

## **Employee Attrition Analysis**

1. **Attrition by Department:**
  - Which department has the highest rate of employee attrition?
  - Can you identify a trend in employee attrition across different departments?
2. **Attrition by Job Role:**
  - What job roles are experiencing the highest and lowest attrition rates?
  - Are there any specific roles in the company that have consistent turnover?
3. **Effect of Distance from Home on Attrition:**
  - Is there a correlation between the distance from home and employee attrition?
  - Do employees who live farther away from the workplace have a higher tendency to leave?
4. **Attrition by Business Travel Frequency:**
  - Do employees who travel frequently have higher attrition compared to those who travel rarely or never?
  - How does the frequency of travel impact overall employee satisfaction?
5. **Attrition vs. Monthly Income:**
  - Is there a significant difference in monthly income between employees who stay and those who leave?
  - How does monthly income influence attrition rates in various job roles?

## **Employee Performance & Satisfaction**

6. **Job Satisfaction Analysis:**
  - How does job satisfaction differ between employees who have stayed and those who have left?
  - What is the average job satisfaction score for employees who travel frequently compared to those who rarely travel?
7. **Work-Life Balance Impact:**
  - Does the work-life balance score affect the likelihood of an employee leaving the company?
  - What is the relationship between overtime work and work-life balance scores?
8. **Performance Rating vs. Attrition:**
  - Are high-performing employees more or less likely to leave the company?
  - What is the distribution of performance ratings across departments?

## **Experience and Tenure Analysis**

9. **Impact of Total Working Years on Attrition:**
  - Are employees with more years of experience more likely to stay with the company?
  - How does total working years correlate with job satisfaction and attrition?
10. **Years at Company vs. Attrition:**
  - What is the average tenure of employees who left the company?
  - How does the number of years at the company affect attrition in various departments?

**11. Years Since Last Promotion:**

- Is there a relationship between years since the last promotion and employee attrition?
- Do employees who haven't been promoted recently tend to leave more often?

**Demographics & Attrition**

**12. Attrition by Age Group:**

- Which age group has the highest attrition rate?
- How does age impact work-life balance and job satisfaction?

**13. Gender Differences in Attrition:**

- Are there notable differences in attrition rates between male and female employees?
- How does gender impact job satisfaction and work-life balance?

**14. Educational Field vs. Attrition:**

- Which educational fields have higher attrition rates?
- How does the level of education affect the likelihood of employees leaving the company?

**Compensation & Benefits Analysis**

**15. Effect of Percent Salary Hike on Attrition:**

- Do employees who receive higher salary hikes tend to stay longer?
- What is the average salary hike for employees who have left vs. those who have stayed?

**16. Stock Options vs. Attrition:**

- How does the level of stock options impact employee retention?
- Is there a difference in stock option allocation between employees who left and those who stayed?