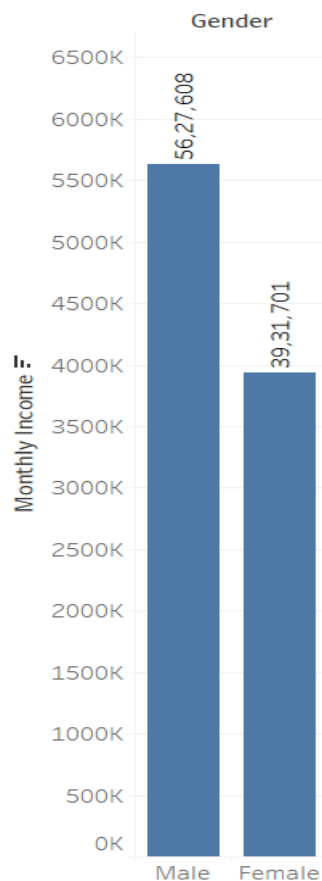


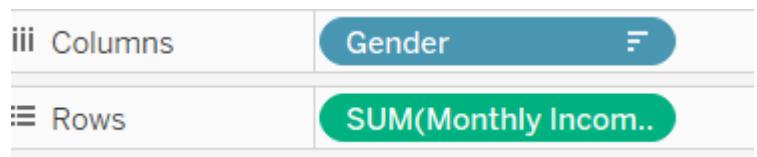
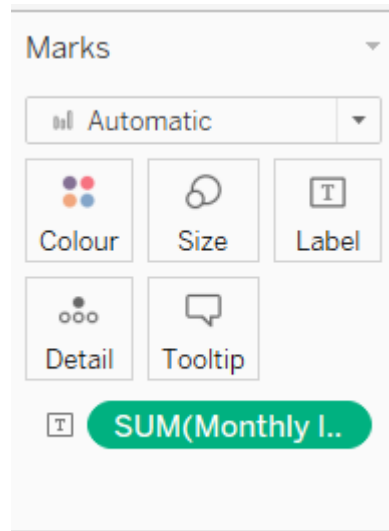
# DHANALAKSHMI DV MICROPROJECT IA

## 1. Are income levels across gender similar?

Gender income  
A). Are income levels across gender similar?



Sum of Monthly Income for each Gender. The marks are labelled by sum of Monthly Income.



- Add Gender in columns field and apply sort.
- Add Monthly income (Sum) in rows field.
- Also add monthly income in Label to show the values. We can also calculate percentage difference by going to quick table calculations and choosing percentage difference.

**Solution:** We see that there is a significant difference between the salaries received between male and female. But when we check the average, we see that female employees receive more than male employees.

## 2. How is the marital status impacting job satisfaction of males and females?

- Add gender and marital status in columns field. We can sort the through marital status count.
- Add job satisfaction sum in rows.
- To make it more clear we can also add marital status in Color, job satisfaction in Labels. I have also point annotated, by right clicking on the place required.

Marital Status b. How is the marital status impacting job satisfaction of males and females?



