HR Data Mining

Analysis of Employee Turnover Based on Performance

Yes

92

133

NO
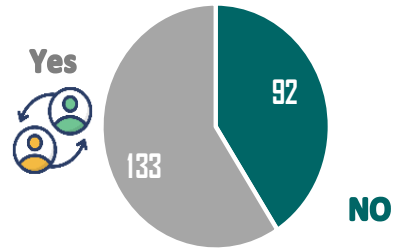
Analysis of the Impact of Years at Company on Employee Attrition

NO

		372	456	475	540	784	904	1017	1270
116	198								
1	2	3	4	5	6	7	8	9	10

Yes

61	50	72	60	100	66	63	48	45	10
1	2	3	4	5	6	7	8	9	10
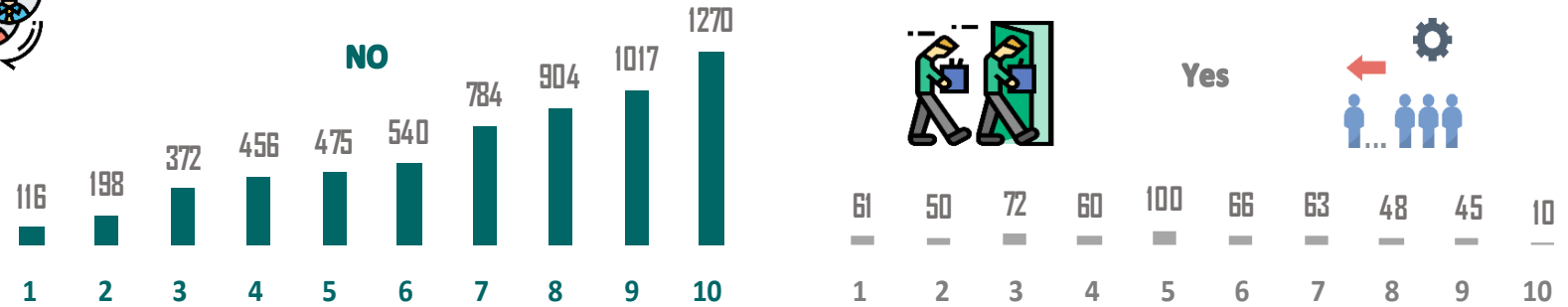
Analysis of the Impact of Overtime on Employee Attritions

Yes

NO

No — 289

No

944

110 — Yes

127

Yes
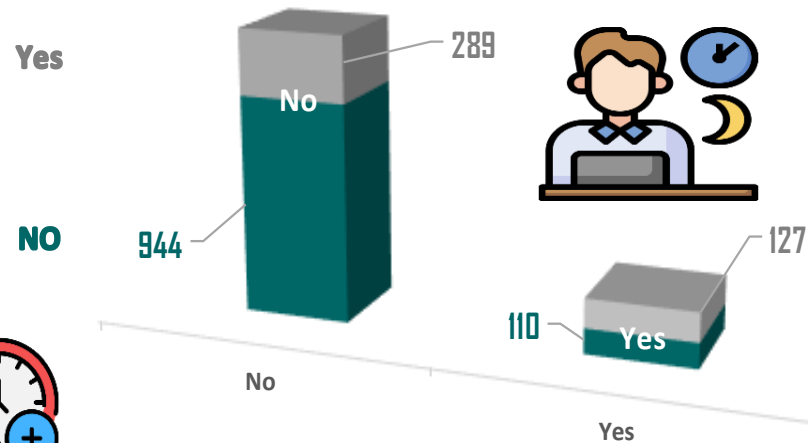
Analysis of Attritions by Department

