Key Performance Indicators

Human Resource Data

Group 7: Kushal,Nisha,Nirmil,Akash,Sumit

**Department:**

People left more from the research and development department

Total number of people is 1470, 237 people left the company among which 133 is from the research and development department.

**Gender:**

Most them who left the company were male (150(Male) + 87(Female) = 237(Total no of people left)

**Hike:**

Less hike is the reason for leaving the company

150 people had less hike than total average (15) among the 237 people who left the company

**Salary:**

Less salary is the reason for people leaving the company

Total average salary is 6502 and people left mostly because they are less than that.

185 people are below the average salary and only 52 are above the average salary.

**Satisfaction by Field:**

this contains for every department of the employees who have attrition of yes and no separately from it we could conclude that if employees have different job field and their education is different chances are, they have low job satisfaction and chances of attrition are high.

**Job Role:**

As we can see the the attrition docent depend on the feature age, but it has a larger impact when the feature job role steps into it ... we can see that the percentage of sales employee left the job is more than anyone else.

**Values:**

As per the above visualization of the data in can be very clearly seen that the Average Monthly Income of all the attrition was very much similar in both the gender cases. Additionally, the hourly rate of Male Vs Female shows a disparity as well causing attrition

**Yes Vs No Satisfaction:**

The job satisfaction played a significant role while finding out the attrition cause. The above graph very minutely represents that most of the attrition that has happened was because of the job satisfaction level. This is varying of all of the departments.