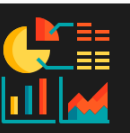
HR Analytics



This HR Analytics project aims to analyze various factors, including demographics, job-related variables, career progression, and work-life balance, to understand their impact on employee attrition within a company. Through data visualization and analysis, the project seeks to uncover patterns and insights that can inform HR strategies and interventions to reduce attrition and improve overall employee satisfaction and retention.

ATTRITION OVERVIEW

This section provides an overall view of employee attrition , focusing on the correlation between numeric variables and attrition.

DEMOGRAPHICS

This section explores how demographics factors such as marital status, gender and education field relate to attrition rates

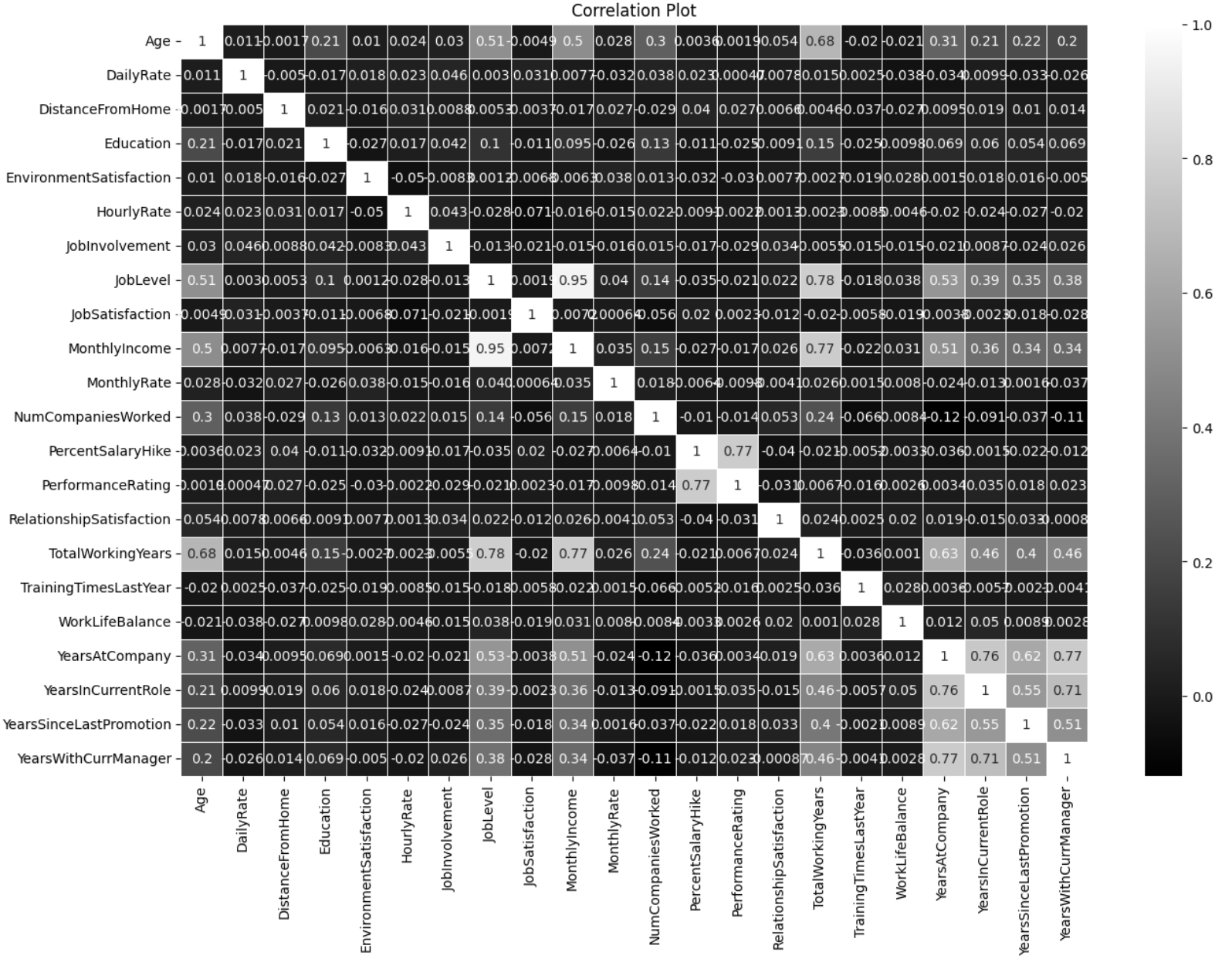
JOB-RELATED FACTORS

This section investigates the impact of job-related factors like jo role, department and working years on attrition

