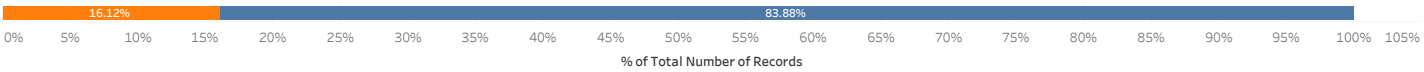
Class imbalance



Number of people who left vs who did not

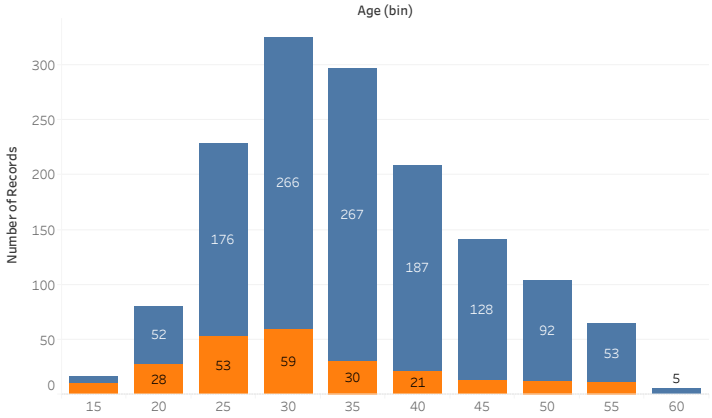
Attrition
No
Yes

Yes	No
237	1,233

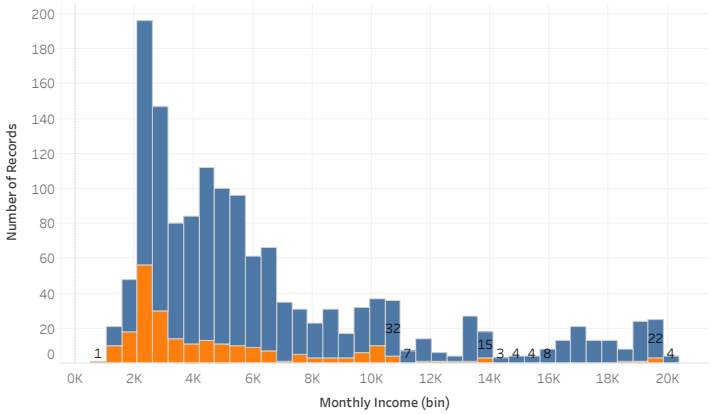
Average Age and Monthly incomes are

Age	Monthly Income
54,278	9,559,309

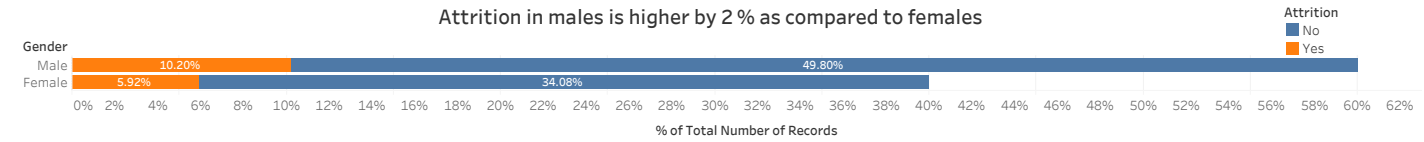
Histogram of age where color denotes attrition



