HR Analytics – Attrition Analysis

1470	237	16%
Total Employees	Total Leavers	Attrition Rate (%)

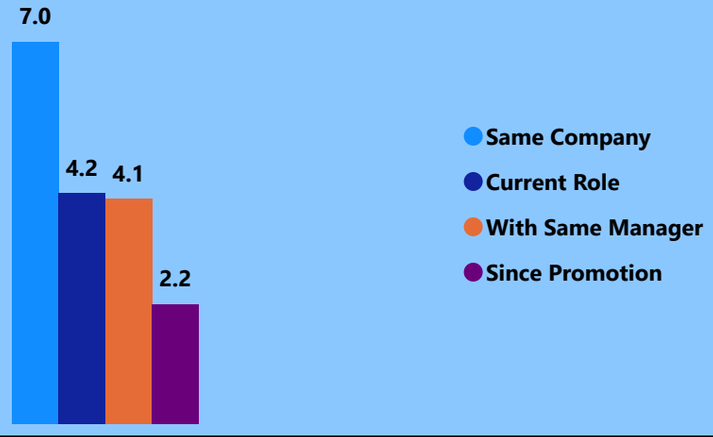
PercentSalaryHike: 11 – 25

MaritalStatus: Divorced, Married, Single

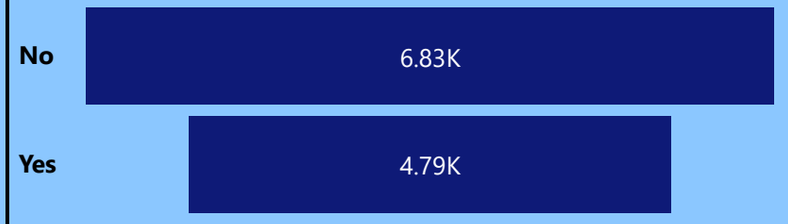
OverTime: No, Yes

EducationField: All

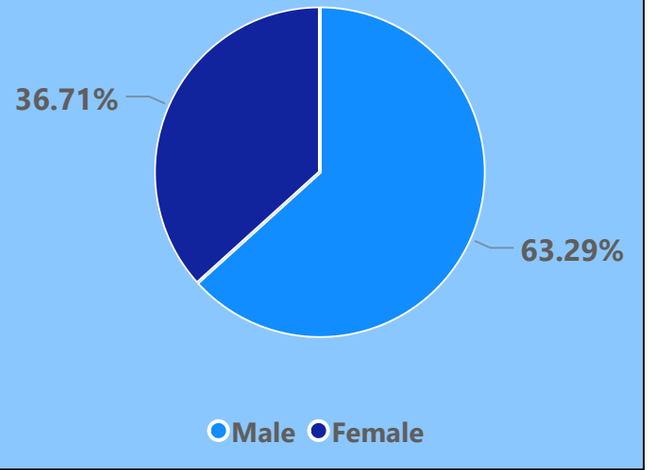
Average Years of Experience



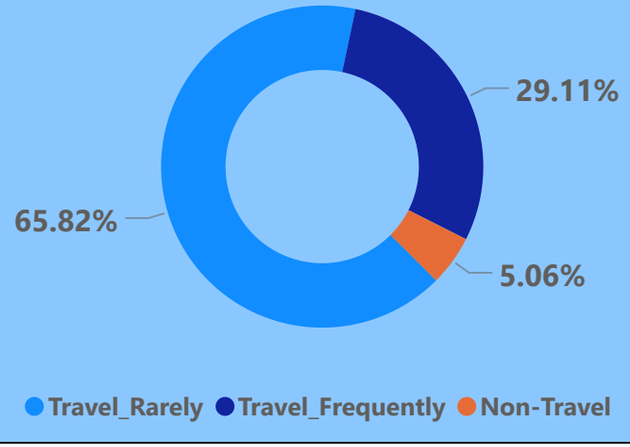
Avg Monthly Income by Attrition



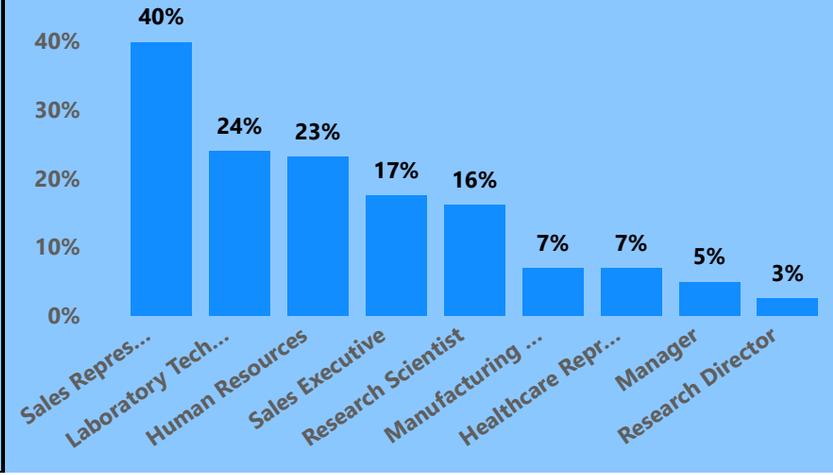
Attrition by Gender