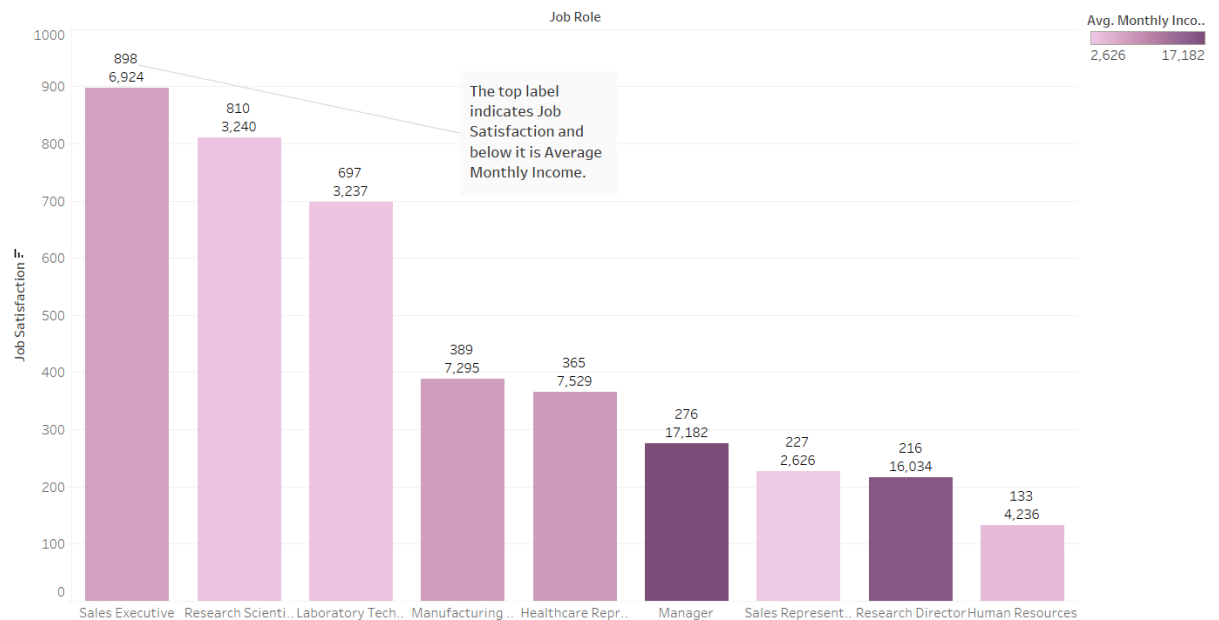
**Solution:** We see that generally married employees are more satisfied with their job, especially the male category when compared with the single and divorced employees. Divorced employees are more unsatisfied.

### 3. How does monthly income and job role impact job satisfaction?

- Add job role in column.
- Job satisfaction in rows.
- Average monthly income is added in colors. Where darkest purple indicates highest income. I have also put it in Label so that we can see the values.
- Sum of job satisfaction is also put under Label.
- Use Horizontal bar graph

**Solution:** We see that job role does play a small role in job satisfaction, as sales executives, research scientists are highly satisfied with their job, but HR research directors are not much. But the monthly income does not impact job satisfaction, as a manager being paid the highest is not really satisfied. Research directors being paid the least are also not satisfied.

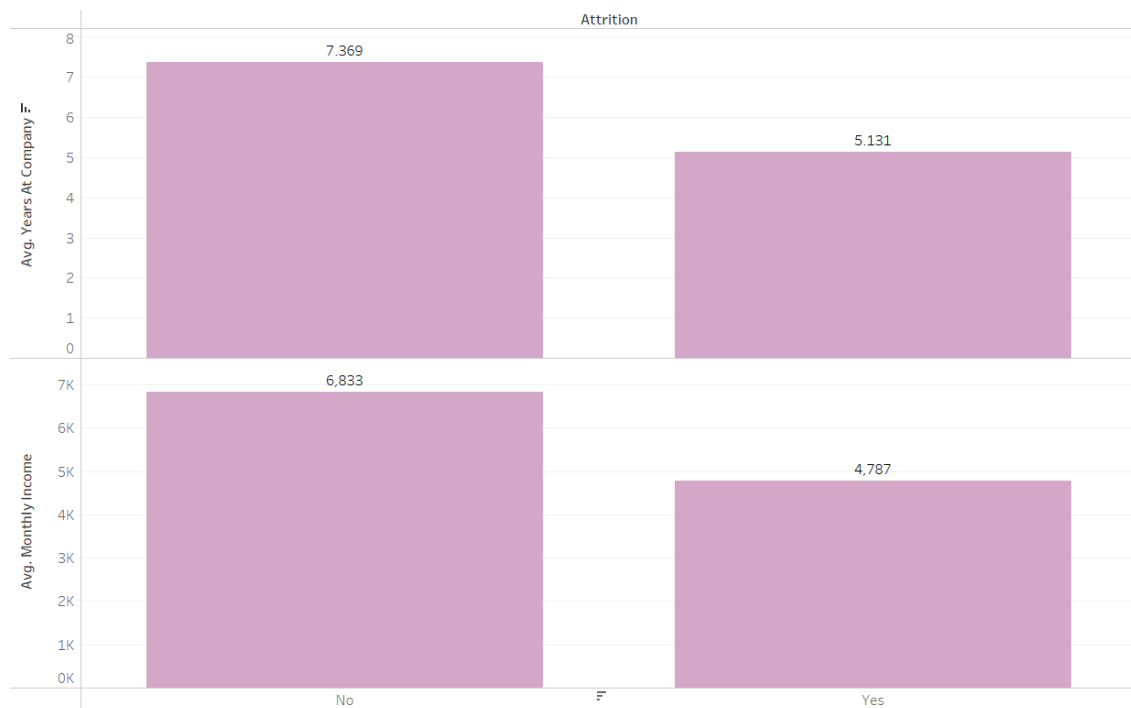
Role c.How does monthly income and job role impact job satisfaction?



