**HR Analytics Project**

**Part-A**

1. **Attrition Analysis:**
   * What is the overall attrition rate in the company?
   * Is there a significant difference in attrition rates between different age bands or departments?
   * Are employees who travel frequently more likely to leave the company compared to those who travel rarely?
   * Does the presence of overtime have any correlation with attrition?
2. **Employee Demographics:**
   * What is the gender distribution among employees?
   * How does the marital status of employees impact their job satisfaction or attrition?
   * Are there any differences in attrition rates based on education fields or levels?
3. **Job Role Analysis:**
   * Which job roles have the highest and lowest attrition rates?
   * Do certain job roles require more training compared to others, and does that affect attrition?
   * Are there any patterns in overtime between different job roles?
4. **Employee Performance and Satisfaction:**
   * Is there a relationship between performance ratings and attrition rates?
   * How does employee satisfaction (environment satisfaction, job satisfaction, relationship satisfaction) impact attrition?
   * Does the number of training times in the last year affect performance ratings or job satisfaction?
5. **Work-Life Balance and Employee Tenure:**
   * Does work-life balance impact the number of years an employee stays with the company?
   * Is there any correlation between the total working years and attrition rates?
6. **Compensation and Attrition:**
   * Is there a difference in attrition rates based on the distance from home or daily rate of employees?
   * How does monthly income or salary hikes influence attrition?
7. **Promotion and Career Development:**
   * Are employees who stay longer with the company more likely to get promotions?
   * Does the number of years in the current role affect attrition rates?
8. **Departmental Analysis:**
   * Is there a particular department with consistently high or low attrition rates?
   * Are there any trends in the relationship between employee education level and department?
9. **Work Environment and Job Satisfaction:**
   * How does the work environment satisfaction impact job satisfaction and, in turn, attrition?
   * Is there any relationship between job involvement and attrition?

These analysis questions can help HR departments gain insights into potential problem areas related to attrition, employee satisfaction, performance, and career development. By understanding these trends, companies can take proactive measures to improve employee retention and overall organizational performance.

Create a Visual report (Dashboard/s) for these analysis in Power BI/Tableau as well

With the Important, meaningful and Recommended analysis which helps the Organisation a clear picture to take correct measure in a timely manner to retain the employee as well as organisation development.

**Part B- SQL Analysis**

1. Compare an employee's performance rating with the average rating of their peers in the same department.
2. Compare the attrition rate between different departments.
3. Pivot data to compare the average hourly rate across different education field
4. Identify Employees Eligible for Next Promotion
5. Assess the Impact of Training on Performance Rating
6. Compare Average Hourly Rate by Gender
7. Calculate the Average Monthly Income by Department