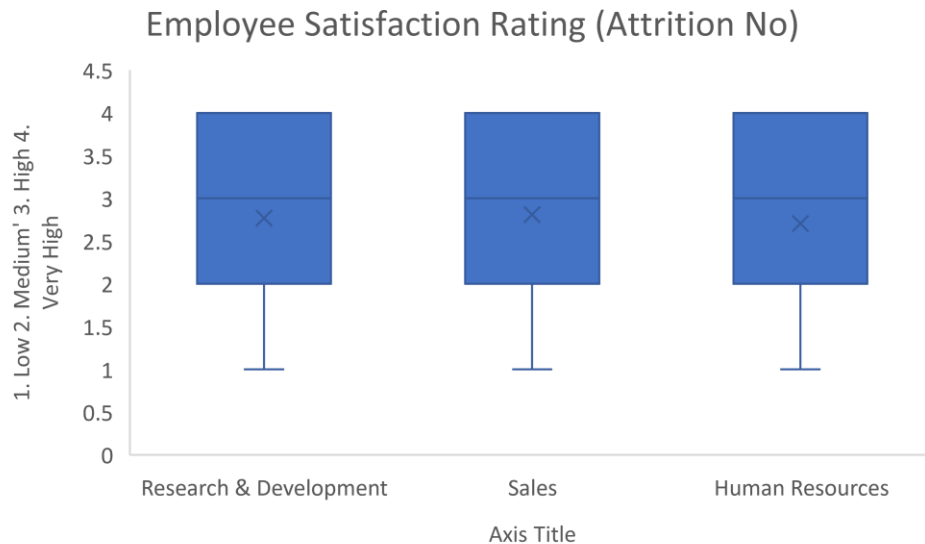


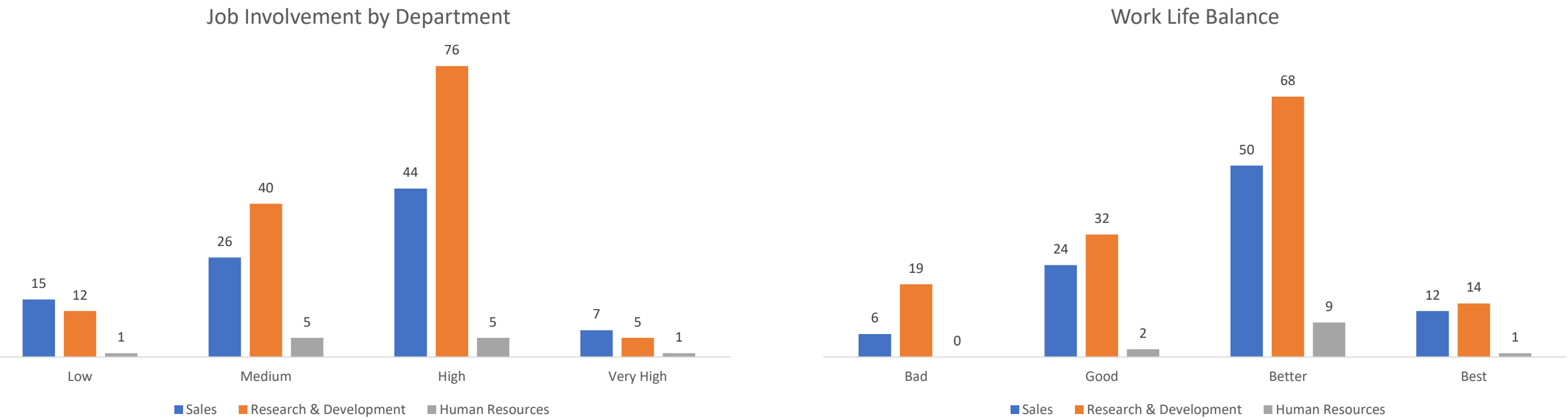
Analysis of IBM Attrition Data

Satisfaction Rating of Employees for 2019



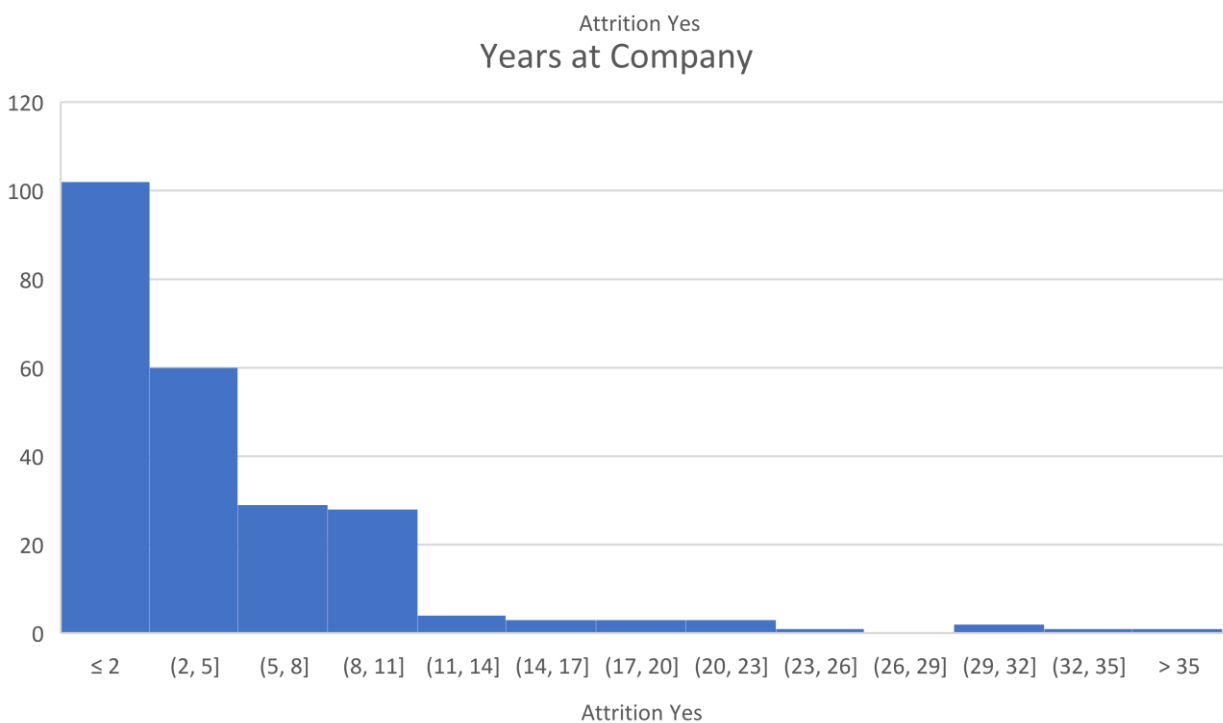
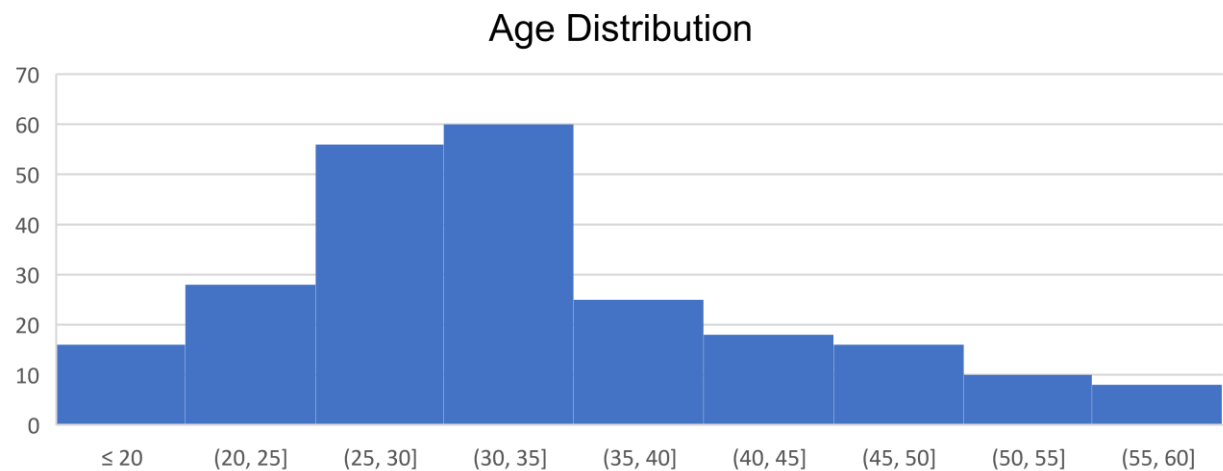
- When we look at the satisfaction rating for employees in 2019 we see some key differences between people who left the company compared to the people who remained. The employee that remained reported higher satisfaction ratings across all departments showing that 75% of works had medium to very high job satisfaction.
- However, for the people who left the company that 75% of employees report having a low to a high level of job satisfaction. We will investigate some other key features to determine if we can identify the cause of the difference between the two groups.

