create database HR\_Analytics;

use HR\_Analytics;

select \* from hr\_table;

## 1. Employee Count

SELECT COUNT(EmployeeCount) FROM hr\_table;

## 2. Avg year at company

SELECT ROUND(avg(YearsAtCompany), 2) FROM hr\_table;

## 3. Avg Age of Employee

SELECT ROUND(AVG(Age), 0) FROM hr\_table;

## 4. Attrition Count

SELECT COUNT(Attrition) as Attrition\_Count FROM hr\_table

WHERE Attrition = "Yes" ;

## 5. Attrition Rate

SELECT ROUND((SUM(CASE WHEN Attrition = 'Yes' THEN 1 ELSE 0 END) / COUNT(EmployeeCount)) \* 100, 2) as AttritionRate

FROM hr\_table;

## 6. Attrition by Education

SELECT

EducationField,

SUM(CASE WHEN Attrition = 'Yes' THEN 1 ELSE 0 END) as Total\_Attrition,

ROUND((SUM(CASE WHEN Attrition = 'Yes' THEN 1 ELSE 0 END) / SUM(SUM(CASE WHEN Attrition = 'Yes' THEN 1 ELSE 0 END)) OVER ()) \* 100, 2) as Percentage\_of\_Total\_Attrition,

ROUND((SUM(CASE WHEN Attrition = 'Yes' THEN 1 ELSE 0 END) / COUNT(\*)) \* 100, 2) as AttritionPercentage

FROM hr\_table

GROUP BY EducationField;

## 7. Attrition by Age Group

SELECT

(CASE WHEN Age BETWEEN 18 and 25 THEN "18-25"

WHEN Age BETWEEN 26 and 35 THEN "26-35"

WHEN Age BETWEEN 36 and 45 THEN "36-45"

WHEN Age BETWEEN 46 and 55 THEN "46-55"

ELSE "56 & Above"

END) Age\_Group,

SUM(CASE WHEN Attrition = "Yes" THEN 1 ELSE 0 END) Total\_Attrition

FROM hr\_table

GROUP BY Age\_Group

ORDER BY Age\_Group;

## 8. Attrition by Salary Slab

SELECT

(CASE WHEN MonthlyIncome BETWEEN 5000 and 10000 THEN "5k-10k"

WHEN MonthlyIncome BETWEEN 10000 and 15000 THEN "10k-15k"

WHEN MonthlyIncome > 15000 THEN "15k+ "

ELSE "Upto 5k" END) Salary\_Slab,

COUNT(CASE WHEN Attrition = "Yes" Then 1 ELSE 0 END) Attrition\_Count

FROM hr\_table

GROUP BY Salary\_Slab

ORDER BY Salary\_Slab;

## 9. Attrition by Job Role

SELECT JobRole,

SUM(CASE WHEN Attrition = "Yes" THEN 1 ELSE 0 END) Total\_Attrition

FROM hr\_table

GROUP BY JobRole;

## 10. Attrition by Year at Company

SELECT YearsAtCompany,

SUM(CASE WHEN Attrition = "Yes" THEN 1 ELSE 0 END) Total\_Attrition

FROM hr\_table

GROUP BY YearsAtCompany

ORDER BY YearsAtCompany;

## 11. Attrition by JobRole and JobSatisfaction

SELECT JobRole, JobSatisfaction,

SUM(CASE WHEN Attrition = "Yes" THEN 1 ELSE 0 END) Total\_Attrition

FROM hr\_table

GROUP BY JobRole, JobSatisfaction

ORDER BY JobRole, JobSatisfaction;

## 12. Attrition by Department

SELECT Department,

SUM(CASE WHEN Attrition = "Yes" THEN 1 ELSE 0 END) Total\_Attrition

FROM hr\_table

GROUP BY Department;

## 13. Attrition by Gender

SELECT Gender,

SUM(CASE WHEN Attrition = "Yes" THEN 1 ELSE 0 END) Total\_Attrition,

ROUND((SUM(CASE WHEN Attrition = "Yes" THEN 1 ELSE 0 END) / SUM(SUM(CASE WHEN Attrition = "Yes" THEN 1 ELSE 0 END)) OVER()) \*100, 2) as Percentage\_of\_Total\_Attrition

FROM hr\_table

GROUP BY Gender;

## 14. Attrition by Marital Status

SELECT MaritalStatus,

SUM(CASE WHEN Attrition = "Yes" THEN 1 ELSE 0 END) Total\_Attrition,

ROUND((SUM(CASE WHEN Attrition = "Yes" THEN 1 ELSE 0 END) / SUM(SUM(CASE WHEN Attrition = "Yes" THEN 1 ELSE 0 END)) OVER()) \*100, 2) as Percentage\_of\_Total\_Attrition

FROM hr\_table

GROUP BY MaritalStatus;

## 15. Attrition by WorkLife Balance

SELECT WorkLifeBalance,

SUM(CASE WHEN Attrition = "Yes" THEN 1 ELSE 0 END) Total\_Attrition

FROM hr\_table

GROUP BY WorkLifeBalance;

## 16. Attrition by Business Travel

SELECT BusinessTravel,

SUM(CASE WHEN Attrition = "Yes" THEN 1 ELSE 0 END) Total\_Attrition

FROM hr\_table

GROUP BY BusinessTravel;

## 17. Attrition by Environment Satisfaction

SELECT EnvironmentSatisfaction,

SUM(CASE WHEN Attrition = "Yes" THEN 1 ELSE 0 END) Total\_Attrition

FROM hr\_table

GROUP BY EnvironmentSatisfaction

ORDER BY EnvironmentSatisfaction;

## 18. Attrition by Distance From Home

SELECT DistanceFromHome,

SUM(CASE WHEN Attrition = "Yes" THEN 1 ELSE 0 END) Total\_Attrition

FROM hr\_table

GROUP BY DistanceFromHome

ORDER BY DistanceFromHome;