HR Analytics - Employee Attrition Prediction

Human Resources	Research & Development	Sales

Female	Male

Total Employees

1470

Attrition Count

237

Attrition Rate

16.1%

Attrition by Gender

Male	Female
150	87

Average Age

37

Average Salary

6.5K

Average Service Years

7

Service Years

0	40

Attrition by Education Field

- Life Sciences 38%
- Medical 27%
- Marketing 15%
- Technical Degree 14%
- Other 5%

Attrition by Age

26-35	18-25	36-45	46-55	55+
116	44	43	26	8

Attrition based on Job Role

Job Role	Count
Laboratory Technician	62
Sales Executive	57
Research Scientist	47
Sales Representative	33
Human Resources	12

Attrition by Salary

Salary	Count
Upto 5k	163
5k-10k	49
10k-15k	20
15k+	5
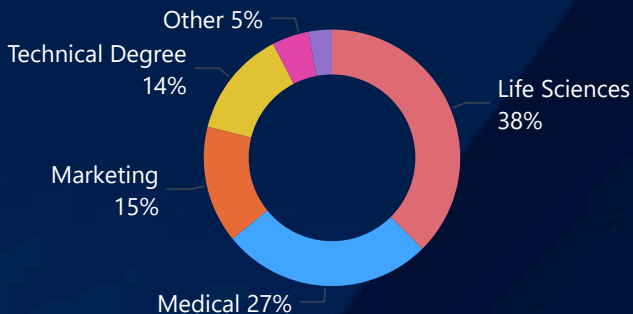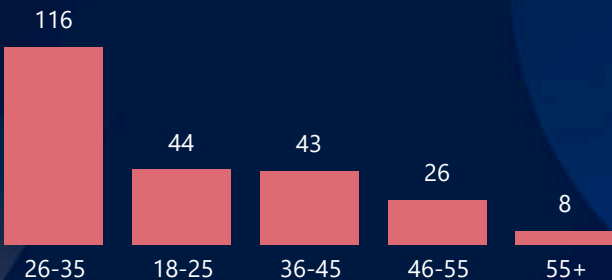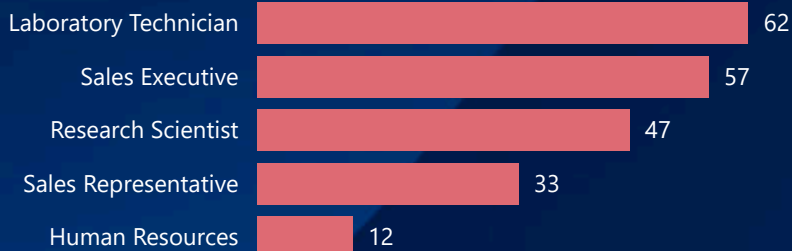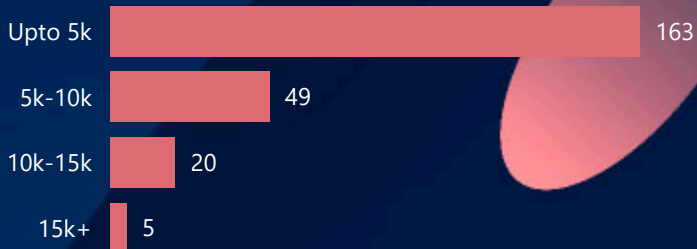
Attrition based on Servicing Years

0	5	10			
16	59	19	18	0	2
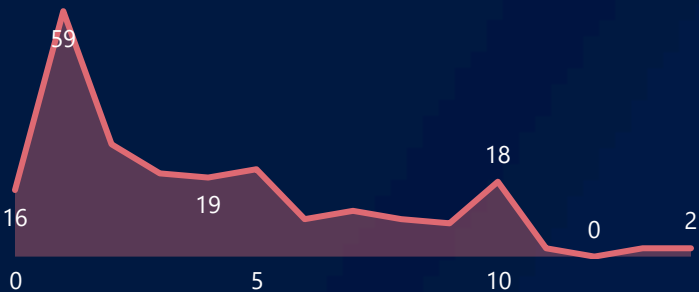
Job Satisfaction based on Job role

JobRole	1	2	3	4	Total
Healthcare Representative	2	2	1	4	9
Human Resources	5	2	3	2	12
Laboratory Technician	20	8	21	13	62
Manager	1	2	1	1	5
Manufacturing Director	2	2	4	2	10
Research Director	0	1	1	0	2
Research Scientist	13	10	15	9	47
Total	**66**	**46**	**73**	**52**	**237**