Work Life Balance and Job Involvement Comparison



The majority of people who left the company had a position with medium to a high level of involvement in their department. The good news is that 89% reported having a good or better work-life balance. Indicating that they are not feeling overworked and have time to enjoy personal activities outside of work.

Age Distribution and Years at Company Comparison



- When we measure the distribution of the age of the employees who left the company we see a vast majority of them are younger under the age of 35.
- We also see that a significant portion of the people who left the company had worked less than 5 years before their departure
- Are people leaving after such a short amount of time to find a position with a higher salary?

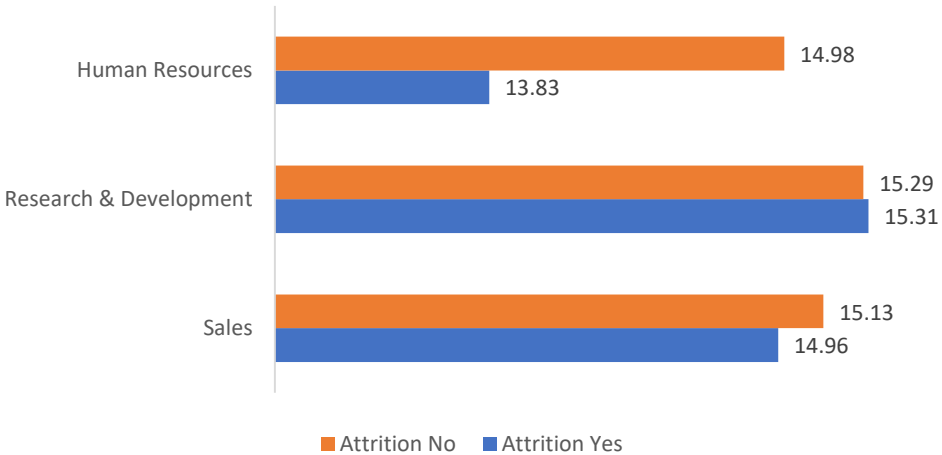
Average Monthly Income for All Departments



- Comparing the average salaries between the two groups shows that on average employees that left the company were paid significantly less than their peers with the same level of education across all departments.
 - This may be due to years of experience in their career or at the company in general. All employees received a raise during their time of employment.
- Research and Development showed the greatest variances in average monthly salary compared to other departments

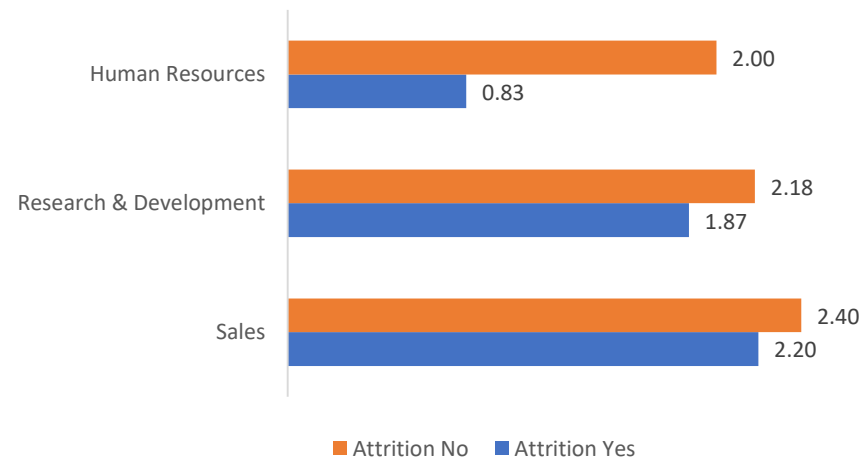
Rate and Frequency of Promotion Analysis

