

IBM Attrition Analysis

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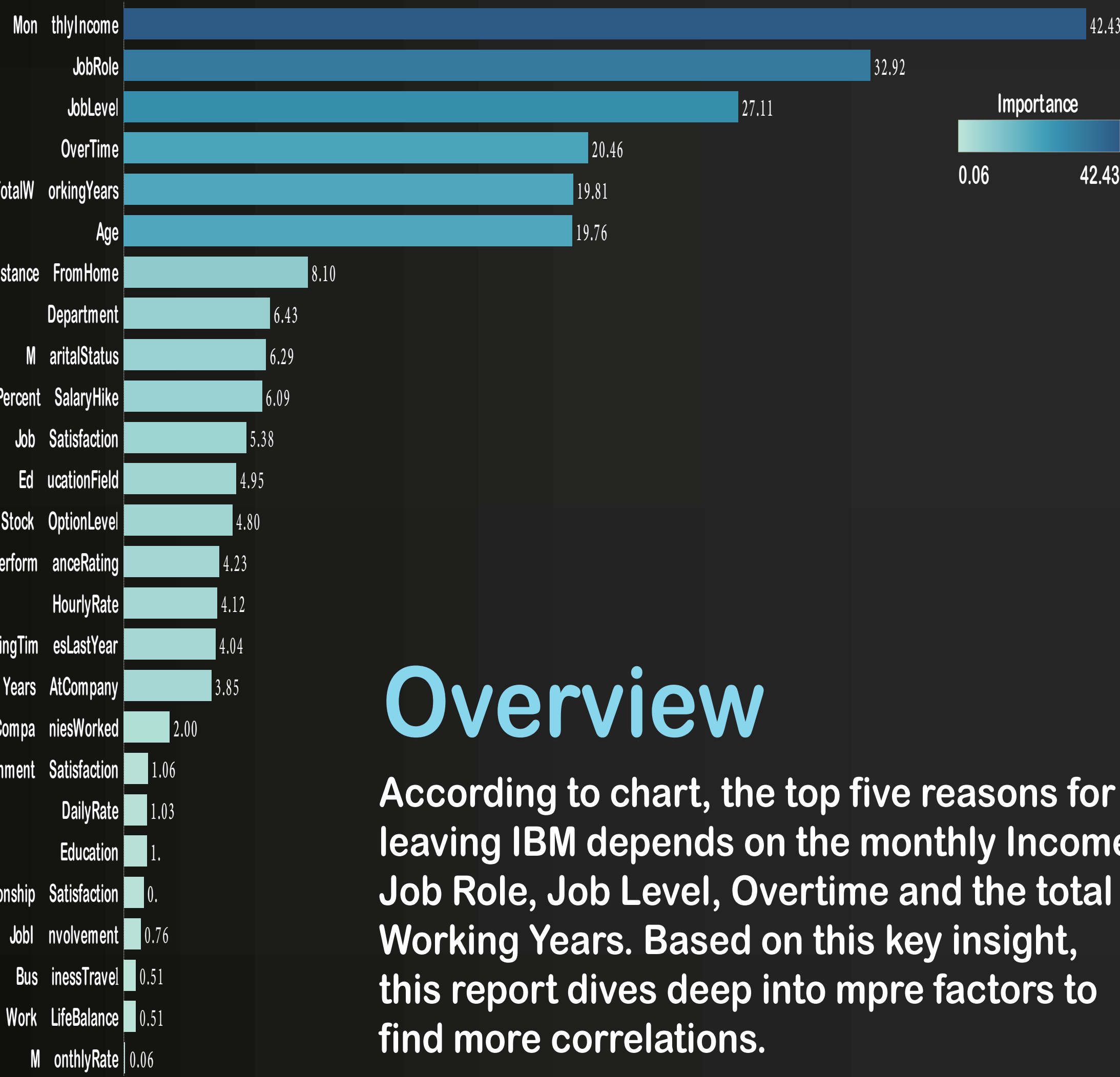
Story

The employee attrition of staff can be due to voluntary or involuntary reasons. Employee attrition can have a negative impact on the remaining employees if it leads to an increase in their workload. It also can limit promotional opportunities and movement within the company, resulting in an unhappier workplace or more attrition than was intended. This study is for the HR department of IBM to provide them with an overview of the status of employee attrition, to create a more comprehensive picture of the problems employee face.