828

354

51

12

92

133

Human Resources	Sales	Technology	Human Resources	Sales	Technology

No

Yes

HR Data Mining
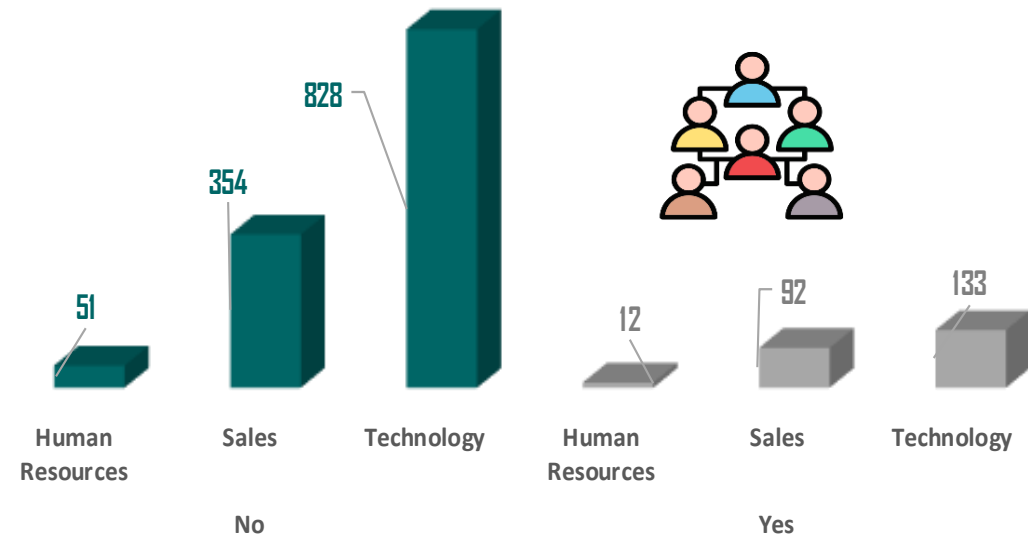
Attritions over the years

- 0: 190
- 1: 177
- 2: 124
- 3: 148
- 4: 129
- 5: 115
- 6: 101
- 7: 121
- 8: 119
- 9: 118
- 10: 128
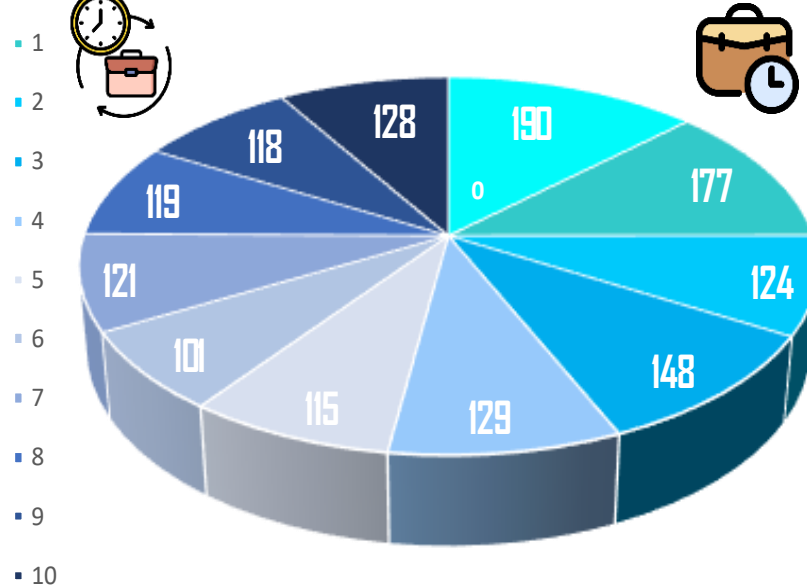
Attritions by Performance or Department

