Key Insights and Findings:

1. The Overall Attrition rate is 16.12
2. 711 Employees who left the company.
3. 3699 Employees remaining.
4. Average salary hike is 15.21
5. Average Monthly Income is 65.03K
6. Around 18y – 29y group employees left the most.
7. Males leave the most.
8. Human Resource department employees leave the company most.
9. The basic education of employees who have the most attrition rate is college level.
10. Average Working Hours is 8.
11. Most of the employees have an outstanding performance rating level.
12. Most of the employees have a High Environmental satisfaction level.
13. Most of the employees have a High Job satisfaction level.
14. Most of the employees have a High Involvement level in their job.
15. Most of the employees have a High Job satisfaction level.
16. Most of the employees have a Good Work life balance level.
17. Most of the employees Travel Rarely for business.
18. Most of the Ex-employees only attended 2 training session last year.

Recommendations:

* Provide more training sessions and make awareness about the benefits of the training sessions.
* Give perks and benefits for the employees.
* Conduct surveys and counselling for the employees to know their work problems and opinions.
* If possible, provide transportations for employees.
* Select employees who are eligible for that post only or have some knowledge about the work and about the stress that may occur.