**Pros:-**

1. Divorced is the highest stay in company.
2. Non – travel is the lowest Attrition.
3. HR department recorded the lowest Rate the Three departments.
4. Employees Aged Adult (36-45) is the least Attrition.
5. Sales Manger the higher income monthly.
6. Average Monthly Income Rate of 6500.
7. Distance from home less than 11 is the Lowest Attrition.

**Cons:-**

1. The Company’s overall attrition Rate at 16%.
2. The Attrition Rate among Male Employees is the highest at 63%.
3. Average Monthly Income Rate of 4800 for Attrition.
4. Single Employee is the highest Attrition.
5. Over time workers is a higher Attrition Rate.
6. Attrition Rate for Travel Rarely is the highest among all age Group at 65%, while non – travel is the lowest.
7. Younger Employees are the most Attrition.
8. R&D department recorded the highest Rate the Three departments at 56%.
9. Average of Age by Job Role for Sales Representative is the Lowest 30.36.
10. Sales Representative is the highest Attrition from Job Role at 40%, while Manger (5%) and Research director (3%) are the lowest.
11. Employees Aged Young Adult (26-30) is the highest Attrition.
12. Sales Representative the least income monthly, while Manger the higher income monthly.
13. Distance from home more than 11 is the highest Attrition.

**Suggestions:-**

1. Improving job satisfaction: by providing a supportive work environment and opportunities for professional growth.
2. Developing the youth category: through developing qualification programs and increasing training, relying on experienced employees and creating an integrated environment among them.
3. Minimum monthly income: Setting a minimum that suits all categories.
4. Compensating long-distance employees with incentives and rewards to compensate them after being away from work.
5. Job roles with the highest levels of attrition are associated with lower average monthly earnings. Evaluate the compensation structure for these roles, ensuring it aligns with industry standards. Additionally, evaluate whether the responsibilities and expectations associated with these positions align with the compensation offered.
6. Evaluate policies: Review company policies to ensure a good work-life balance
7. Communicate: It is necessary to communicate with employees periodically and listen to them judicially to solve their problems