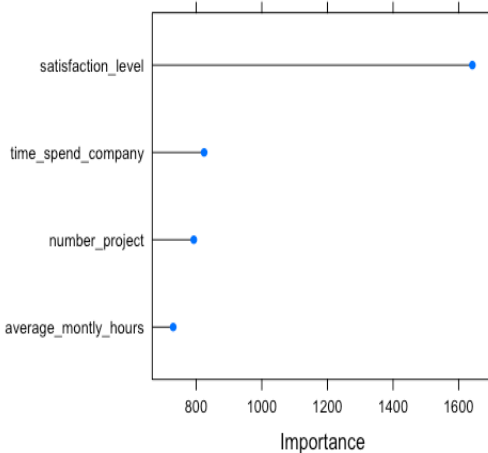




Project Outcome

- Individual Employee Probability predictions to leave within 6 months
- Factors identification leading for employee attrition
 - Satisfaction level
 - Time spent in company
 - Number of Projects



Actionable insight

- Reduce over-time per employee
- Better workload distribution by reducing number of projects per employee
- Personal interviews with good employees having high leaving probability

Business Situation

A leading technology company in Chandigarh started 5 years ago has current employee strength of more than 100. The company is growing very rapidly with ever increasing client base from all across the world.

One of the major problems company was facing with Human capital retention. Company has very high employee turnover of around 40% for junior level employees & over 25% for managerial positions. DataToBiz was hired to provide advanced data analytics to find out actionable reasons of attrition along with probability of churn for each employee.

Solution

Based on the data collected from client' external sources, data exploration has been conducted. Below mentioned analytical techniques used on collected data

- Decision Trees
- Regression
- Clustering
- Ensemble

Variable importance using regression and Decision trees to identify reasons attributed to employee attrition.

Probability for each employee for leaving organization within next 6 months has been calculated to take any action for retaining good human capital.

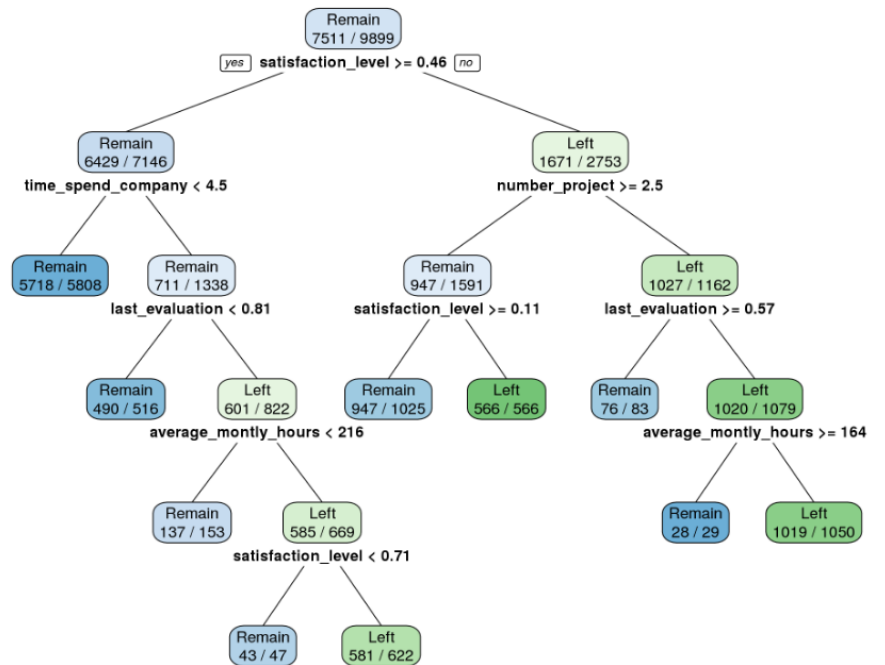
Result & scope of improvement

Client has introduced HR employee retention strategy by targeting factors responsible for high attrition & shown improvement in employee turnover ratio with 3 months.

