

EMPLOYEE ATTRITION REPORT QUERY DOCUMENT

KPI's:

i. Total Employees Worked:

```
SELECT COUNT(id) AS Total_Employees_Worked FROM employee_attrition
```

	Total_Employees_Worked
▶	1470

ii. Total Attrited and Non Attrited Employees:

```
SELECT
```

```
(SELECT COUNT(*) FROM employee_attrition WHERE Attrition = 'Yes')
```

```
AS Total_Attrited_Employees,
```

```
(SELECT COUNT(*) FROM employee_attrition WHERE Attrition = 'No')
```

```
AS Total_Non_Attrited_Employees;
```

	Total_Attrited_Employees	Total_Non_Attrited_Employees
▶	237	1233

iii. Department wise Total Attrition:

```
SELECT Department, COUNT(CASE WHEN Attrition = 'Yes' THEN 1 END) AS Total_Attrited_Employees
```

```
FROM employee_attrition
```

```
GROUP BY Department;
```

	Department	Total_Attrited_Employees
▶	Research & Development	133
	Sales	92
	Human Resources	12

iv. No. of Employees by mode of working:

```
SELECT Mode_of_work, COUNT(ID) AS No_of_Employees
```

```
FROM employee_attrition
```

```
GROUP BY Mode_of_work;
```

	Mode_of_work	No_of_Employees
▶	OFFICE	702
	WFH	768

v. No. of Employee by Gender:

```
SELECT Gender, COUNT(ID) AS No_of_Employees
```

```
FROM employee_attrition
```

```
GROUP BY Gender;
```

	Gender	No_of_Employees
▶	Male	882
	Female	588

vi. Relation between employees, Attrition and age:

```
SELECT Age, Attrition, COUNT(ID) AS No_of_Employees
```

```
FROM employee_attrition
```

```
GROUP BY Age, Attrition
```

```
ORDER BY No_of_Employees;
```

	Age	Attrition	No_of_Employees		Age	Attrition	No_of_Employees
▶	51	Yes	2	▶	50	Yes	5
	53	Yes	2		44	Yes	6
	43	Yes	2		21	Yes	6
	42	Yes	2		25	Yes	6
	45	Yes	2		41	Yes	6
	48	Yes	2		19	Yes	6
	38	Yes	2		39	Yes	6
	49	Yes	2		36	Yes	6
	27	Yes	3		20	Yes	6
	19	No	3		37	Yes	6
	52	Yes	3		21	No	7
	55	Yes	3		24	Yes	7
	47	Yes	3		58	No	9
	56	Yes	3		30	Yes	9
	18	Yes	4		34	Yes	9
	18	No	4		23	No	10
	23	Yes	4		59	No	10
	57	No	4		35	Yes	10
	46	Yes	4		22	No	11
	22	Yes	5		32	Yes	11
	60	No	5		56	No	11
	40	Yes	5		33	Yes	12
	58	Yes	5		26	Yes	12
	20	No	5		28	Yes	12

	Age	Attrition	No_of_Employees
	52	No	15
	48	No	17
	53	No	17
	51	No	17
	29	Yes	18
	31	Yes	18
	54	No	18
	24	No	19
	55	No	19
	25	No	20
	47	No	21
	49	No	22
	50	No	25
	26	No	27
	44	No	27
	46	No	29
	43	No	30
	28	No	34
	41	No	34
	39	No	36

	45	No	39
	42	No	44
	37	No	44
	27	No	45
	33	No	46
	29	No	50
	32	No	50
	30	No	51
	31	No	51
	40	No	52
	38	No	56
	36	No	63
	34	No	68
	35	No	68

vii. No. of Employees by Department And Attrition:

```
SELECT Department, Attrition, COUNT(ID) AS No_of_Employees
FROM employee_attrition
GROUP BY Department, Attrition
ORDER BY Department;
```

	Department	Attrition	No_of_Employees
►	Human Resources	No	51
	Human Resources	Yes	12
	Research & Development	No	828
	Research & Development	Yes	133
	Sales	No	354
	Sales	Yes	92

viii. No. of Employee by Job Role And Attrition:

```
SELECT JobRole, Attrition, COUNT(ID) AS No_of_Employees
FROM employee_attrition
GROUP BY JobRole, Attrition
ORDER BY No_of_Employees;
```

	JobRole ▲	Attrition	No_of_Employees
▶	Healthcare Representative	Yes	9
	Healthcare Representative	No	122
	Human Resources	Yes	12
	Human Resources	No	40
	Laboratory Technician	Yes	62
	Laboratory Technician	No	197
	Manager	Yes	5
	Manager	No	97
	Manufacturing Director	Yes	10
	Manufacturing Director	No	135
	Research Director	Yes	2
	Research Director	No	78
	Research Scientist	Yes	47
	Research Scientist	No	245
	Sales Executive	Yes	57
	Sales Executive	No	269
	Sales Representative	Yes	33
	Sales Representative	No	50

ix. Top four Job roles getting attrition:

```
SELECT JobRole, COUNT(*) AS Attrition_Count
FROM employee_attrition
WHERE Attrition = 'Yes'
GROUP BY JobRole
ORDER BY Attrition_Count DESC
LIMIT 4;
```

	JobRole	Attrition_Count
▶	Laboratory Technician	62
	Sales Executive	57
	Research Scientist	47
	Sales Representative	33

x. No. Of Employees by Distance From Home(in km) who have taken Attrition:

```
SELECT DistanceFromHome AS Distance_from_home_in_km, COUNT(ID) AS No_of_Employees
FROM employee_attrition
WHERE Attrition = 'Yes'
GROUP BY DistanceFromHome, Attrition
ORDER BY DistanceFromHome ASC;
```

	Distance_from_home_in_km	No_of_Employees
▶	1	26
	2	28
	3	14
	4	9
	5	10
	6	7
	7	11
	8	10
	9	18
	10	11
	11	4
	12	6
	13	6
	14	4
	15	5
	16	7
	17	5
	18	4
	19	3
	20	4
	21	3
	22	6
	23	5
	24	12
	25	6
	26	3
	27	3
	28	2
	29	5

xi. No. Of Employees by Business Travel who have taken Attrition:

```
SELECT BusinessTravel, COUNT(*) AS Attrition_Count
FROM employee_attrition
WHERE Attrition = 'Yes'
GROUP BY BusinessTravel;
```

	BusinessTravel	Attrition_Count
▶	Travel_Rarely	156
	Travel_Frequently	69
	Non-Travel	12

xii. No. Of Employees by Status Of Leaving who have taken Attrition:

```
SELECT Status_of_leaving, COUNT(*) AS Attrition_Count
FROM employee_attrition
WHERE Attrition = 'Yes'
GROUP BY Status_of_leaving;
```

	Status_of_leaving	Attrition_Count
▶	Salary	52
	Work Accident	55
	Work Environment	43
	Dept.Head	46
	Better Opportunity	41

xiii. Average Years at Company before attrition Of Employee:

```
SELECT AVG(YearsAtCompany) AS Average_Years_at_Company
FROM employee_attrition
WHERE Attrition = 'Yes';
```

	Average_Years_at_Company
▶	5.1308

xiv. No. Of Employees by Marital Status who have taken Attrition:

```
SELECT MaritalStatus, COUNT(*) AS Marital_Status
```

```
FROM employee_attrition
```

```
WHERE Attrition = 'Yes'
```

```
GROUP BY MaritalStatus;
```

	MaritalStatus	Marital_Status
▶	Single	120
	Married	84
	Divorced	33