

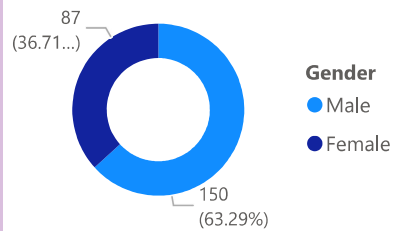
Number of employees

1470

Percentage of Attrition

16.12

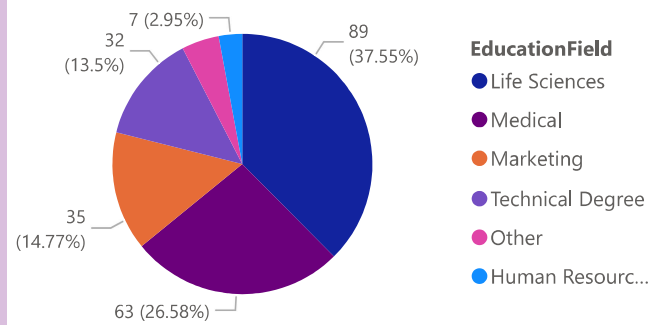
Attrition by Gender



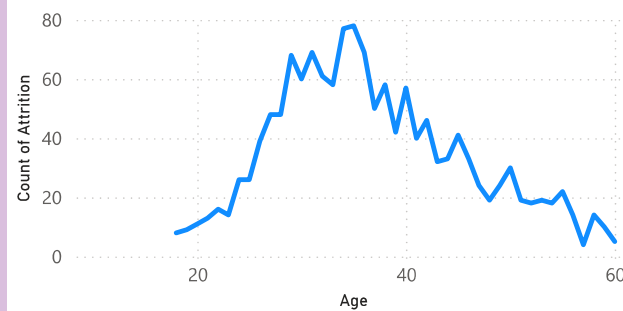
Average working years before attrition

8.24

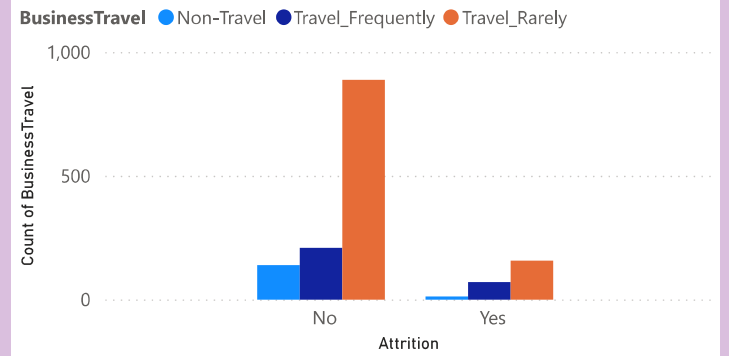
Attrition by Education Field



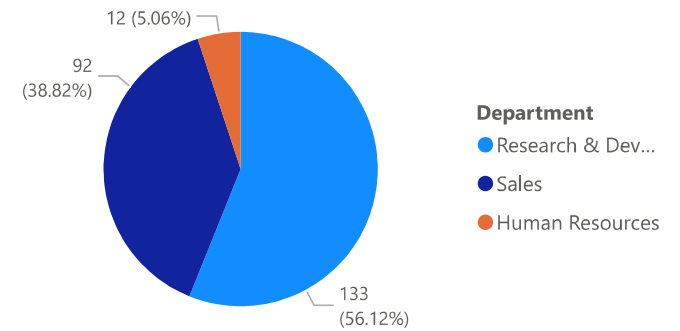
Count of Attrition by Age



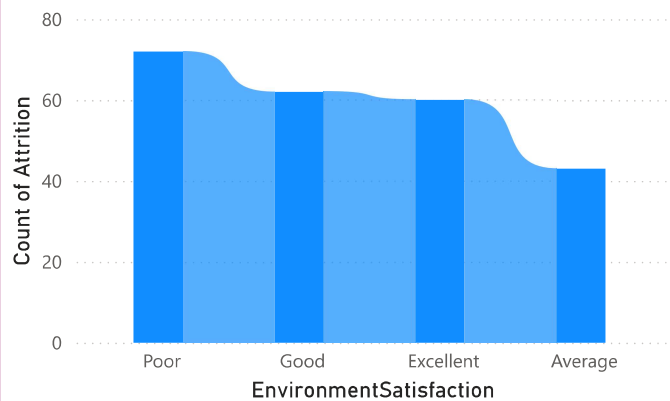
Count of BusinessTravel by Attrition and BusinessTravel