Audience

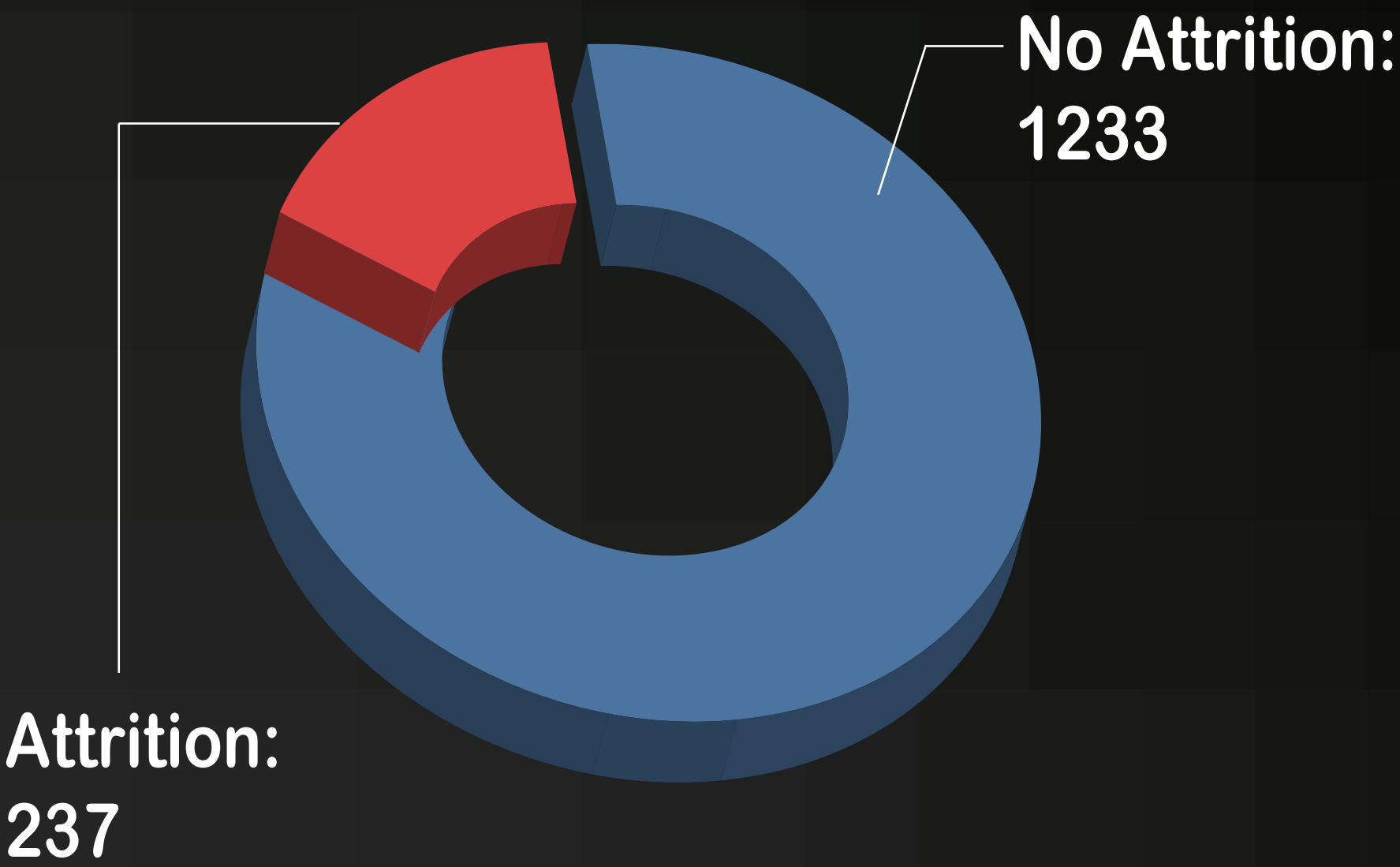
This Analysis would help IBM HR Department in creating an effective human resource management plan.