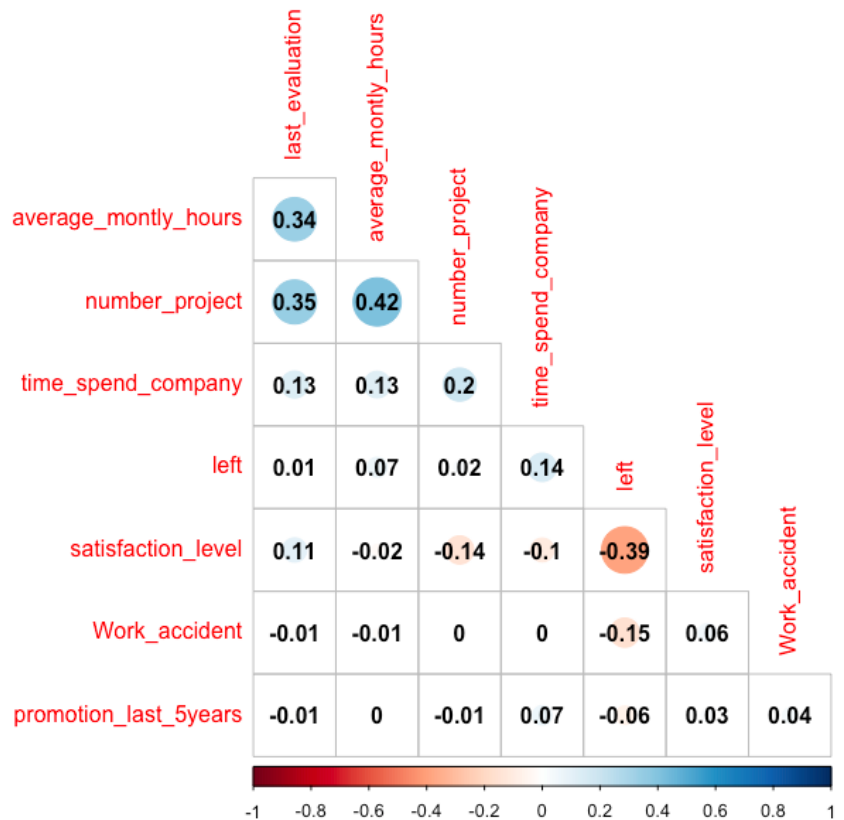
Cost of replacement for each leaving employee need to be added in the algorithm, it will help in creating better retention policy by focusing only on high replacement cost employees along with highly probable leaving employees.

Visualization Excerpts from analytics

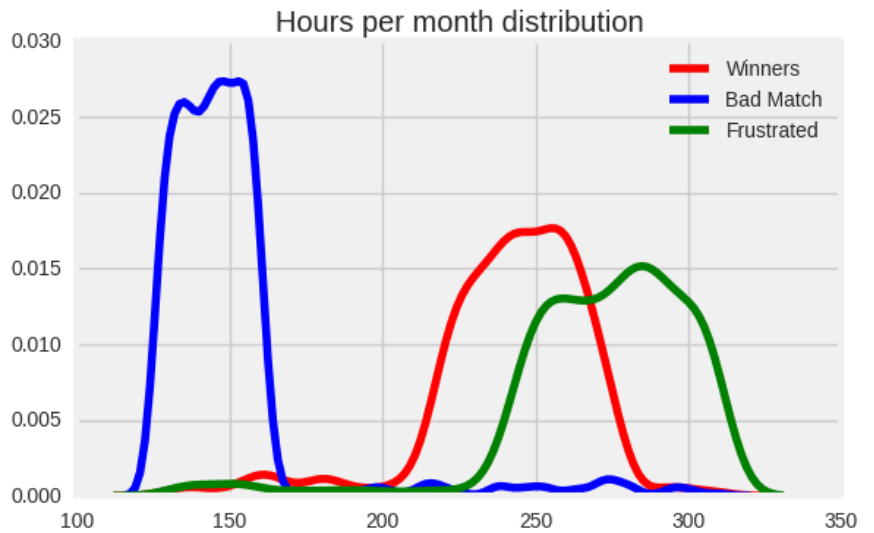
Decision Tree



Variable Correlation matrix



Working Hours per month



Clustering

