HR ANALYSIS REPORT

1. **Total number of employees recorded:**

SELECT count(*) AS Total_Emplyee FROM hr.hr_analytics;

	Total_Emplyee
▶	1423

2. **Total number of employees attrition:**

SELECT count(Attrition) AS Total_NotAttrition_Employee FROM hr_analytics
where Attrition='Yes'

	Total_Attrition_Employee
▶	230

3. **Total number of employees not attrition:**

SELECT count(Attrition) AS Total_NotAttrition_Employee FROM hr_analytics
where Attrition='No'

	Total_NotAttrition_Employee
▶	1193

4. **Show how many employees' attrition also include no of male and female employee attrition from the company:**

SELECT

(select count(Attrition) FROM hr_analytics

where Attrition='Yes') AS Total_Attrition_Employee,

(select count(Attrition) FROM hr_analytics

where Attrition='Yes' and Gender='Female') AS Total_Female_Attrition_Employee,

(select count(Attrition) FROM hr_analytics

where Attrition='Yes' and Gender='Male') AS Total_Male_Attrition_Employee

	Total_Attrition_Employee	Total_Female_Attrition_Employee	Total_Male_Attrition_Employee
▶	230	84	146

5. **Show total no of attrition with respect to department:**

SELECT department, count(Attrition) AS Attrition_by_Departments from hr_analytics

where Attrition='Yes'

group by Department;

	department	Attrition_by_Departments
▶	Research & Development	127
	Sales	91
	Human Resources	12

6. Show total no of attrition with respect to education fields:

SELECT EducationField, count(Attrition) AS Attrition_by_EducationField from hr_analytics

where Attrition='Yes'

group by EducationField;

EducationField	Attrition_by_EducationField
Life Sciences	88
Marketing	35
Medical	57
Technical Degree	32
Other	11
Human Resources	7

7. Show total no of attrition with respect to age groups:

SELECT AgeGroup, count(Attrition) AS Attririon_by_AgeGroups from hr_analytics

group by AgeGroup;

AgeGroup	Attririon_by_AgeGroups
18-25	117
26-35	590
36-45	449
46-55	223
55+	44

8. Show total no of attrition with respect to departments and gender and age groups:

SELECT Department, AgeGroup,

(SELECT COUNT(gender) FROM hr_analytics WHERE Gender = 'Female' AND Attrition= 'Yes' AND AgeGroup = main.AgeGroup AND Department = main.Department) AS Female_Attrition,

(SELECT COUNT(gender) FROM hr_analytics WHERE Gender = 'Male' AND Attrition= 'Yes' AND AgeGroup = main.AgeGroup AND AgeGroup = main.Department) AS Male_Attrition

FROM hr_analytics main

GROUP BY Department, AgeGroup;

Department	AgeGroup	Female_Attrition	Male_Attrition
Research & Development	18-25	10	13
Sales	18-25	8	10
Human Resources	18-25	0	2
Research & Development	26-35	20	44
Sales	26-35	17	22
Human Resources	26-35	6	2
Research & Development	36-45	6	17
Sales	36-45	7	9
Human Resources	36-45	0	2
Sales	46-55	5	13
Human Resources	46-55	0	0
Research & Development	46-55	2	7
Research & Development	55+	3	5
Sales	55+	0	0
Human Resources	55+	0	0

9. Show total no of attrition with respect to education fields and gender and age groups:

SELECT EducationField, AgeGroup,

(SELECT COUNT(gender) FROM hr_analytics WHERE Gender = 'Female' AND Attrition= 'Yes' AND EducationField = main.EducationField AND AgeGroup = main.AgeGroup) AS Female_Attrition,

(SELECT COUNT(gender) FROM hr_analytics WHERE Gender = 'Male' AND Attrition= 'Yes' AND EducationField = main.EducationField AND AgeGroup = main.AgeGroup) AS Male_Attrition

FROM hr_analytics main

GROUP BY EducationField, AgeGroup;

