

1. What does the data show about gender-wise attrition?

Answer:

The number of male employees leaving the company was significantly higher compared to female employees. This suggests that male employees might be facing more dissatisfaction related to growth, leadership, or work culture.

2. Which job roles had the highest attrition rates?

Answer:

Sales Executives, Research Scientists, and Laboratory Technicians had the highest attrition. These roles are often stressful, less rewarding, and have limited career progression.

3. How does work-life balance relate to attrition in your data?

Answer:

Males had better work-life balance scores but still showed higher attrition, while females had lower work-life scores but stayed longer. This indicates that work-life balance alone doesn't explain attrition.

4. What is the relationship between monthly income and job satisfaction?

Answer:

There was no strong link between higher income and higher job satisfaction. Many high-income employees were still dissatisfied, suggesting that non-monetary factors like recognition and growth matter more.

5. How does experience (years at company) affect attrition?

Answer:

Employees who had been at the company for less than 3 years showed the highest attrition. This points to issues in onboarding and early-career engagement.

6. What overall factors are responsible for attrition, based on your findings?

Answer:

Key factors include:

Lack of career growth

Work stress in specific roles

Weak onboarding for new employees

Gender-based differences in engagement

Limited recognition and job satisfaction