Main Factors Affecting Attrition

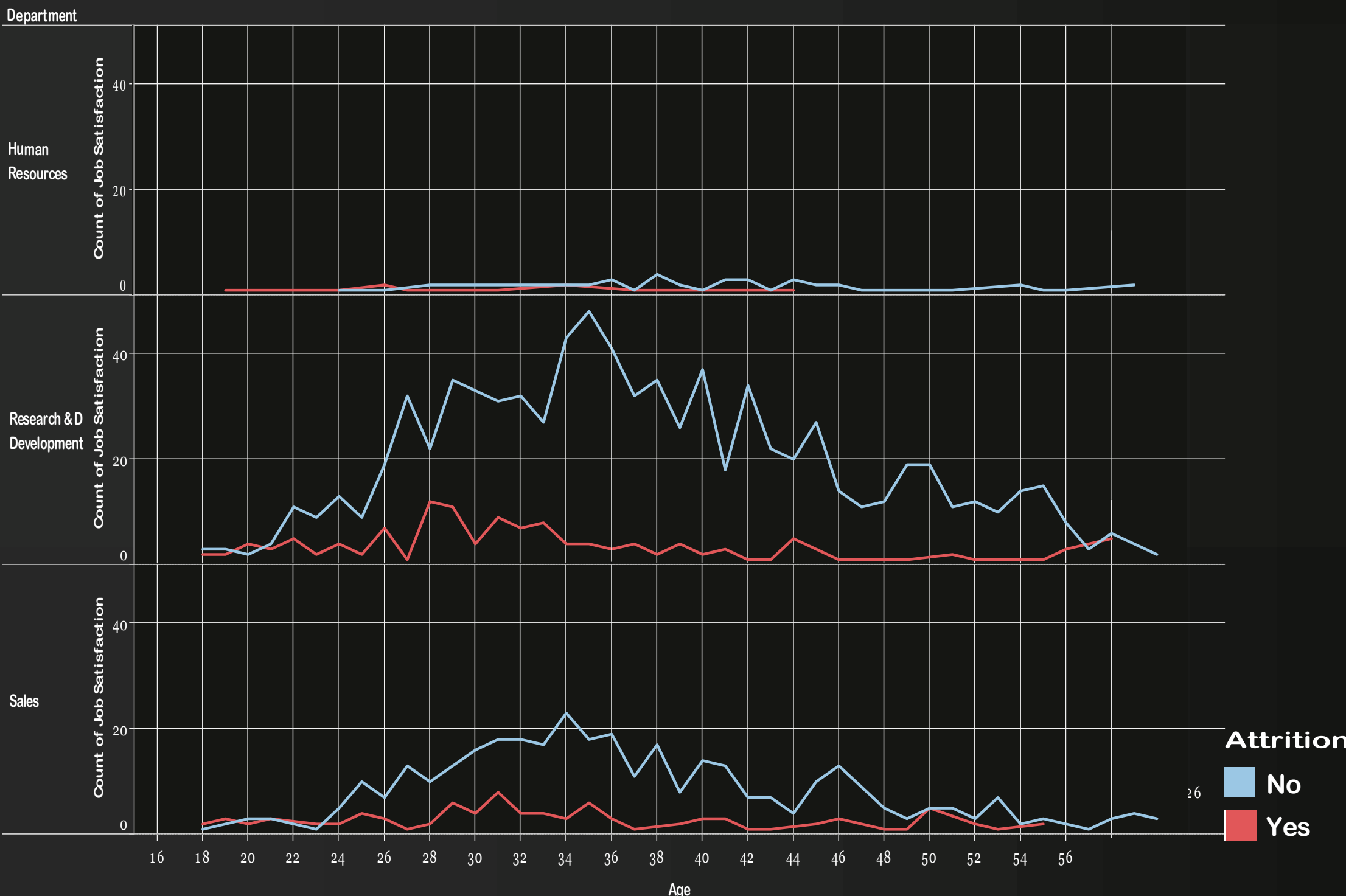


Overview

According to chart, the top five reasons for leaving IBM depends on the monthly Income, Job Role, Job Level, Overtime and the total Working Years. Based on this key insight, this report dives deep into more factors to find more correlations.



