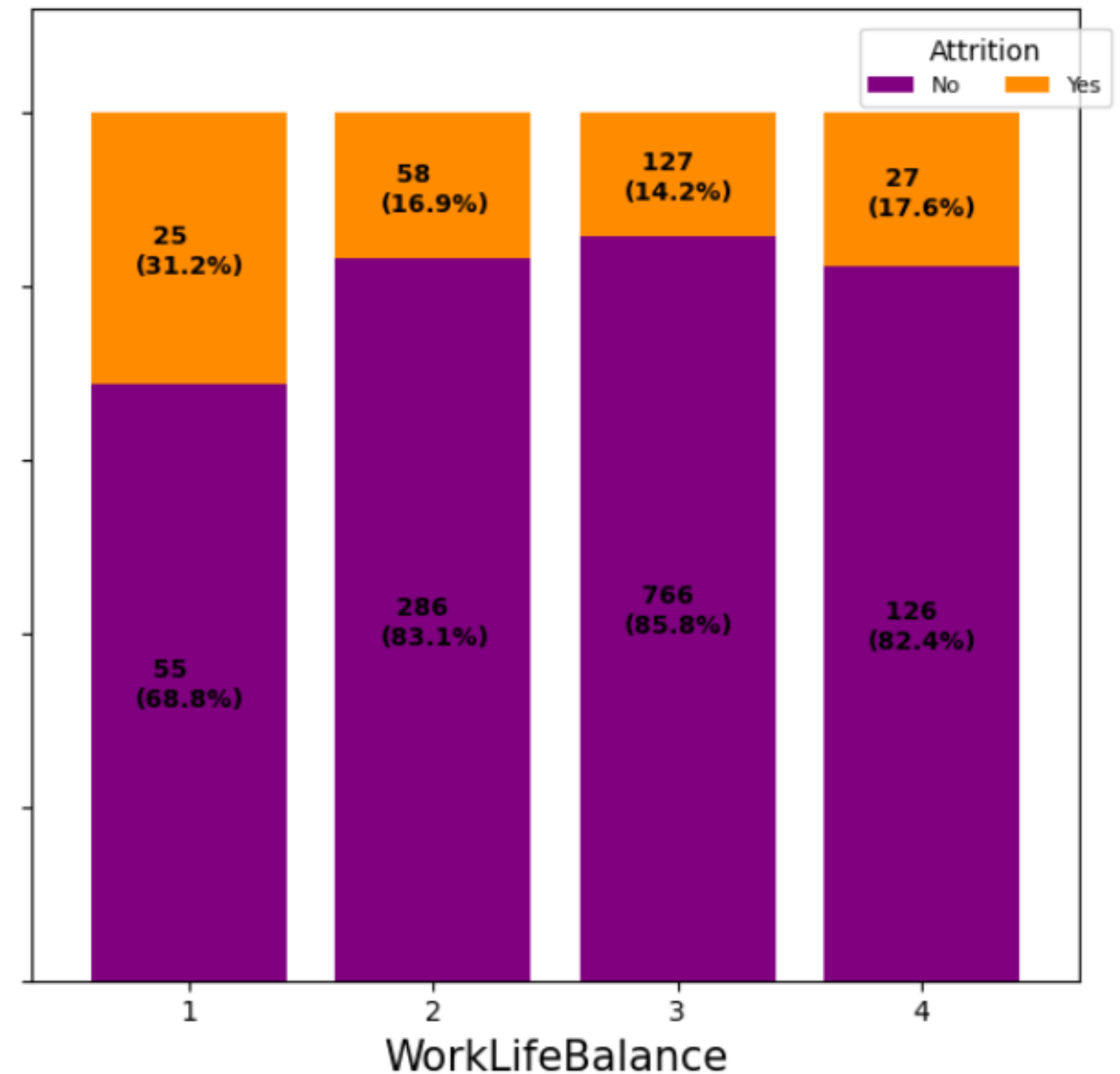
HOW DO STOCK OPTIONS INFLUENCE ATTRITION?

Employees without stock options exhibit higher attrition rates, emphasizing the role of financial incentives in retention.



WHAT EFFECT DOES WORK-LIFE BALANCE HAVE ON ATTRITION?

Poor work-life balance is linked to higher attrition, highlighting the importance of promoting work-life balance initiatives.



CONCLUSION :

To effectively reduce attrition, organizations must adopt a holistic approach that addresses age-related aspirations, salary satisfaction, career development opportunities, and tenure-related factors. By prioritizing employee engagement, satisfaction, and growth opportunities, organizations can foster a more stable and loyal workforce, contributing to long-term organizational success

THANK-YOU