Sum of Job Satisfaction for each Job Role. Colour shows average of Monthly Income. The marks are labelled by sum of Job Satisfaction and average of Monthly Income.

#### 4. How does average years at company and average monthly income impact attrition?

Attrition d.How does average years at company and average monthly income impact attrition?



Average of Years At Company and average of Monthly Income for each Attrition.

Columns	Attrition
Rows	AVG(Years At Comp..) AVG(Monthly Incom..)

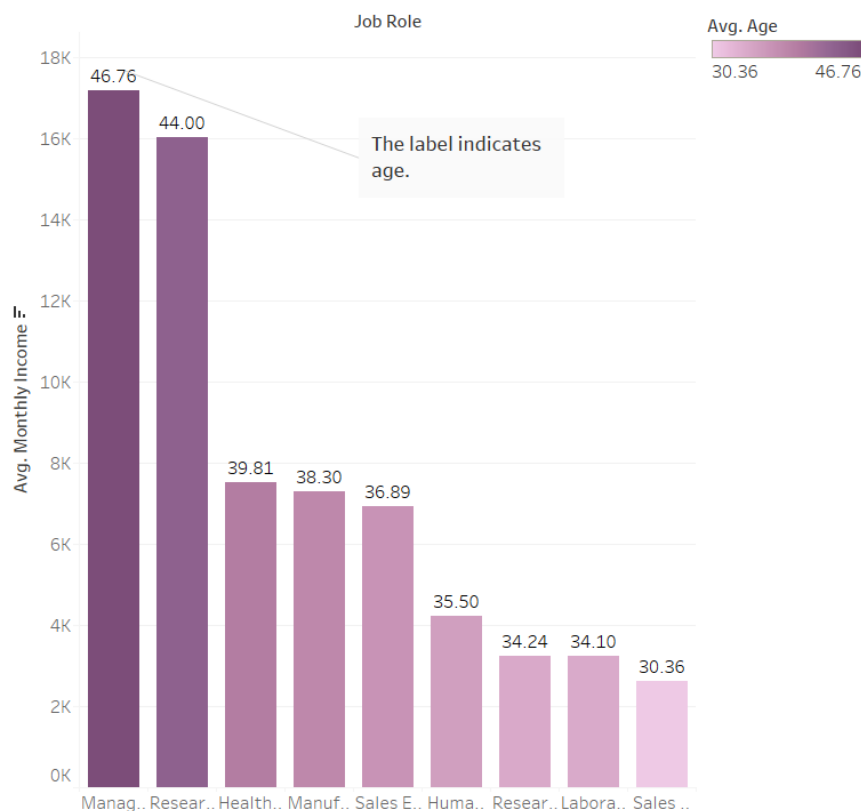
- Add attritions in columns.
- Average of Years at a company and average of monthly salary in rows.
- Use Side-by-side bar graph

Solution: We see that there more people are removed (attrition) for employees who have worked for less years in the company and also for people with less income.

