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create database IBM_hr_analysis;
use IBM_hr_analysis;
CREATE TABLE employee_attrition (
    Age INT,
    Attrition VARCHAR(5),
    BusinessTravel VARCHAR(50),
    DailyRate INT,
    Department VARCHAR(50),
    DistanceFromHome INT,
    Education INT,
    EducationField VARCHAR(50),
    EmployeeCount INT,
    EmployeeNumber INT PRIMARY KEY,
    EnvironmentSatisfaction INT,
    Gender VARCHAR(10),
    HourlyRate INT,
    JobInvolvement INT,
    JobLevel INT,
    JobRole VARCHAR(50),
    JobSatisfaction INT,
    MaritalStatus VARCHAR(20),
    MonthlyIncome INT,
    MonthlyRate INT,
    NumCompaniesWorked INT,
    Over18 VARCHAR(5),
    OverTime VARCHAR(5),
    PercentSalaryHike INT,
    PerformanceRating INT,
    RelationshipSatisfaction INT,
    StandardHours INT,
    StockOptionLevel INT,
    TotalWorkingYears INT,
    TrainingTimesLastYear INT,
    WorkLifeBalance INT,
    YearsAtCompany INT,
    YearsInCurrentRole INT,
    YearsSinceLastPromotion INT,
    YearsWithCurrManager INT
);
-- count of employee per department
SELECT Department, COUNT(*) AS Employee_Count
FROM employee_attrition
GROUP BY Department;

-- Attrition by job role
SELECT JobRole, COUNT(*) AS Attrition_Count
FROM employee_attrition
WHERE Attrition = 'Yes'
GROUP BY JobRole;

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-- Average monthly income per department
SELECT Department, AVG(MonthlyIncome) AS Avg_Income
FROM employee_attrition
GROUP BY Department;
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-- employee working overtime and Evening
SELECT COUNT(*) AS OverTimeAttrition
FROM employee_attrition
WHERE OverTime = 'Yes' AND Attrition = 'Yes';
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-- gender based attrition
SELECT Gender, COUNT(*) AS Attrition_By_Gender
FROM employee_attrition
WHERE Attrition = 'Yes'
GROUP BY Gender;
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