**Overall Attrition Rate**

* **16.1%** of employees left the company (237 out of 1470 records).

**Key Numerical Factors Linked to Attrition**

The largest positive or negative differences indicate where attrition is higher or lower than average. Figures reflect the difference in mean value between employees who left ("Yes") and those who stayed ("No"):

* **Monthly Income**: Employees who left had, on average, **$2,046 less** in monthly income.
* **Age**: Employees who left were on average **4 years younger**.
* **Total Working Years**: Employees who left had nearly **3.6 fewer years** of total work experience.
* **Years at Company**: Employees who left had spent **2.2 years less** at the company.
* **Years in Current Role**: Employees who left had been in their current role **1.6 years less**.
* **Years with Current Manager**: Leavers had **1.5 years less** with their manager.
* **Job Level**: Employees who left were typically at a **lower job level** (by 0.5).
* **Job Involvement, Job Satisfaction, Environment Satisfaction, Relationship Satisfaction**: All were **lower by around 0.13–0.31 points** for those who left.
* **Distance from Home**: Leavers lived **1.7 miles further** from work on average.
* **Number of Companies Worked For**: Leavers had worked for **0.3 more** companies previously.

**Categorical Factors with Higher Attrition Rates**

Proportion of each group who left the company:

**1. Business Travel**

* **Travel Frequently**: 25% attrition (highest)
* **Travel Rarely**: 15%
* **Non-Travel**: 8%

**2. Department**

* **Sales**: 21% attrition (highest)
* **Human Resources**: 19%
* **Research & Development**: 14%

**3. Education Field**

* **Human Resources**: 26% attrition (highest by field)
* **Technical Degree**: 24%
* **Marketing**: 22%
* **Life Sciences, Medical, Other**: 13–15%

**4. Job Role**

* **Sales Representative**: 40% attrition (exceptionally high)
* **Laboratory Technician**: 24%
* **Human Resources**: 23%
* **Sales Executive**: 17%
* **Research Scientist**: 16%
* **Managers/Directors**: Very low (2.5–7%)

**5. Marital Status**

* **Single**: 26% attrition (much higher)
* **Married**: 12%
* **Divorced**: 10%

**6. Gender**

* **Male**: 17%
* **Female**: 15%

**Summary of Key Insights**

* Lower pay, lower seniority, shorter tenure, and less satisfaction are all strong numerical predictors of attrition.
* Job roles involving frequent travel or sales, and those in lower job levels, have substantially higher attrition.
* Younger employees, those with fewer years at the company, and those living further from work are more likely to leave.
* Single employees and those in Sales or HR functions face notably higher attrition risk.
* Males leave at a slightly higher rate than females, but the difference is modest.
* Departments and roles that combine lower satisfaction and high mobility (Sales Rep, Lab Tech, HR) see the highest loss of staff).