Histogram of monthly income where color denotes attrition



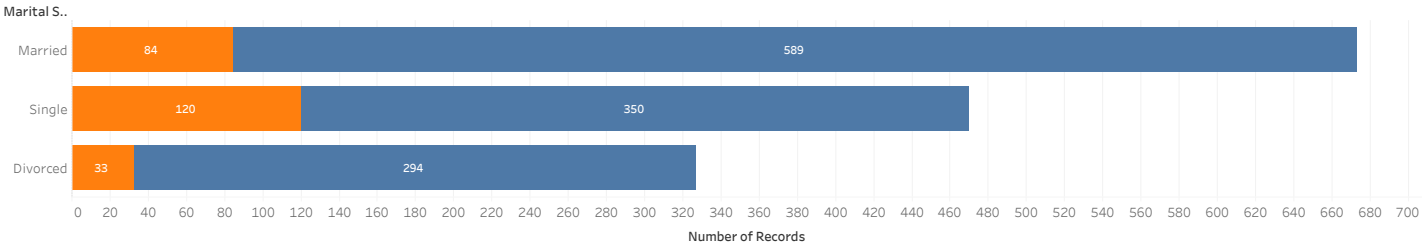
Attrition in males is higher by 2 % as compared to females



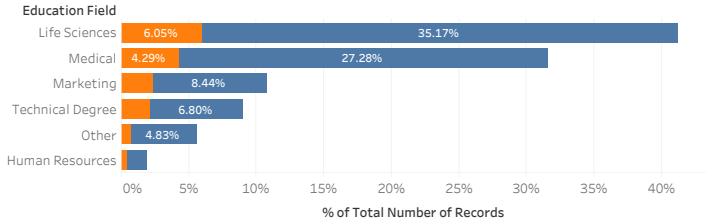
The employees dont seem to have a very positive view of the company and it seems to be common amongst both gender groups

Attrition	Gender	Avg. Job Involvement	Avg. Job Satisfaction	Avg. Performance Rating	Avg. Work Life Balance
No	Female	2.7465	2.7285	3.1577	2.7605
	Male	2.7869	2.8128	3.1503	2.7951
Yes	Female	2.5287	2.4253	3.1724	2.7816
	Male	2.5133	2.4933	3.1467	2.5867

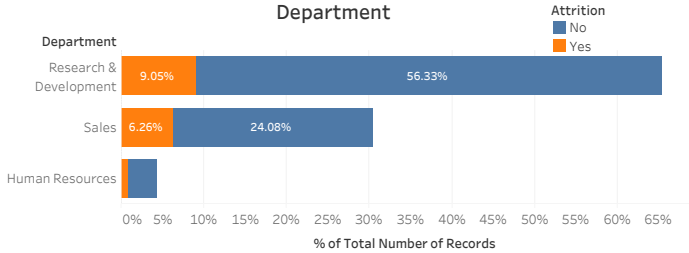
Does Marital status influence attrition?
Apparently it does - A single employee has a higher probability of exiting the company



