

REPORT OF EMPLOYEE_ATTRITION

INTRODUCTION

This is an employee attrition report prepared on the bases of employee attrition database. Here we explore, analyse and interpret the data's of the employees who have been attrited.

Using SQL quires we have extracted and analyses key points

AIM

The aim of this report is to conduct a comprehensive analysis of the employee_attrition data, with a focus on extracting valuable insights and patterns from the data. To analyze the employee attrition data and identify key factors contributing to attrition, in order to inform strategies for reducing turnover and improving employee retention.

OBJECTIVES

The objective of this report is to conduct analysis of the employee attrition data :

- 1. Data Collection: collected a well-structured dataset from the employee attrition table, encompassing various attributes and features of employees.
- 2. Data Cleaning and Preprocessing: Perform thorough data cleaning and preprocessing tasks to ensure data integrity, handle missing values, duplicate records, and outliers.
- 3. SQL Queries: Design and execute SQL queries to extract and analyse key data points, including

COLUMN NAME	DATA TYPE
Age category	varchar
Employee id	int
age	int
Attrition	varchar
Business travel	varchar
Daily rate	int
department	varchar

Distance from home	int
Education	int
Education field	varchar
Employee count	int
Environmental satisfaction	int
Job involvement	int
Gender	varchar
Hourly Rate	int
Job level	int
Job role	varchar
Job satisfaction	int
Marital status	varchar
Monthly income	int
Monthly rate	int

FINDINGS

➤ ANALYSIS BASED ON AGE OF EMPLOYEES

- total employees='1676'
- min age=18
- max age=60

upcoming vacancy for the next year =15
current vacancy=199

➤ ANALYSIS BASED ON DAILY-RATE AND DISTANCE

- max daily rate=1499
- min daily rate=102
- min distance from home=1
- max distance from home=29

number of employees that may leave due to low salary and travelling issues=26

➤ male employees=998

➤ female employees=678

ANALYSIS BASED ON MARITAL STATUS

➤ single=522

➤ married=777

➤ Divorced=377

according to these analyses married are more than single and divorced

➤ Analysis based on Age Category and Average attrition :

- middle aged employees=0.0785
- young adults=0.2623
- senior=0.0615

This analyses shows that young adults are more likely to quite

CONCLUSION

In this report, we explored the employee_attrition_new dataset, uncovering valuable insights through SQL queries. Our analysis revealed key characteristics of employees, including age distribution, department-wise details, and job satisfaction. These findings can be utilized to inform business decisions, optimize marketing strategies, and enhance customer experiences in the industry. Further analysis demonstrates the power of SQL queries in extracting valuable insights from large datasets.