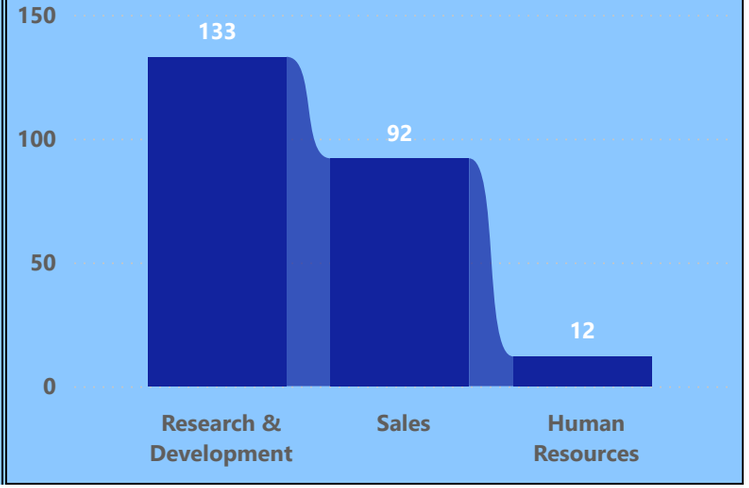
Business Travel Causing Attrition



Attrition % by Job Role



Attrition by Department



HR Analytics – Performance Analysis

High Rated Emp	Low Rated Emp
226	1244

37
Average Age

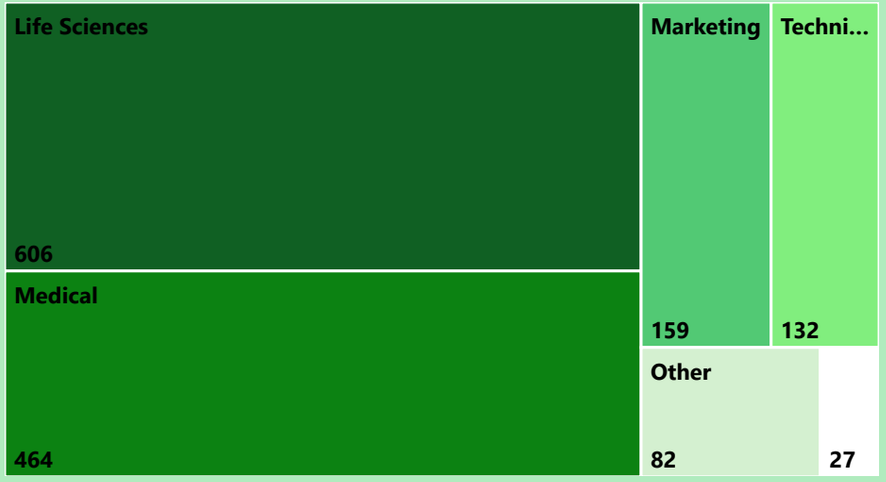
7K
Avg Monthly Salary

Gender
- Female
- Male

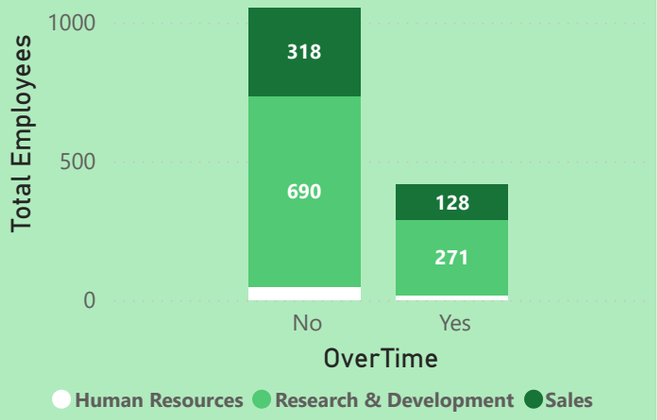
Age Range
0 – 60

Business Travel
- Non-Travel
- Travel_Frequently
- Travel_Rarely

Employee Distribution by Education Field



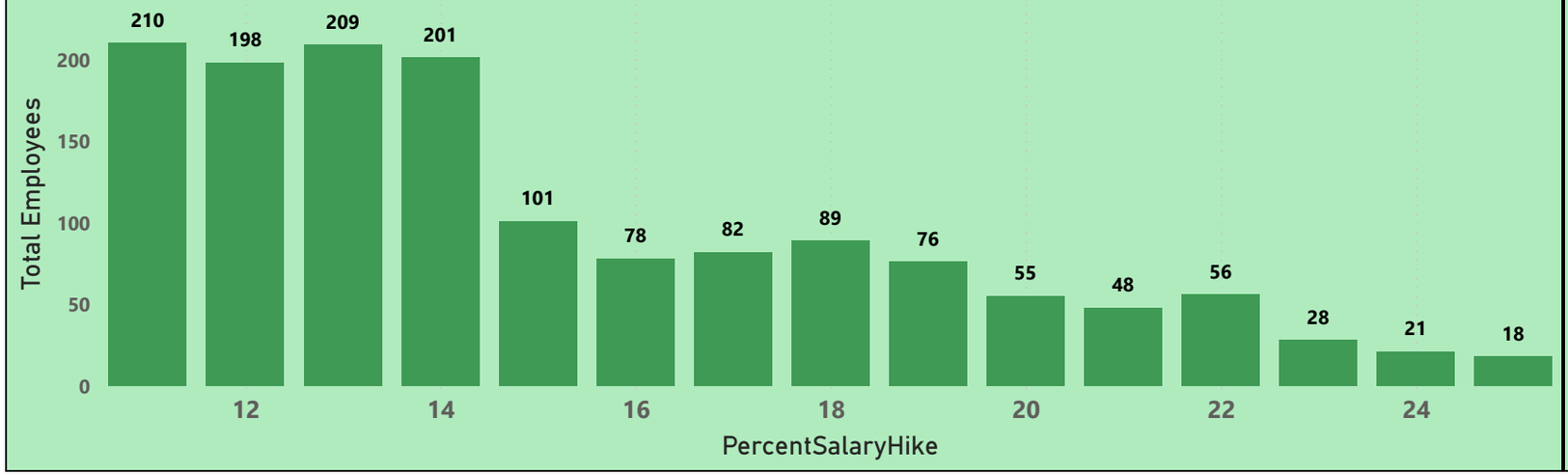
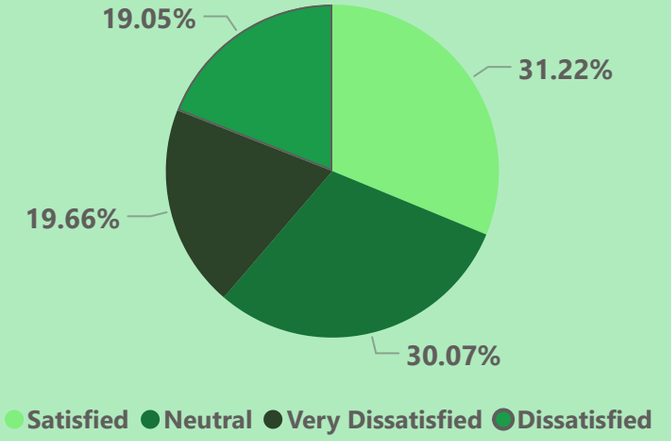
Employee Distribution by Dept & Overtime



Performance-Based Salary Hike % by Job Role

JobRole	Exceeds Expectation	Meets Expectation
Healthcare Representative	21.85	14.30
Human Resources	21.57	13.76
Laboratory Technician	21.55	13.79
Manager	22.40	13.37
Manufacturing Director	21.63	14.21
Research Director	22.38	14.13
Research Scientist	22.04	14.12
Sales Executive	21.73	13.91
Sales Representative	21.92	14.62

Workforce Breakdown by Salary Hike %



Distribution of Employees Across Job Satisfaction