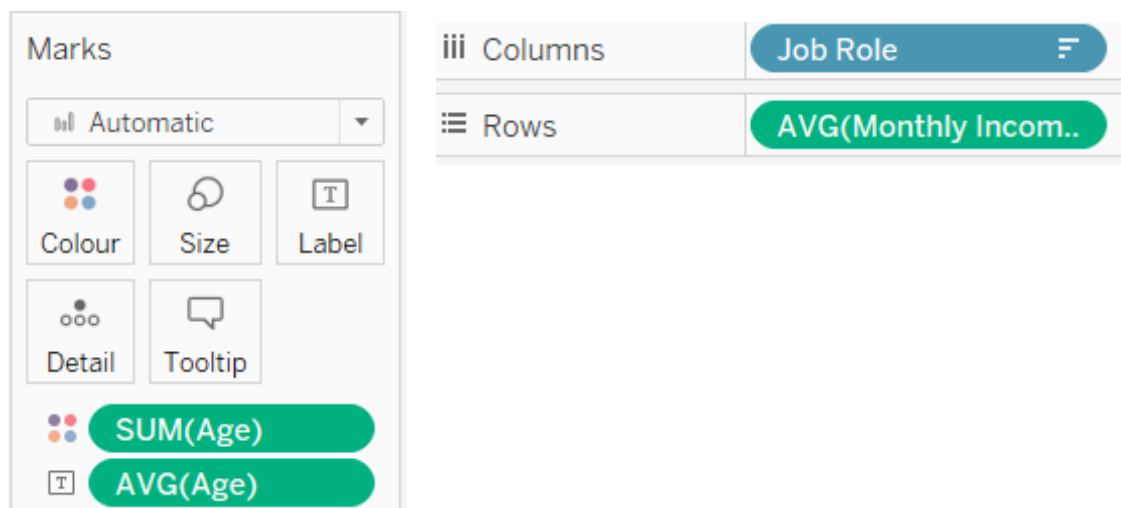
## 5. How does age and role impact income?

- Job role is added in rows. And sorted.
- Average monthly income is added in rows.
- We use Age as the third dimensional feature where we add average of age in sum and labels.

Age and Role e.How does age and role impact income



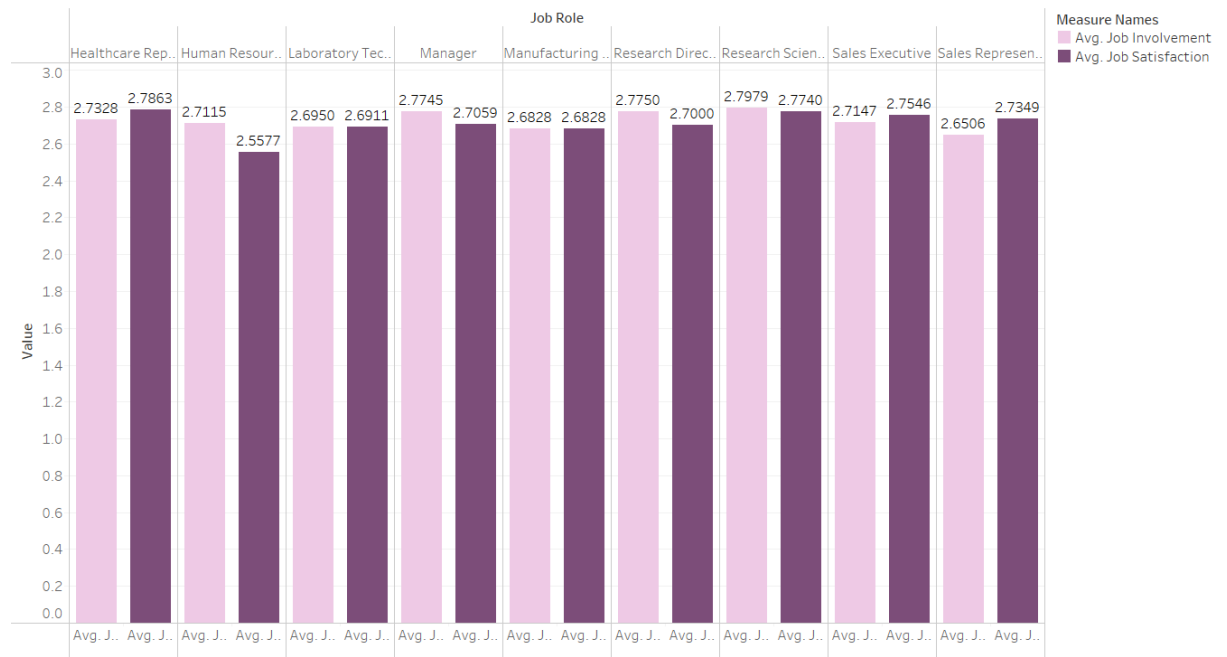
Average of Monthly Income for each Job Role. Colour shows average of Age. The marks are labelled by average of Age.