Count of Attrition by Department and Attrition



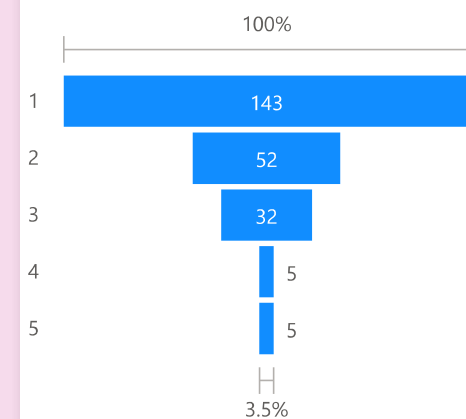
Attrition by EnvironmentSatisfaction



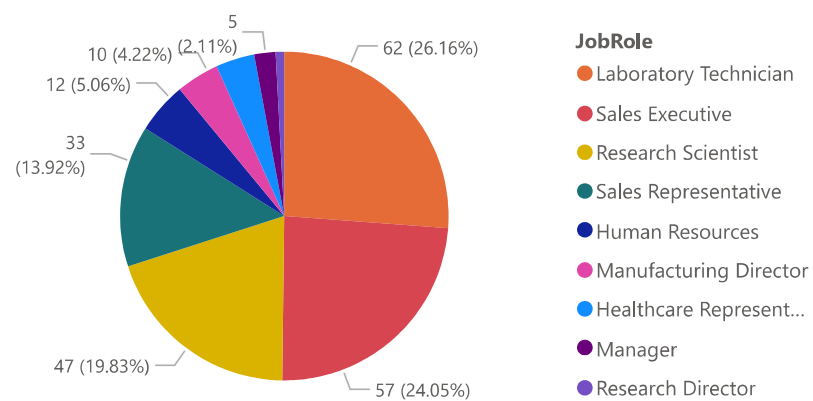
Attrition by JobInvolvement



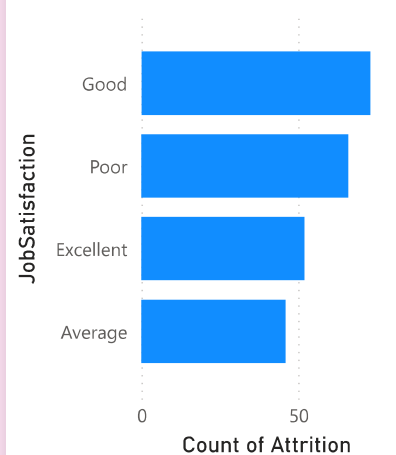
Attrition by JobLevel



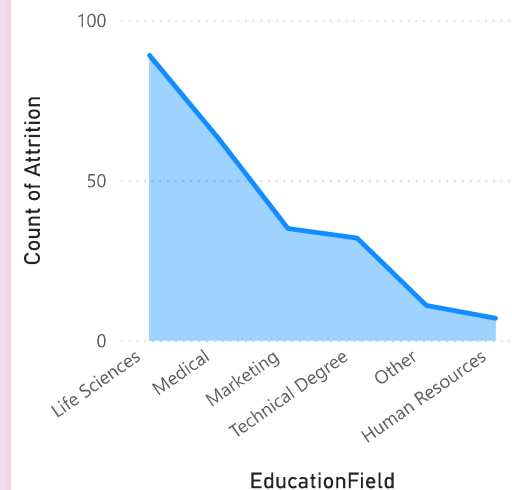
Count of Attrition by JobRole



Attrition by JobSatisfaction



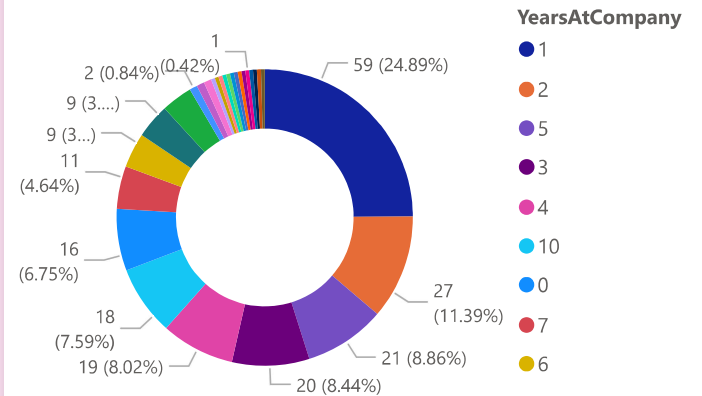
Attrition by Education field



| YearsAtCompany | Yes | Total |
|----------------|-----|-------|
