# HR-Employee-Attrition

Project Overview

The "HR Analytics" project involves cleaning and enhancing the dataset through tasks such as column management and handling missing values. Visualization components include a correlation map for numeric variables and countplots for categorical variables like 'Overtime' and 'JobRole.' The project aims to glean insights into HR metrics and job role distributions through exploratory data analysis.

Details

Key Insights

➤ Sales Representative is the most sought-after job role, indicating a skewed demand for certain positions.

➤ The boxplot for 'Overtime vs. Age' suggests that older employees tend to work more overtime hours than younger employees.

➤ Education levels are skewed towards Bachelor's degrees, with fewer individuals having higher education levels.

➤ Most employees earn between $50,000 and $100,000, with a right-skewed distribution indicating more lower salaries.

➤ The boxplot for 'DistanceFromHome' shows a diverse range, with outliers suggesting some individuals live significantly closer or further away from their home compared to the majority.
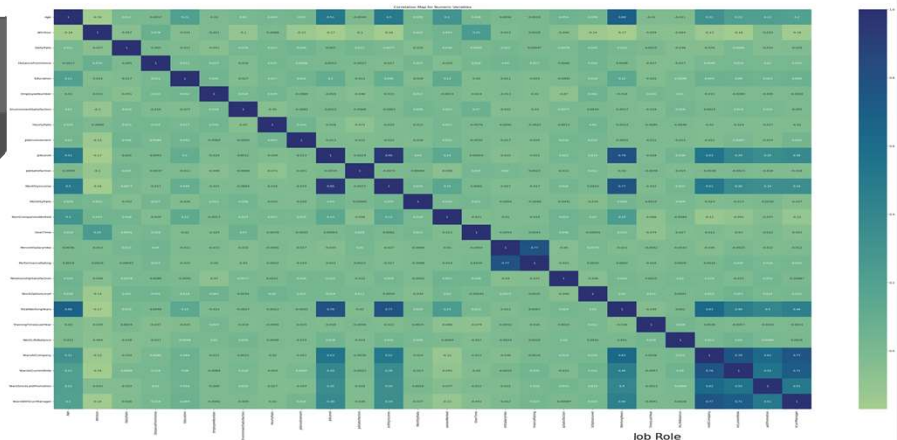
These graph aids management in strategic workforce planning, identifying areas with high demand for specific roles, and addressing potential skill gaps or imbalances within the organization.
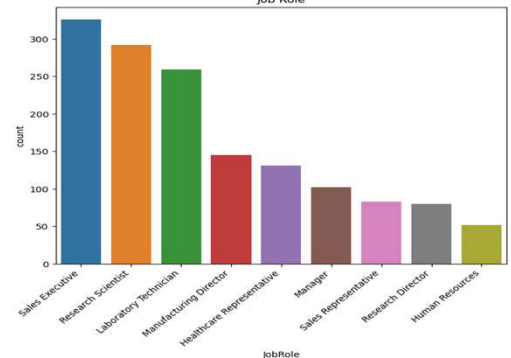
Next Steps

❑ HR can focus on managing workload, especially for older employees working overtime.

❑ Recruitment strategies should consider the high demand for certain job roles.

❑ Employee satisfaction studies could be conducted, considering factors like distance from home and education levels.