Solution: Income is higher positions (like managers) and people with higher average age .

## 6. How does average job involvement, satisfaction vary across job roles?

Involve and Satisfaction f.How does average job involvement, satisfaction vary across job roles?



Avg. Job Involvement and Avg. Job Satisfaction for each Job Role. Colour shows details about Avg. Job Involvement and Avg. Job Satisfaction.

Filters

Measure Names

Marks

Automatic

Colour

Size

Label

Detail

Tooltip

Measure Names

Measure Values

AVG(Job Involvement)

AVG(Job Satisfaction)

Columns	Job Role	Measure Names
Rows	Measure Values	

### Edit Colours [Measure Names]

#### Select Data Item:

- Avg. Job Involvement
- Avg. Job Satisfaction

#### Select Colour Palette:

Purple-Pink-Grey



Assign Palette

- Add Job role in rows.
- Add Job Satisfaction and Job Involvement in columns and select side-by-side graph.
- Automatically Values of Job Satisfaction and Job Involvement will be taken in rows, names we can use color.
- We can change the color from the above color palette shown.

**Solution: Job satisfaction and job involvement does not vary significantly with the job roles.**

## 7. How does average environment satisfaction, job involvement, satisfaction vary across job roles?

Environment g.How does average environment satisfaction, job involvement, satisfaction vary across job roles?



Sum of Environment Satisfaction, sum of Job Involvement and sum of Job Satisfaction for each Job Role.

**Marks**

All

SUM(Environm...

SUM(Job Involv...

SUM(Job Satis...

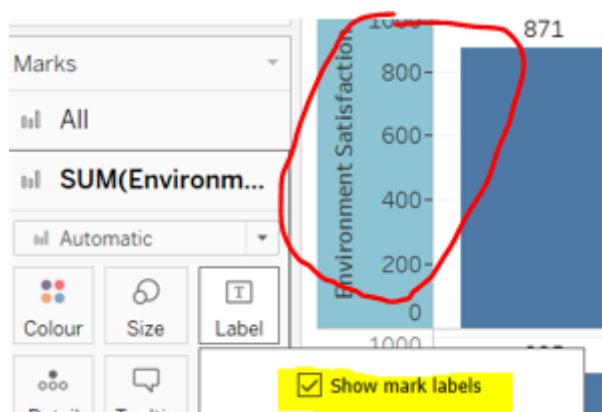
Automatic

Colour Size Label

Detail Tooltip

Columns Job Role

Rows SUM(Environment S.. SUM(Job Involvement.. SUM(Job Satisfactio..

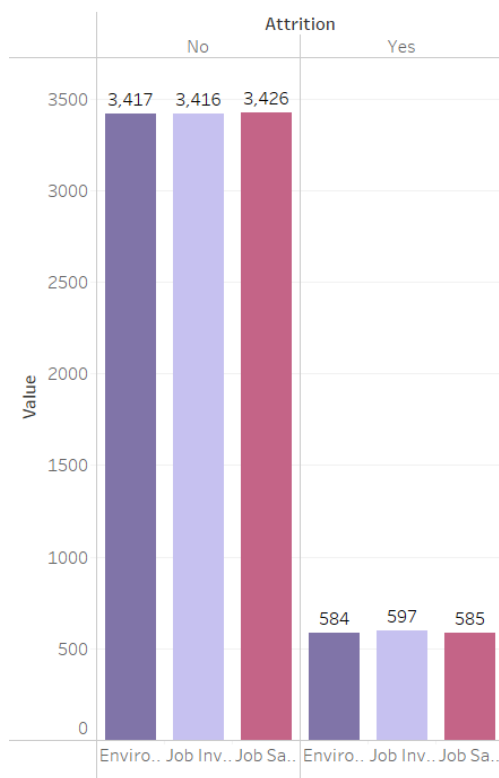


- Add Job role in column and sort.
- Sum of environment satisfaction, job satisfaction, job involvement is added in rows.
- Use side-by-side graph.
- We can label each row by selecting the row then click on label and tick show marks label.