EXIT

Human Resources: 11, 7, 7, 4, 5, 6, 3, 4, 2, 4, 10

Sales: 60, 58, 41, 45, 39, 26, 32, 31, 43, 31, 40

Technology: 119, 112, 76, 99, 85, 83, 66, 86, 74, 83, 78

Legend: ▪ 0 ▪ 1 ▪ 2 ▪ 3 ▪ 4 ▪ 5 ▪ 6 ▪ 7 ▪ 8 ▪ 9 ▪ 10
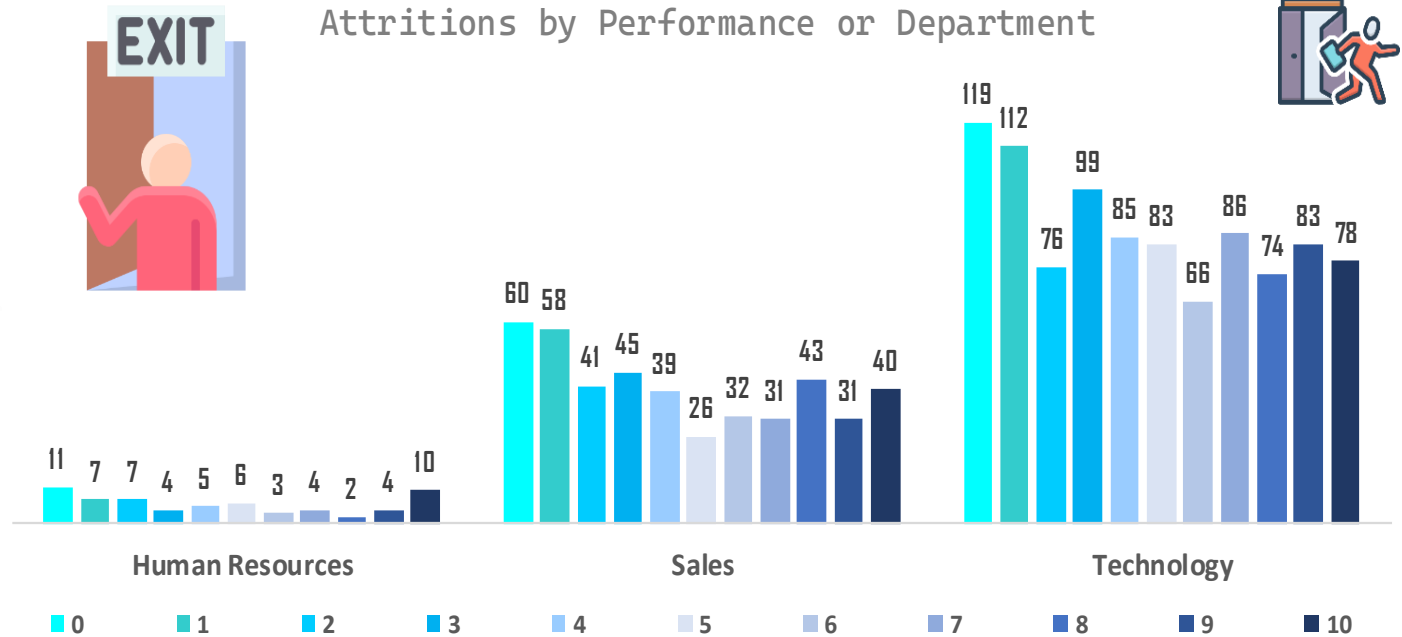
Attritions by marital status

- ▪ Single — 549
- ▪ Married — 624
- ▪ Divorced — 297
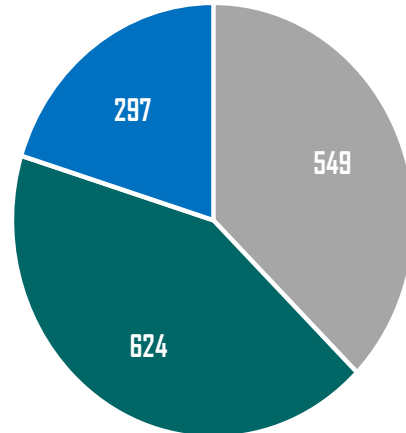
General turnover rate

19%

Attritions by gender

- ▪ Female — 675
- ▪ Male — 651
- ▪ Non-Binary — 124
- ▪ Prefer Not To Say — 20