

Employee Attrition Report Summary

1. Objective

To understand **why employees leave** the company by analyzing job roles, income, work-life balance, and other HR factors. The goal is to find patterns that help reduce attrition.

2. Key Findings

1. Overall Attrition Rate

- There is a significant number of employees leaving.
 - 📌 *Action:* Improve retention through engagement programs.
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2. Job Role

- Some job roles (like Sales, Lab Technician) have higher attrition.
 - 📌 *Action:* Review workload, satisfaction, and support in these roles.
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3. Marital Status

- Unmarried employees are more likely to leave.
 - 📌 *Action:* Offer better work-life balance and career development to single employees.
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4. Income and Job Level

- Higher job levels come with higher income.
 - 📌 *Action:* Use promotions and raises as motivation for good performers.
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5. Overtime and Work-Life Balance

- Employees with more overtime and poor work-life balance tend to leave.
- 📌 *Action:* Avoid excessive overtime; promote wellness and flexibility.


6. Total Working Years

- As total working years increase, monthly income increases.
 -  *Action:* Retain experienced employees through recognition and growth opportunities.
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7. Years at Company

- Most employees who left had fewer years at the company.
 -  *Action:* Strengthen early onboarding and engagement within the first few years.
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8. Job Satisfaction

- Low satisfaction is linked to higher attrition.
 -  *Action:* Run regular satisfaction surveys and act on feedback.
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9. Education Field

- Certain education fields show more attrition.
 -  *Action:* Align job roles better with educational background and skills.
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10. Promotion History

- Employees who haven't been promoted for a long time are more likely to leave.
 -  *Action:* Provide fair promotion opportunities and career growth paths.
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11. Business Travel

- Frequent business travel increases attrition risk.
 -  *Action:* Limit excessive travel or offer benefits to balance it.
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12. Training & Performance

- More training often relates to better performance.
 -  *Action:* Continue investing in employee development.
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13. Relationship Satisfaction

- Lower relationship satisfaction correlates with attrition.
 -  *Action:* Build positive team culture and better manager-employee relations.
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3. Conclusion

The main drivers of attrition are **low satisfaction, lack of growth, overtime**, and **early departure in the first few years**. Improving employee experience in these areas will help reduce turnover and increase retention.