**Solution:** Sales executives overall satisfaction and involvement is higher compared to other job roles. Environment satisfaction is generally high compared to other features.

### 8. Are Environment Satisfaction, Job Involvement, Job Satisfaction on levels different for attrition and non-attrition cases?

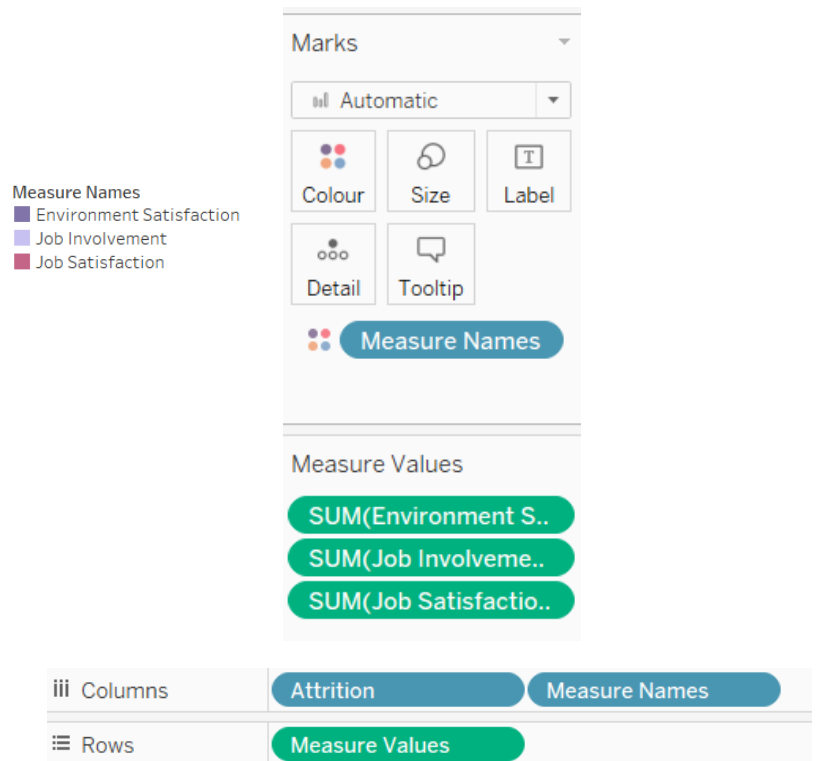
Question h h. Are Environment Satisfaction, Job Involvement, Job Satisfaction levels different for attrition and non-attrition cases



Environment Satisfaction, Job Involvement and Job Satisfaction for each Attrition. Colour shows details about Environment Satisfaction, Job Involvement and Job Satisfaction.

- Add attrition to rows.
- Add Job Satisfaction, Job Involvement and environment satisfaction in columns and select side-by-side graph.
- Automatically Values of Job Satisfaction , Job Involvement and environment satisfaction will be taken in rows, names we can use color.

**Solution:** We see that attrition is low for employees with high environment satisfaction, job satisfaction, job involvement.



## 9. What are attrition threshold levels for monthly income, years in current role and years since last promotion?

Question i. i. What are attrition threshold levels for monthly income, years in current role and years since last promotion?



Average of Years Since Last Promotion, average of Years In Current Role and average of Monthly Income for each Attrition.

Marks

All

AVG(Years Sinc...

AVG(Years In C...

AVG(Monthly I...

Automatic

Colour

Size

Label

Detail

Tooltip

Columns

Attrition

Rows

AVG(Years Since La..)

AVG(Years In Curre..)

AVG(Monthly Incom..)

- Add attrition in column.
- Add average Years since last promotion, years in current role and monthly income.

**Solution:** Attrition threshold levels for monthly income is 4787, years in current role is 2.9 years and years since last promotion is around 1.94.