| 0 | 16 | 16 |
| 1 | 59 | 59 |
| 2 | 27 | 27 |
| 3 | 20 | 20 |
| 4 | 19 | 19 |
| 5 | 21 | 21 |
| 6 | 9 | 9 |
| 7 | 11 | 11 |
| 8 | 9 | 9 |
| 9 | 8 | 8 |
| 10 | 18 | 18 |
| 11 | 2 | 2 |
| Total | 237 | 237 |

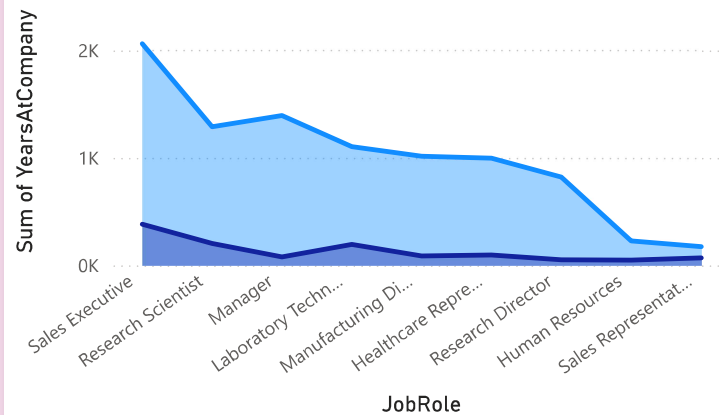
7.01
Average of YearsAtCompany

Count of Attrition by YearsAtCompany

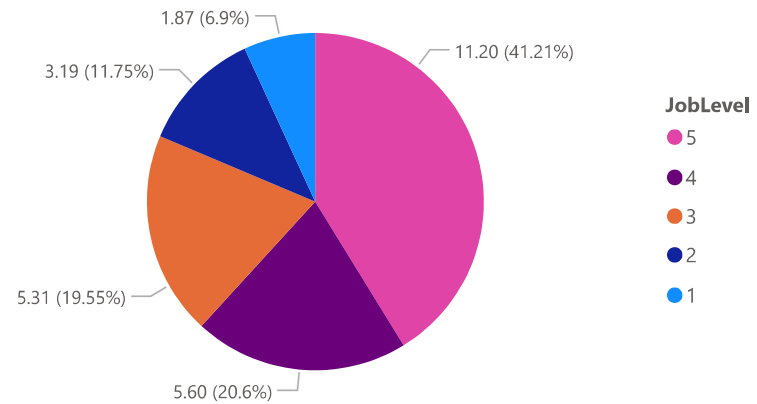


Years At Company by Job Role

Attrition ● No ● Yes



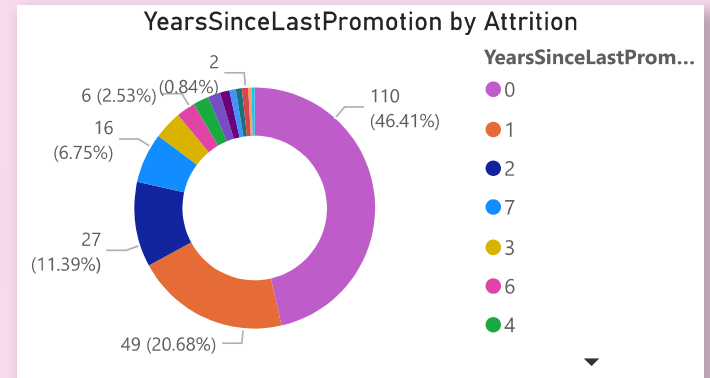
Average of YearsIn Current Role by Attrition



