**1. Overall Attrition Rate**

* **Attrition Rate (All Employees):**
  + **16.1%** of employees have left the organisation.
  + **83.9%** remain with the company.

**2. Attrition Rates by Department**

| **Department** | **Stayed (%)** | **Left (%)** |
| --- | --- | --- |
| Research & Development | 86.2 | 13.8 |
| Human Resources | 81.0 | 19.0 |
| Sales | 79.3 | 20.7 |

* **Lowest attrition:** Research & Development (13.8%)
* **Highest attrition:** Sales (20.7%), followed by Human Resources (19%)

**3. Satisfaction Levels and Attrition**

**Average Satisfaction by Attrition**

| **Satisfaction Type** | **Stayed** | **Left** |
| --- | --- | --- |
| Job Satisfaction | 2.78 | 2.46 |
| Environment Satisfaction | 2.77 | 2.47 |
| Relationship Satisfaction | 2.73 | 2.60 |
| Work-Life Balance | 2.78 | 2.66 |

* **Employees who left report lower satisfaction in every category**, especially job and environment satisfaction.

**Average Satisfaction by Department**

| **Department** | **Job Sat** | **Env Sat** | **Relationship Sat** | **Work-Life Balance** |
| --- | --- | --- | --- | --- |
| Human Resources | 2.60 | 2.68 | 2.89 | 2.92 |
| Research & Development | 2.72 | 2.74 | 2.70 | 2.73 |
| Sales | 2.75 | 2.69 | 2.70 | 2.81 |

* **Human Resources**: Highest relationship satisfaction and work-life balance scores.
* **Sales**: Highest job satisfaction but also highest attrition.

**4. Departmental Performance Overview**

| **Department** | **Attrition Rate** | **Job Sat** | **Env Sat** | **Rel Sat** | **WLB** | **Performance Rating** |
| --- | --- | --- | --- | --- | --- | --- |
| Human Resources | 19.0% | 2.60 | 2.68 | 2.89 | 2.92 | 3.14 |
| Research & Development | 13.8% | 2.72 | 2.74 | 2.70 | 2.73 | 3.16 |
| Sales | 20.7% | 2.75 | 2.69 | 2.70 | 2.81 | 3.14 |

* **R&D** has the **lowest attrition and highest performance rating**, but not the highest satisfaction scores.
* **Sales** has the **highest attrition**, even though job satisfaction is highest among departments.
* **Human Resources** has strong scores in relationship satisfaction and work-life balance, but attrition is still relatively high.

**Key Insights**

1. **Attrition is most severe in Sales and HR**. These departments should be priority areas for retention strategies.
2. **Satisfaction is strongly linked to attrition**: those who leave score significantly lower on all satisfaction metrics.
3. **Work-life balance and relationship satisfaction** are highest in HR, but this does not fully translate into retention.
4. **Performance ratings** are similar across all departments, suggesting satisfaction and attrition are not simply tied to measured performance.