# PROBLEM STATEMENT:

* A sizable department has to be maintained, for the purposes of recruiting new talent
* More often than not, the new employees have to be trained for the job and/or given time to acclimatize themselves to the company
* Hence, the management has contracted an HR analytics firm to understand what factors they should focus on, in order to curb attrition.
* In other words, they want to know what changes they should make to their workplace, in order to get most of their employees to stay.
* Also, they want to know which of these variables is most important and needs to be addressed right away.

# NULL HYPOTHESIS:

1. Attrition is seen among people who are younger than 37 years.
2. Increase in attrition means decrease in Research and Development staff.
3. The attrition in sales department is least.
4. Maximum staff is in Human Resource department.
5. Male employees are more than female employees in the company.
6. There are more than 1500 employees from Life Sciences background.
7. The average numbers of people are under Job Level 2.
8. Rs. 75000 is monthly income all employees.
9. Average salary is Rs. 65000 for the all employees.
10. Attrition is least among employees with more than 15years of experience.
11. A standard working hour is less than 7 hours.
12. Percent of Salary Hike is equally distributed among the employees.