EducationField	AgeGroup	Female_Attrition	Male_Attrition
Life Sciences	18-25	8	8
Medical	18-25	5	5
Marketing	18-25	1	6
Technical Degree	18-25	3	4
Other	18-25	1	1
Human Resources	18-25	0	1
Life Sciences	26-35	20	20
Marketing	26-35	8	6
Other	26-35	1	5
Medical	26-35	6	22
Technical Degree	26-35	5	13
Human Resources	26-35	3	2
Medical	36-45	3	8
Life Sciences	36-45	6	11
Technical Degree	36-45	1	2
Other	36-45	0	2
Human Resources	36-45	0	1
Marketing	36-45	3	4
Marketing	46-55	2	5
Medical	46-55	2	4
Technical Degree	46-55	1	1
Life Sciences	46-55	2	9
Other	46-55	0	1
Human Resources	46-55	0	0
Life Sciences	55+	1	3
Medical	55+	2	0
Technical Degree	55+	0	2
Marketing	55+	0	0
Human Resources	55+	0	0

10. Show total no of attrition with respect to job role and gender:

select JobRole,

(select count(Attrition) from hr_analytics where Attrition='Yes' and Gender = 'Female' and JobRole= main.JobRole) as Female_Attrition,

(select count(Attrition) from hr_analytics where Attrition='Yes' and Gender = 'male' and JobRole= main.JobRole) as Male_Attrition,

(select count(Attrition) from hr_analytics where Attrition='Yes' and JobRole= main.JobRole) as Total_Attrition

 from hr_analytics main

group by JobRole

JobRole	Female_Attrition	Male_Attrition	Total_Attrition
Laboratory Technician	15	45	60
Sales Representative	16	17	33
Research Scientist	16	28	44
Human Resources	6	6	12
Manufacturing Director	4	5	9
Sales Executive	19	37	56
Healthcare Representative	5	4	9
Research Director	1	1	2
Manager	2	3	5

11. Show total no of attrition with respect to job role and job satisfaction:

select JobRole , JobSatisfaction , count(Attrition) AS
Total_Attririon from hr_analytics
where Attrition='Yes'
group by JobRole , JobSatisfaction
Order by JobSatisfaction ASC

JobRole	JobSatisfaction	Total_Attririon
Sales Executive	1	17
Healthcare Representative	1	2
Laboratory Technician	1	18
Research Scientist	1	11
Sales Representative	1	7
Human Resources	1	5
Manager	1	1
Manufacturing Director	1	2
Sales Representative	2	10
Research Director	2	1
Human Resources	2	2
Sales Executive	2	9
Manufacturing Director	2	2
Research Scientist	2	10
Healthcare Representative	2	2
Manager	2	2
Laboratory Technician	2	8
Sales Representative	3	9
Research Scientist	3	14
Healthcare Representative	3	1
Manager	3	1
Sales Executive	3	18
Research Director	3	1
Human Resources	3	3
Manufacturing Director	3	3
Laboratory Technician	3	21
Sales Representative	4	7
Laboratory Technician	4	13
Human Resources	4	2
Research Scientist	4	9
Healthcare Representative	4	4
Sales Executive	4	12
Manufacturing Director	4	2
Manager	4	1

12. Show max year at company:

select max(YearsAtCompany) from hr_analytics
where Attrition='Yes'

max(YearsAtCompany)
40

13. Show total no of attrition with respect to Salary Slab:

select salarySlab, count(attrition) AS Total_Attrition from
hr_analytics
where Attrition='Yes'
group by SalarySlab

salarySlab	Total_Attrition
Upto 5k	158
5k-10k	48
10k-15k	19
15k+	5

14. Show total no of attrition with respect to Salary Slab and Over Time:

select salarySlab,
(select count(attrition) from hr_analytics where Attrition='Yes'
and OverTime='Yes' and SalarySlab=main.SalarySlab) AS
OverTime_Yes,
(select count(attrition) from hr_analytics where Attrition='Yes'
and OverTime='No' and SalarySlab=main.SalarySlab) AS
OverTime_No,
(select count(attrition) from hr_analytics where Attrition='Yes'
and SalarySlab=main.SalarySlab) AS Total_Attrition
from hr_analytics main
group by SalarySlab

salarySlab	OverTime_Yes	OverTime_No	Total_Attrition
Upto 5k	86	72	158
5k-10k	27	21	48
10k-15k	10	9	19
15k+	3	2	5

15. Show the total attrition with respect to martial status:

select MaritalStatus, Count(Attrition) AS Total_Attrition From
hr_analytics
where Attrition='Yes'
group by MaritalStatus

MaritalStatus	Total_Attrition
Single	117
Married	80
Divorced	33