Average Percent Salary Hike

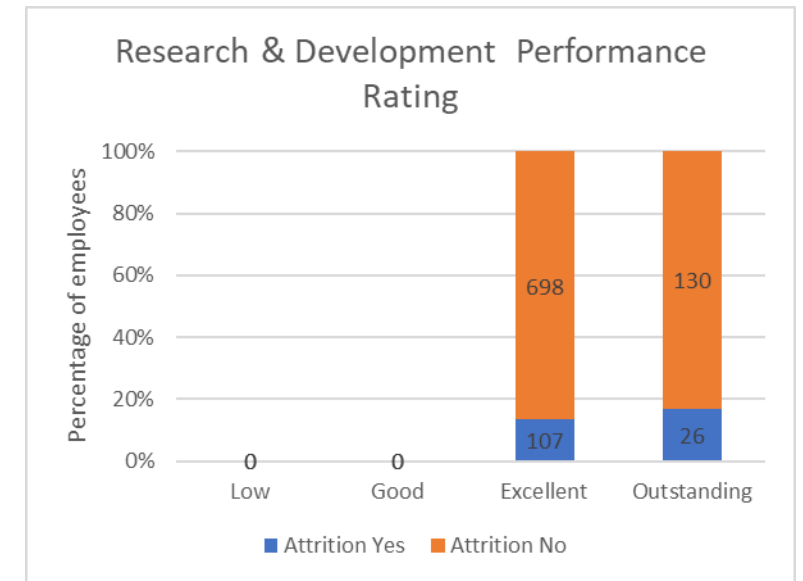
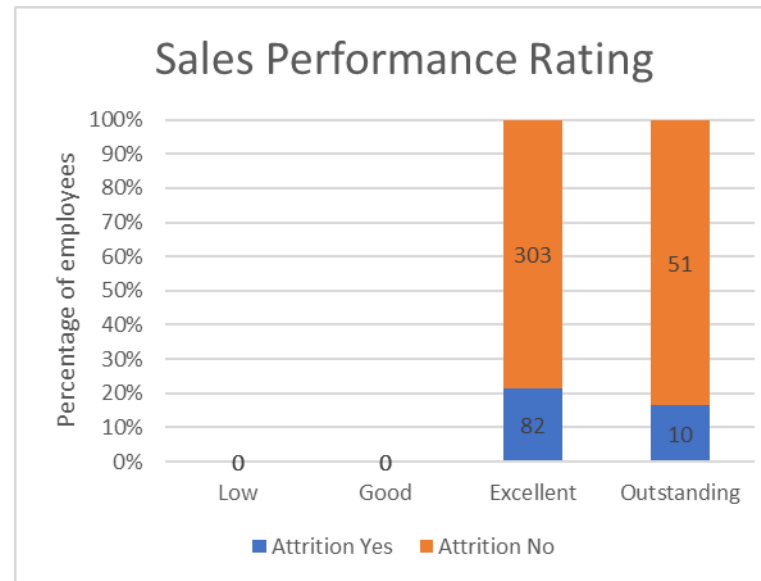
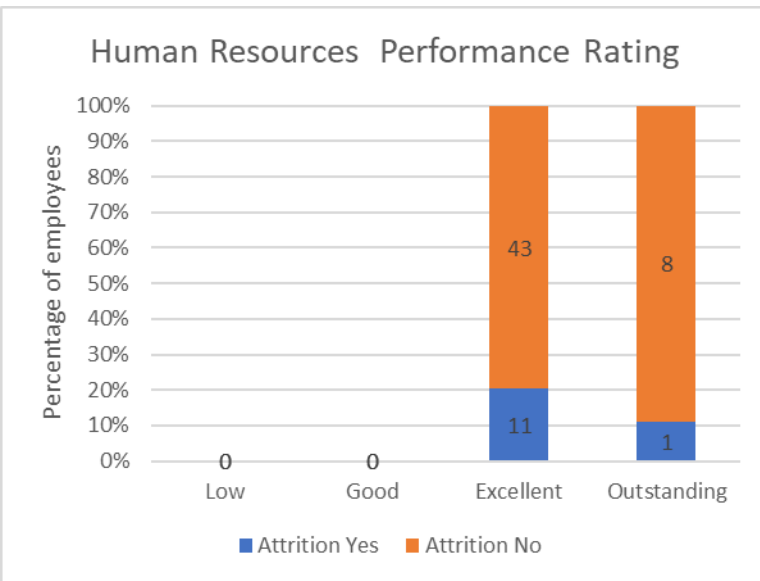


- The average rate of which their income was increased is pretty even between the two groups except in the Human Resources Department.
- Additionally the frequency of which employees received raises was relatively even for the two groups as well with more people receiving a raise every 2 years.

Average Years Since Last Promotion



Employee Performance Rating(All Departments)



All employees that left had either excellent or outstanding job performance, so being able to slow the rate of attrition will be beneficial to the company. They will keep talented employees and this will like to have productivity increase over time especially if the level of job satisfaction can be increased as well.

References

Link to dataset and analysis - <https://1drv.ms/x/s!AkfVnJ9ubpFw8nbdqLAsGpelCejq>