CAREER AND WORK BALANCE

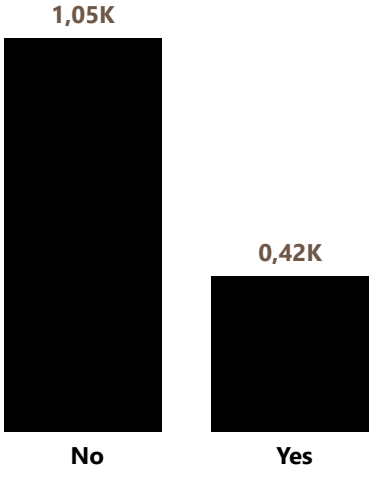
This section looks at the influence of career-related factors like overtime, education level, number of companies worked and distance from home on attrition

ATTRITION - OVERVIEW

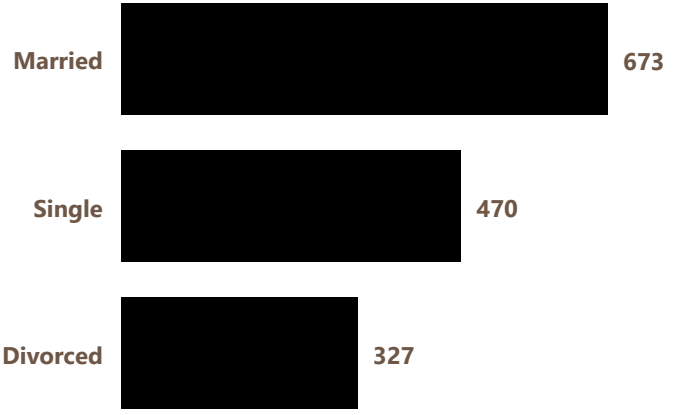


DEMOGRAPHICS

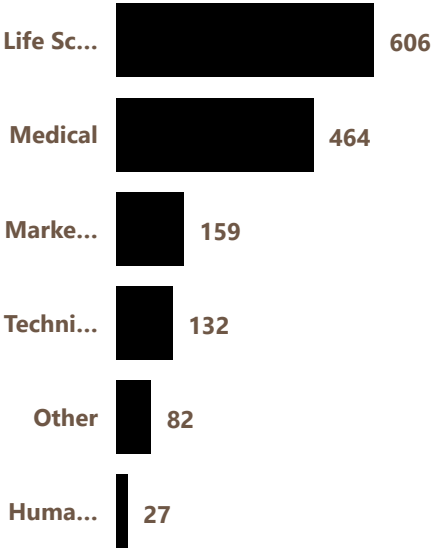
Over Time by Attrition



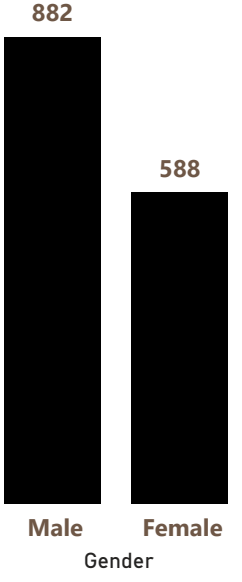
Marital Status by Attrition



Education Field



Gender



Count of Attrition by Gender

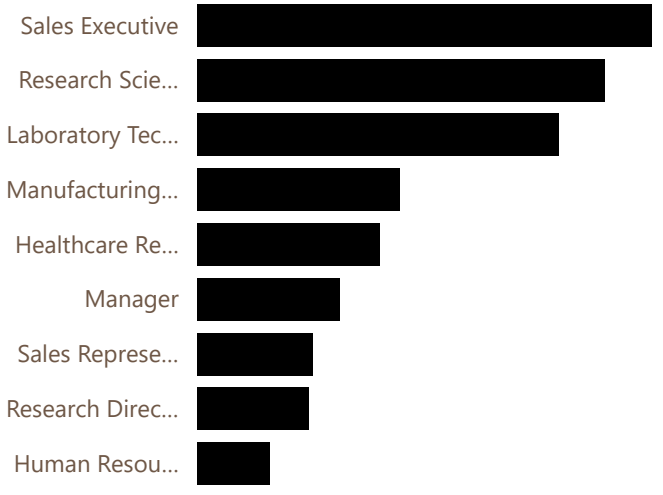
Gender	No	Yes	Total
Female	501	87	**588**
Male	732	150	**882**
Total	**1233**	**237**	**1470**