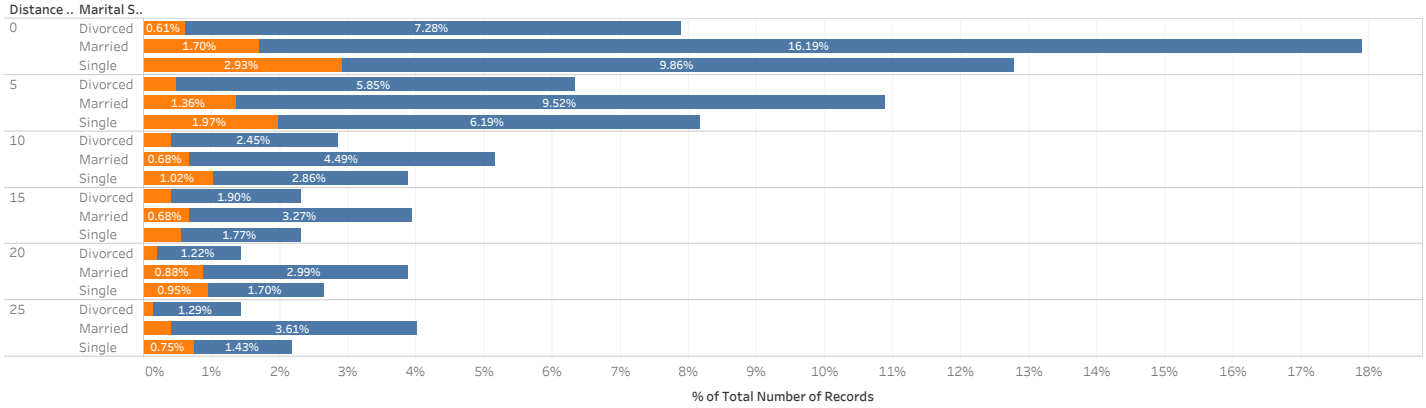
Education



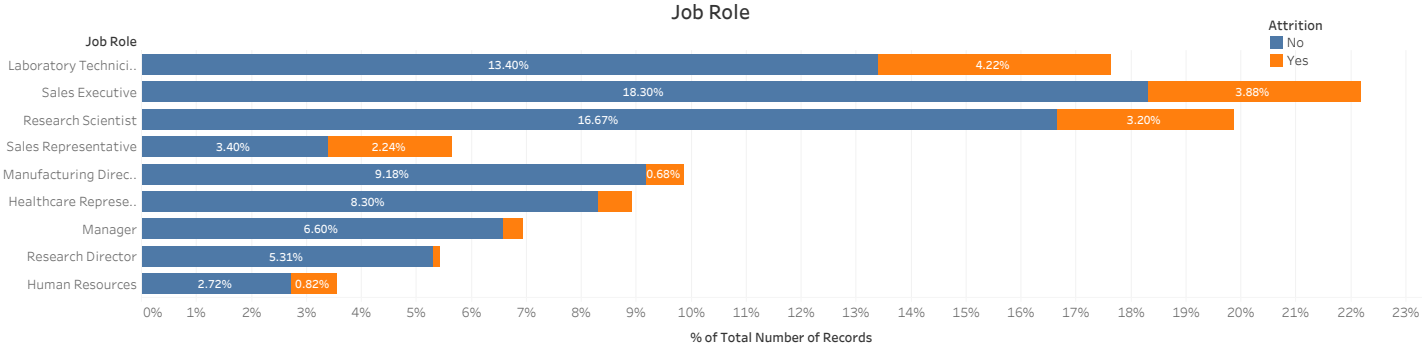
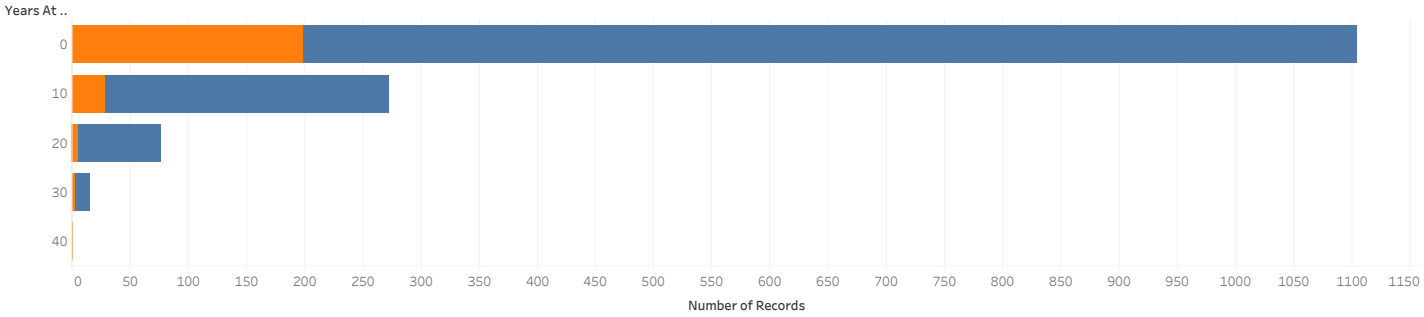
Department



Distance



Job Role



People with lowest number of working years are more probable to leave