

HR Employee Attrition Summary

1470

Total Employee

36.92

Average of Age

16.12%

Attrition Rate

7.01

Avg of YearsAtCompany

Mid-Age

Senior

Young

Department

All

Gender

All

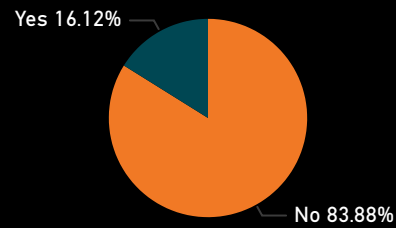
Job Role

All

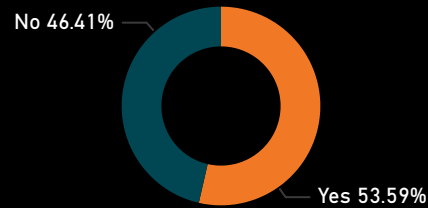
Over Time

All

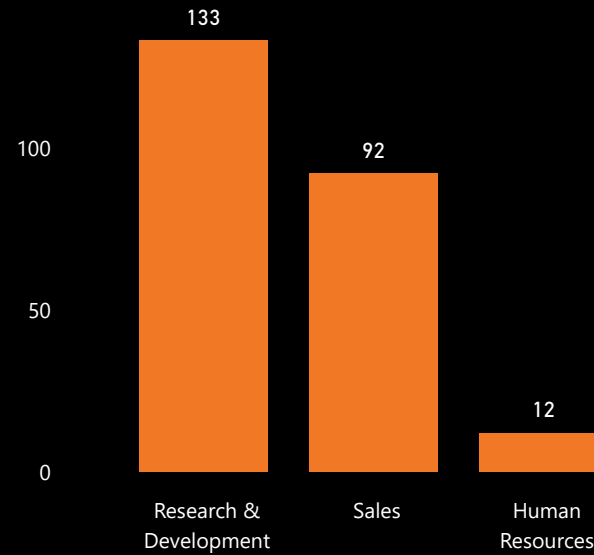
Overall Attrition



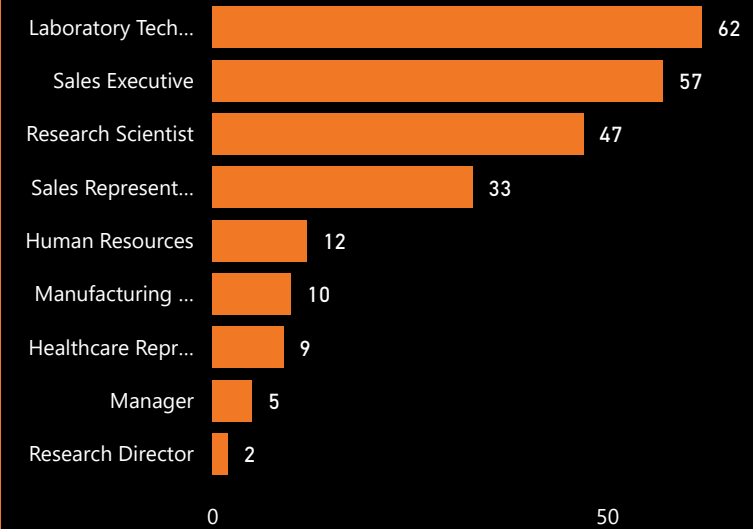
Attrition by OverTime



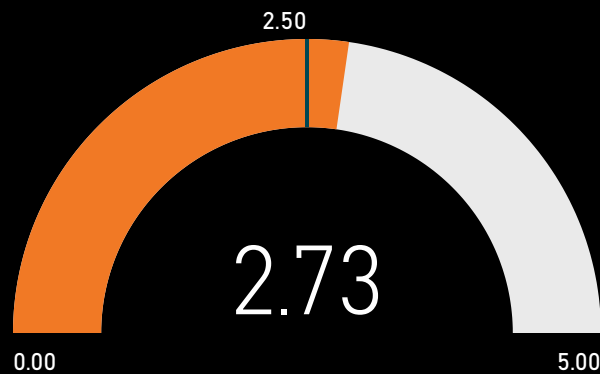
Attrition by Department



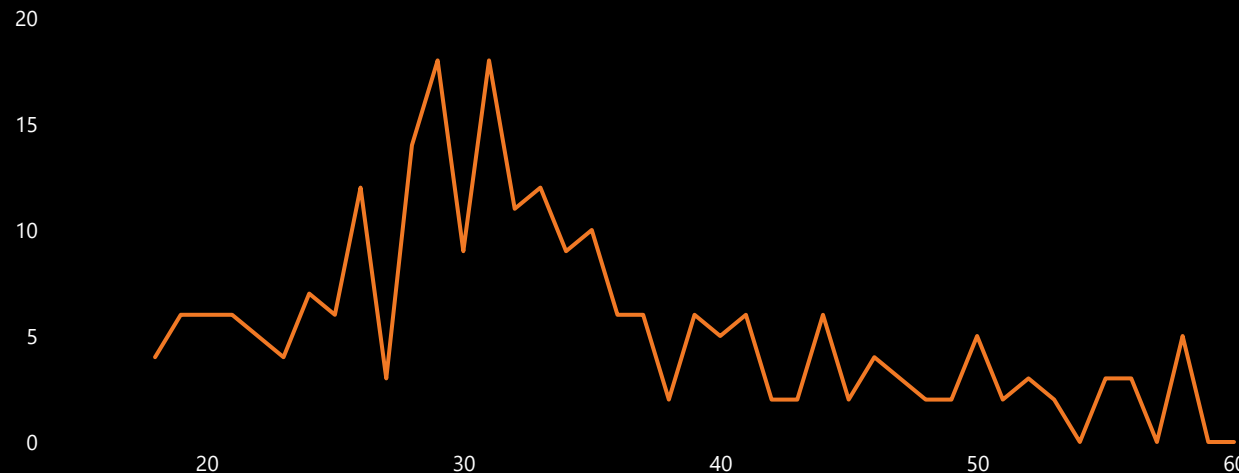
Attrition by JobRole



Job Satisfaction



Attrition by Age



Department	Gender	Attrition Rate
Human Resources	Female	30.00%
Human Resources	Male	13.95%
Research & Development	Female	11.35%
Research & Development	Male	15.46%
Sales	Female	20.11%
Sales	Male	21.01%
Total		16.12%

Retention Prediction & Risk Scoring

1470

Total Employee

36.92

Average of Age

16.12%

Attrition Rate

31.39

Avg Retention Risk Score

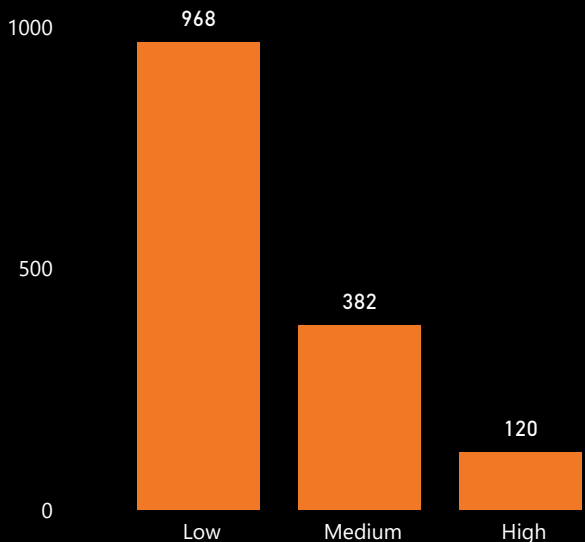
High

Low

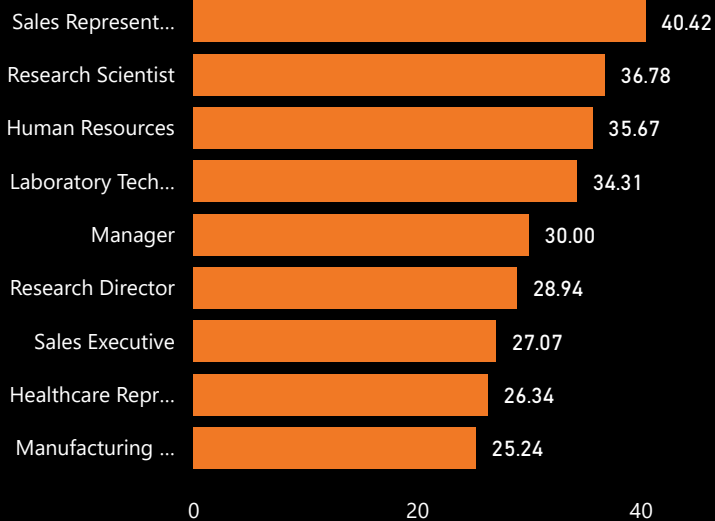
Medium

Risk Level	JobRole	Avg YearsAtCompany	Avg JobSatisfaction	Avg Risk Score
High	Manager	19.29	1.71	63.57