Count of Attrition by Gender

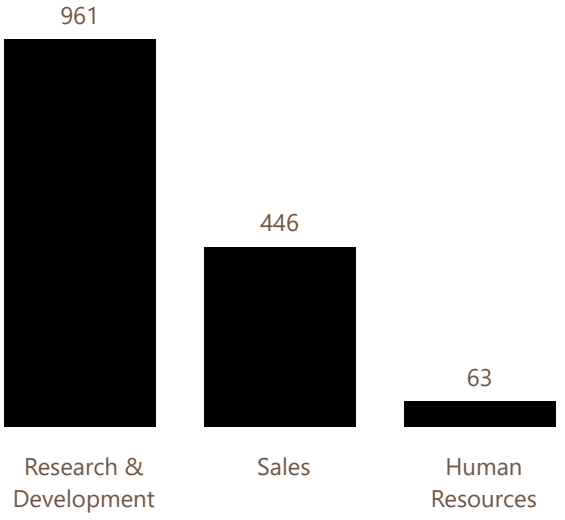
Over Time	No	Yes	Total
No	944	110	**1054**
Yes	289	127	**416**
Total	**1233**	**237**	**1470**

JOB-RELATED FACTORS

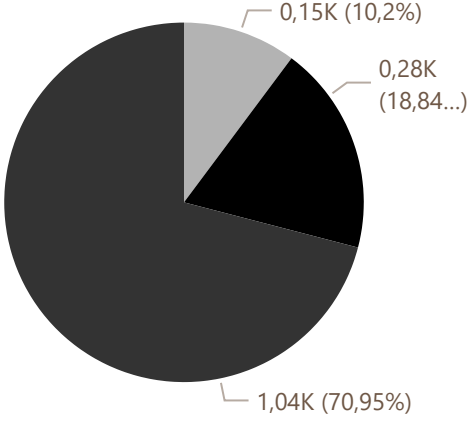
Attrition by Job Role



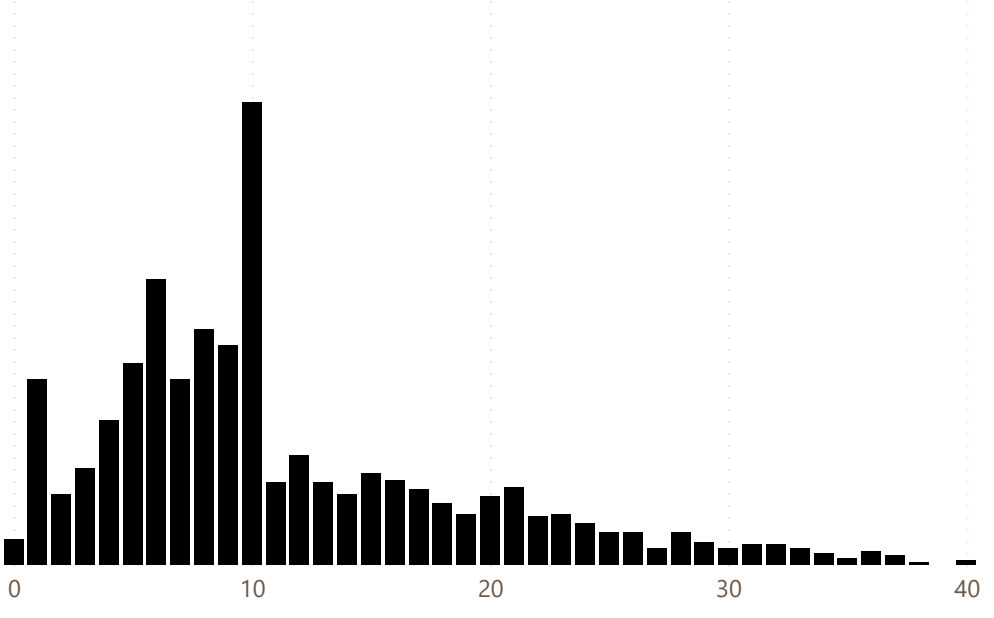
Departmental Attrition distribution



Business Travels with Attrition