| YearsSinceLastPromotion | Yes | Total |
|-------------------------|------------|------------|
| 0 | 110 | 110 |
| 1 | 49 | 49 |
| 2 | 27 | 27 |
| 3 | 9 | 9 |
| 4 | 5 | 5 |
| 5 | 2 | 2 |
| 6 | 6 | 6 |
| 7 | 16 | 16 |
| 9 | 4 | 4 |
| 10 | 1 | 1 |
| 11 | 2 | 2 |
| Total | 237 | 237 |

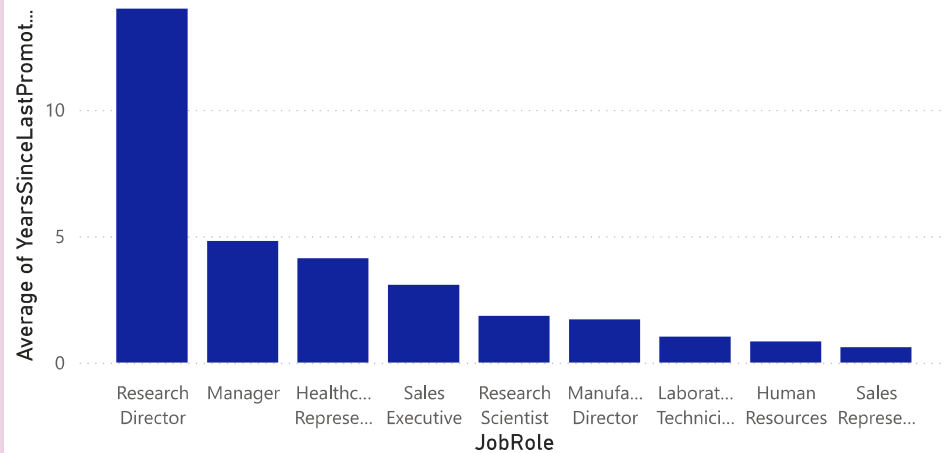
2.19

Average of years since last promotion



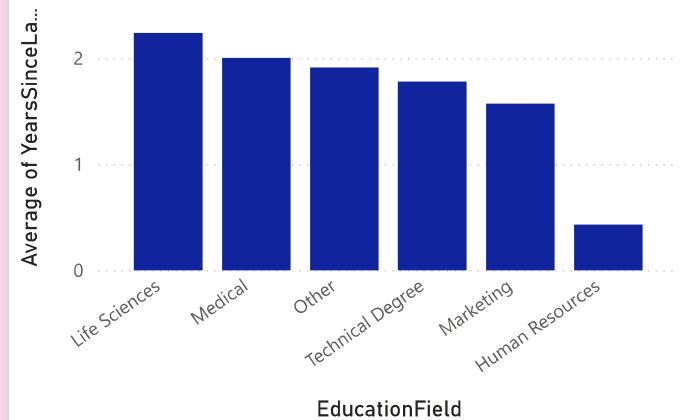
Average Years Since Last Promotion by JobRole