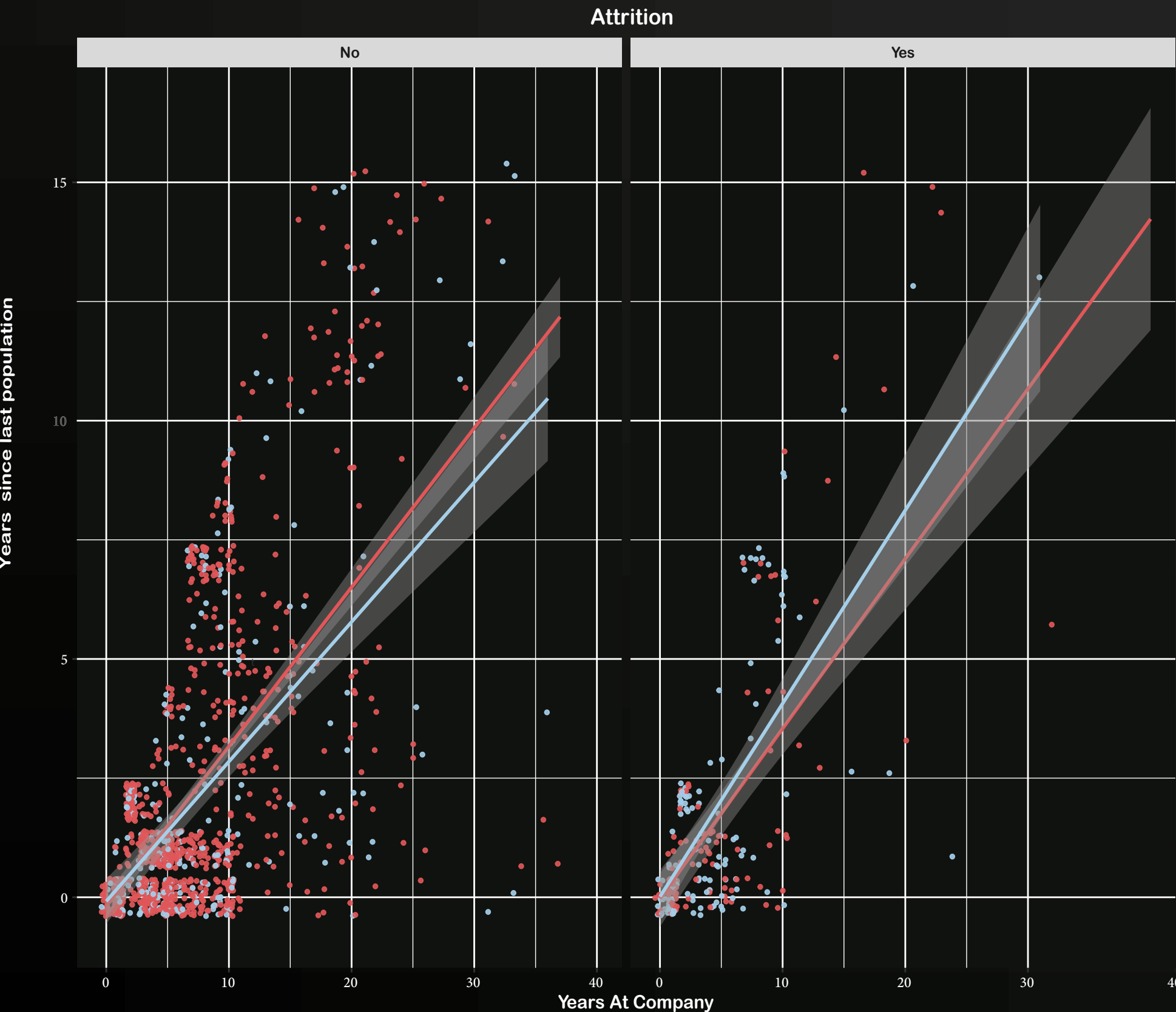
Based on department, Which Age Group wants to leave IBM?



Dataset Description

This data is retrieved from Kaggle and has 1470 rows and 35 columns. Fields used for analysis are “Monthly Income”, “Hourly Rate”, “Daily Rate”, “Gender”, “Age”, “Business Travel”, “Years at company”, “Attrition” and Years since last promotion.

How do Overtime & Delays in Promotion affect Attrition?



Based on Gender Which Age Group wants to leave IBM?