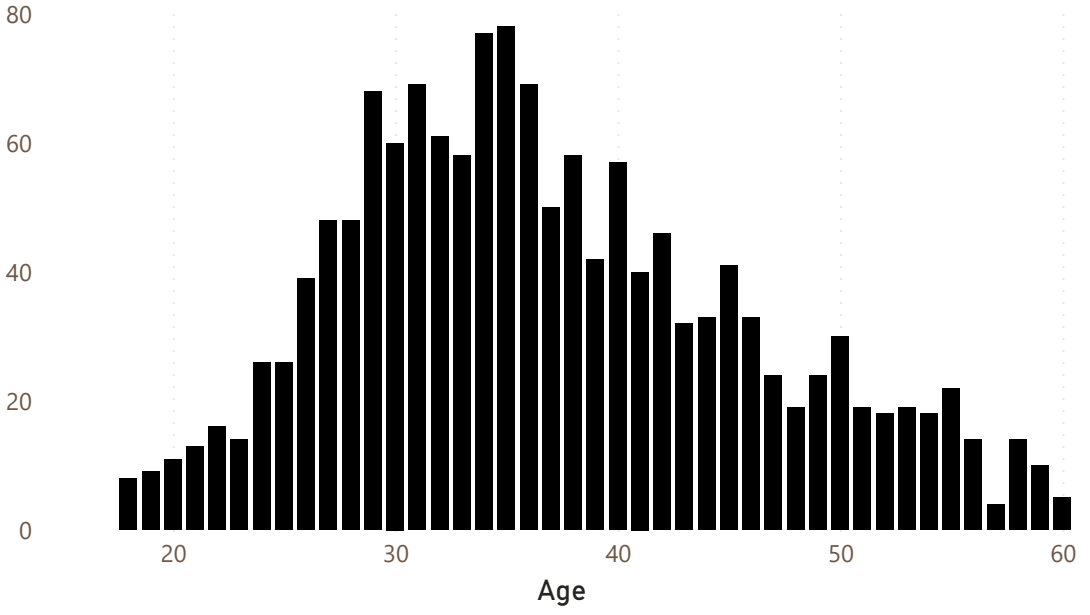


Attrition Rate by Total Working Years

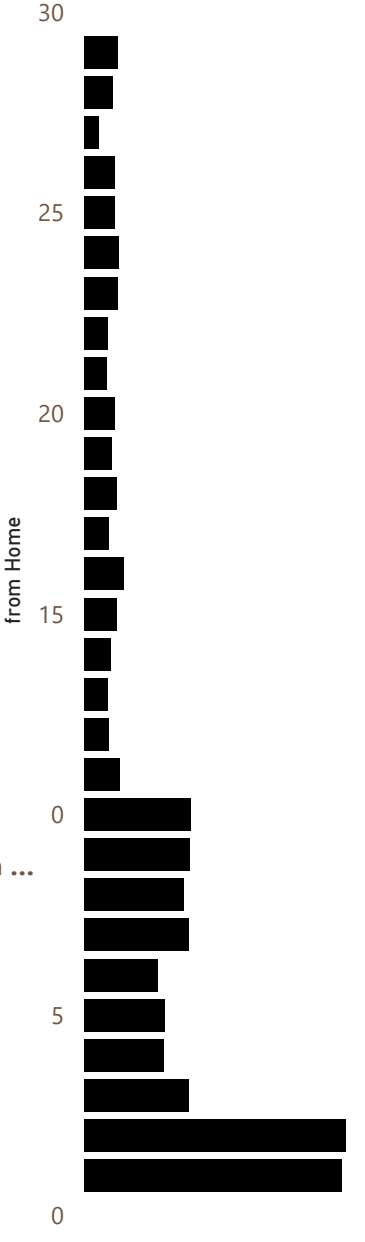


CAREER AND WORK BALANCE

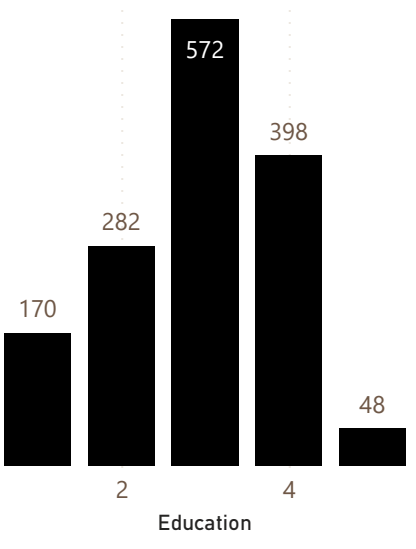
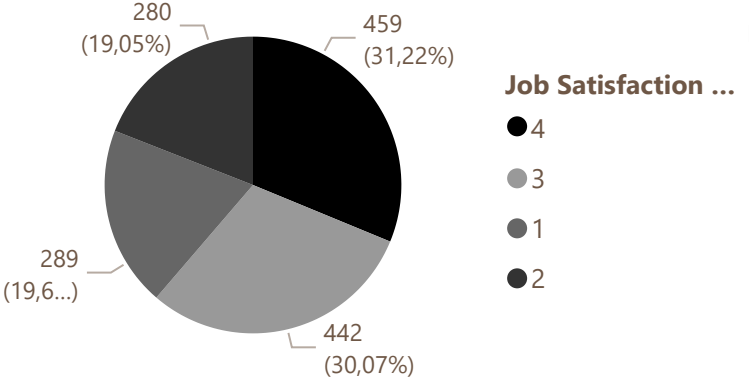
Attrition Rate by Age



Attrition Rate by Distance from Home



Education Level by Attrition



Attrition by Job Satisfaction Rating