Medium	Manager	18.00	1.85	46.15
Low	Manager	12.59	3.13	20.51
Medium	Research Director	12.15	2.05	47.50
High	Manufacturing Director	11.57	1.29	66.43
Medium	Healthcare Representative	11.48	2.48	46.52
Low	Research Director	10.74	2.98	21.38
Medium	Sales Executive	9.06	2.17	45.29
Medium	Manufacturing Director	7.88	2.12	46.15
High	Sales Executive	7.83	1.33	65.83
Low	Healthcare Representative	7.75	2.95	19.61
Low	Manufacturing Director	7.29	2.90	17.81
High	Healthcare Representative	7.17	1.17	63.33
Low	Sales Executive	7.04	2.99	20.04
Low	Human Resources	5.59	2.93	22.93
Medium	Human Resources	5.33	2.33	44.67
High	Research Scientist	5.29	1.71	68.57
Medium	Laboratory Technician	5.20	2.27	46.51
Low	Research Scientist	5.18	3.12	22.72
Low	Laboratory Technician	5.10	3.13	22.11
Medium	Research Scientist	4.92	2.66	46.94
High	Research Director	4.50	1.00	62.50
High	Human Resources	4.38	1.63	65.00
High	Laboratory Technician	3.88	1.42	69.38
High	Sales Executive	3.67	2.05	67.00
Total		7.01	2.73	31.39

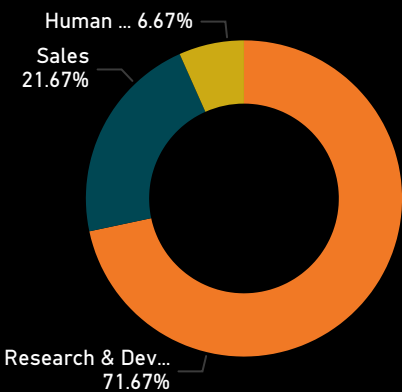
Attrition by Risk Level



Avg Retention Risk Score by JobRole



High Risk Employees by Department



Attrition by Retention Risk Score

