

EMPLOYEE ATTRITION

Dataset Analysis

OBJECTIVE

This report presents a comprehensive analysis of data sourced of Employee attrition. The primary objective of this analysis is to uncover key insights, trends, and patterns within the dataset, providing valuable information of employees leaving the company

DATA OVERVIEW

Field	Type	Null	Key	Default
Employeee	int	YES		NULL
Age	int	YES		NULL
Attrition	text	YES		NULL
BusinessTr	text	YES		NULL
DailyRate	int	YES		NULL
Departmen	text	YES		NULL
DistanceFr	int	YES		NULL
Education	int	YES		NULL
Educationl	text	YES		NULL
Employeee	int	YES		NULL
Environme	int	YES		NULL
Gender	text	YES		NULL
HourlyRat	int	YES		NULL
JobInvolve	int	YES		NULL
JobLevel	int	YES		NULL
JobRole	text	YES		NULL
JobSatisf	int	YES		NULL
MaritalSta	text	YES		NULL
MonthlyIn	int	YES		NULL
MonthlyRe	int	YES		NULL
?	text	YES		NULL
income_cc	varchar(50	YES		NULL

Findings:

- Total number of attrition:

```
select attrition,count(*) from employee_attrition_new  
group by attrition;
```

Attrition NO: 1477

Attrition YES: 199

- Attrition count according to gender:

```
select gender,count(*) from employee_attrition_new  
where attrition ='yes' group by gender;
```

Female - 592

Male – 885

- Attrition yes count according to Marital status:

```
select maritalstatus,count(attrition) from  
employee_attrition_new where attrition='yes' group by  
maritalstatus,attrition;
```

Single - 114

Married - 61

Divorced - 24

- Attrition yes count according to job satisfaction level:

```
select JobSatisfaction,count(attrition) from  
employee_attrition_new where attrition='yes' group by  
JobSatisfaction,attrition order by JobSatisfaction;
```

JobSatisfaction, count(attrition)

1 - 52

2 - 42

3 - 60

4 - 45

- Attrition yes count according to income category:

```
select income_cat,count(attrition) from  
employee_attrition_new where attrition='yes' group by  
income_cat;
```

income_cat	count(attrition)
below average	177
average	20
above average	2

- **Attrition yes count according to different educationfield:**

select educationfield,count(attrition) from
employee_attrition_new where attrition='yes' group by
educationfield order by count(attrition);

Human Resources	6
Other	8
Technical Degree	22
Marketing	28
Medical	51
Life Sciences	84

- **Attrition yes count according to different department:**

select department,count(attrition) from
employee_attrition_new where attrition='yes' group by
department order by count(attrition);

- **Attrition yes accord jobinvolvement rate:**

```
select jobinvolvement,count(attrition) from  
employee_attrition_new where attrition='Yes' group by  
jobinvolvement order by jobinvolvement
```

jobinvolvement	count(attrition)
1	29
2	71
3	89
4	10