The co-relation between Attrition and other parameters was analyzed

The top 5 factors are

1) Total Number of working years - More the industry experience lesser the attrition

2)Marital Status - It is more likely that a person would change his job if he is single

3) Age - The lesser the age more is the attrition

4)Years with Current Manager - Lesser the number of years with current manager , more is the attrition chances

5)Business Travel - More the travels more is the attrition

It can be said that the risk taking ability during the initial years is more.

|  |  |  |  |
| --- | --- | --- | --- |
| Attrition | TotalWorkingYears | -0.1703 | The less the working years more the attrition |
| MaritalStatus | -0.1621 | There are more chances of attrition if a person is single |
| Age | -0.1592 | The less the age years more the attrition |
| YearsWithCurrentManager | -0.1562 | The less the number of years with current manager more the attrition |
| YearsAtCompany | -0.1344 | The less the number of years in the company more the attrition |
| BusinessTravel | 0.1270 | The more the travel more the attrition |
| TrainingTimesLastYear | -0.04943 |  |
| EducationField | -0.0430 |  |
| NumberCompaniesWorked | 0.0423 |  |
| YearsSinceLastPromotion | -0.0330 |  |
| PercentSalaryHike | 0.0325 |  |
| Monthlyincome | -0.0311 |  |
| JobRole | 0.0258 |  |
| Gender | -0.0181 |  |
| Education | -0.0151 |  |
| JobLevel | -0.0102 |  |
| DistanceFromHome | -0.0097 |  |
| StockOptionLevel | -0.0068 |  |
| Department | 0.0019 |  |

The co-relation coefficient of Attrition with the other factors was calculated and the analysis says that

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