Attrition ● Yes



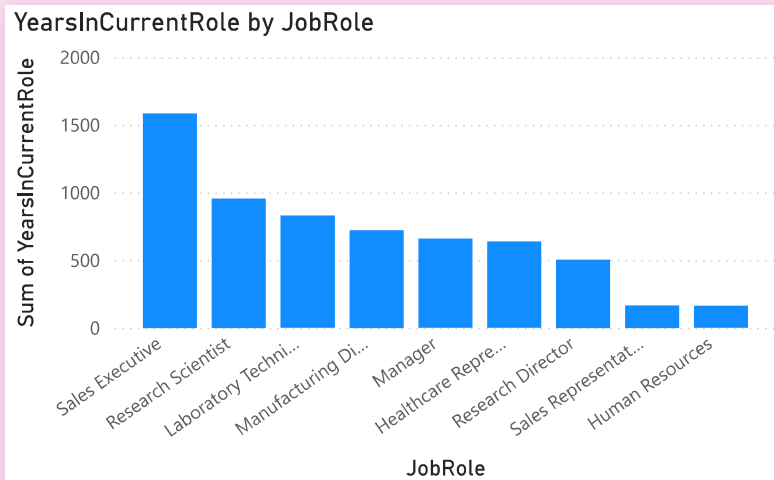
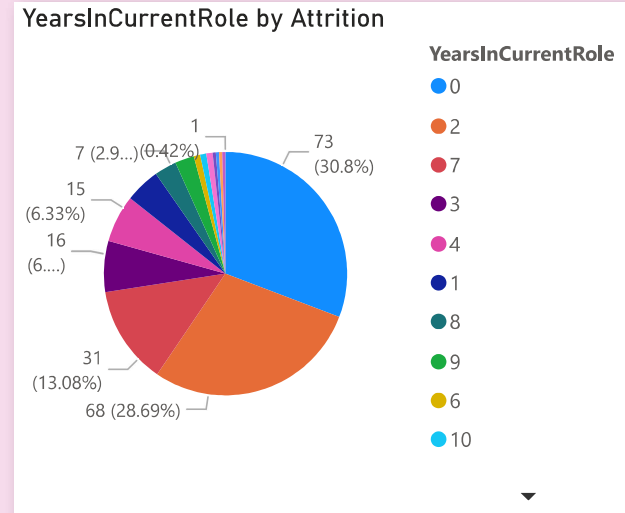
Average of YearsSinceLastPromotion by EducationField and Attrition

Attrition ● Yes



| YearsInCurrentRole | Yes | Total |
|--------------------|------------|------------|
| 0 | 73 | 73 |
| 1 | 11 | 11 |
| 2 | 68 | 68 |
| 3 | 16 | 16 |
| 4 | 15 | 15 |
| 5 | 1 | 1 |
| 6 | 2 | 2 |
| 7 | 31 | 31 |
| 8 | 7 | 7 |
| 9 | 6 | 6 |
| 10 | 2 | 2 |
| 12 | 1 | 1 |
| Total | 237 | 237 |

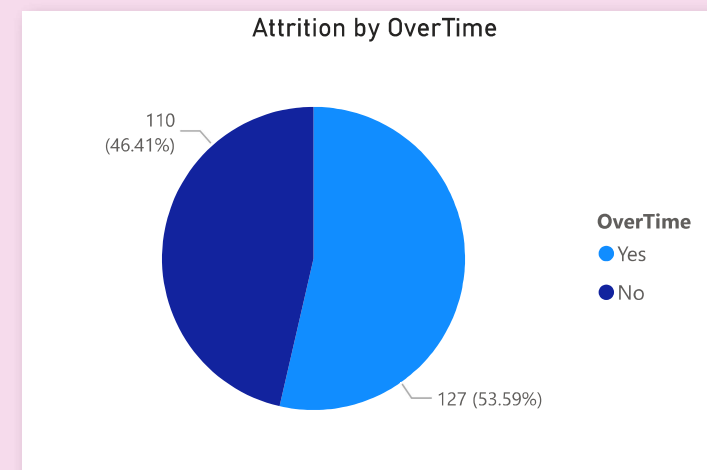
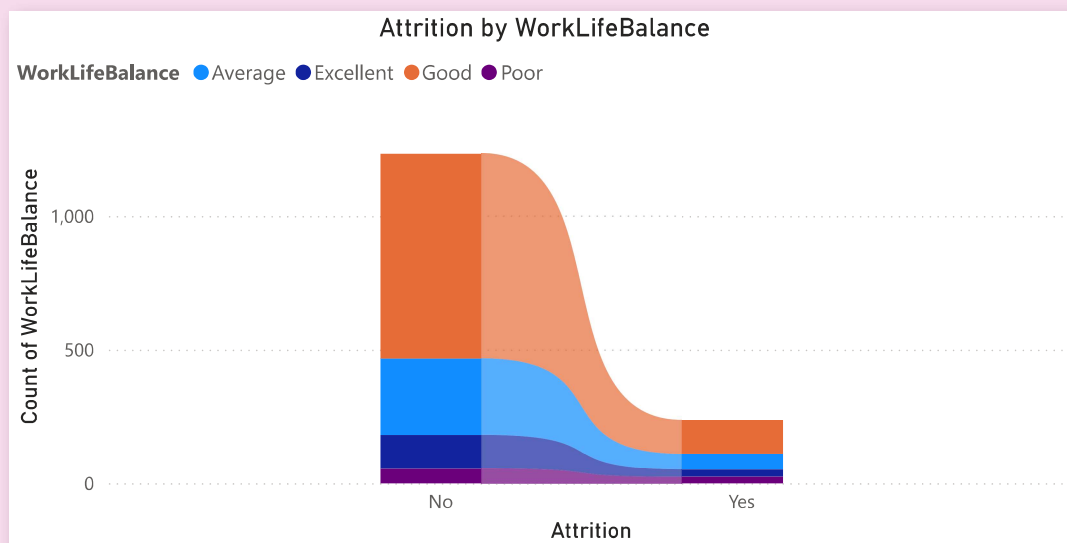
4.23
Average of YearsInCurrentRole



