**Key Findings & Insights**

1. **Attrition Rate** – The overall attrition rate is **16.12%**, with **237** employees leaving out of **1470**.
2. **Department-wise Attrition** – The **R&D department** has the highest number of active employees and attrition cases, while HR has the least.
3. **Education & Attrition** – Employees with a **High School or Bachelor's degree** show higher attrition rates than those with advanced degrees.
4. **Work-Life Balance Impact** – Employees with a lower **work-life balance score (1-2)** tend to leave more than those with higher scores.
5. **Age Factor in Attrition** – Younger employees (**below 30**) exhibit the highest attrition rates, while older employees are more stable.
6. **Job Satisfaction Correlation** – Employees with **lower job satisfaction scores (1-2)** contribute more to attrition.
7. **Years at Company** – Employees with **less than 5 years** at the company are more likely to leave, indicating early-stage attrition challenges.