| JobRole | Average | Excellent | Good | Poor | Total |
|---------------------------|------------|------------|------------|------------|-------------|
| Healthcare Representative | 19 | 43 | 43 | 26 | 131 |
| Human Resources | 16 | 13 | 13 | 10 | 52 |
| Laboratory Technician | 48 | 80 | 75 | 56 | 259 |
| Manager | 21 | 33 | 27 | 21 | 102 |
| Manufacturing Director | 32 | 38 | 49 | 26 | 145 |
| Research Director | 16 | 22 | 27 | 15 | 80 |
| Research Scientist | 53 | 95 | 90 | 54 | 292 |
| Sales Executive | 54 | 112 | 91 | 69 | 326 |
| Sales Representative | 21 | 23 | 27 | 12 | 83 |
| Total | 280 | 459 | 442 | 289 | 1470 |

| WorkLifeBalance | Yes | Total |
|-----------------|------------|------------|
| Average | 58 | 58 |
| Excellent | 27 | 27 |
| Good | 127 | 127 |
| Poor | 25 | 25 |
| Total | 237 | 237 |

| OverTime | No | Yes | Total |
|--------------|-------------|------------|-------------|
| No | 944 | 110 | 1054 |
| Yes | 289 | 127 | 416 |
| Total | 1233 | 237 | 1470 |



Key influencers Top segments



What influences Attrition to be Yes ?

When...

...the likelihood of Attrition being Yes increases by

OverTime is Yes

2.93x

WorkLifeBalance is Poor

2.05x

JobSatisfaction is Poor

1.58x

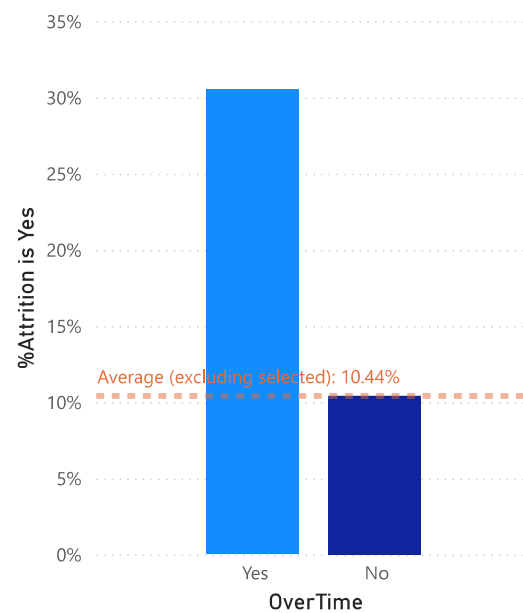
Department is Sales

1.46x

RelationshipSatisfaction is Poor

1.37x

← Attrition is more likely to be Yes when OverTime is Yes than otherwise (on average).



☐ Only show values that are influencers