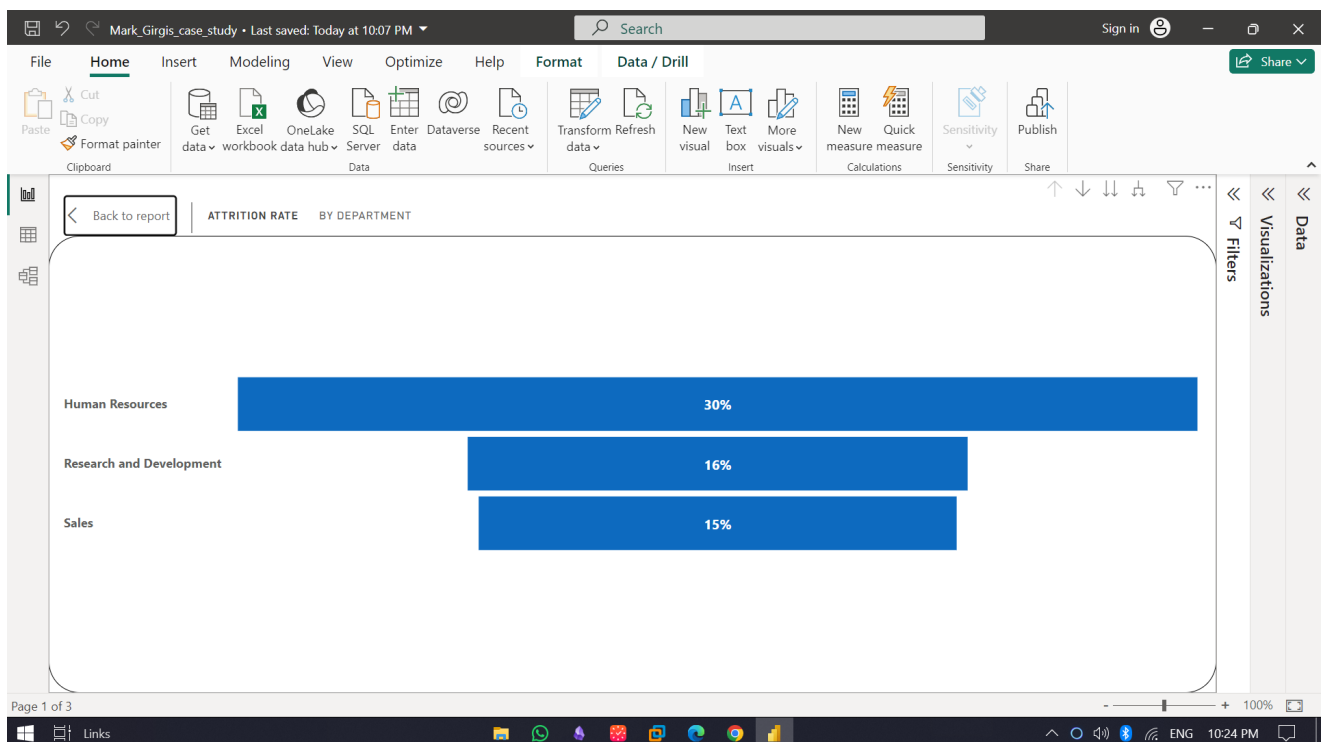# main findings:

- attrition rate for all company is 16%
- with total number of 711 employee
- For males --> it is 17% with total number of 441 male
- For females --> it is 15% with total number of 270 female
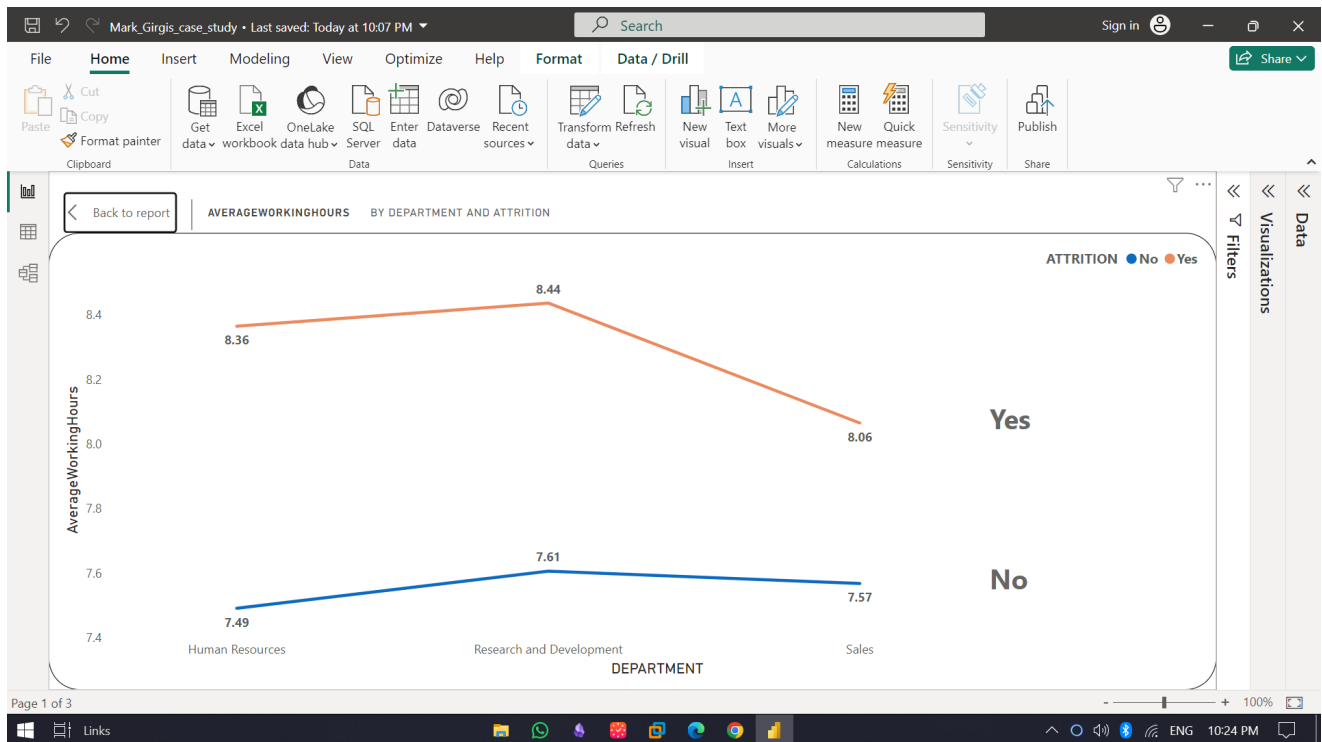- for each department:

Department	Attrition Rate	Number of employees left
HR	30%	57
R&D	16%	453
Sales	15%	201

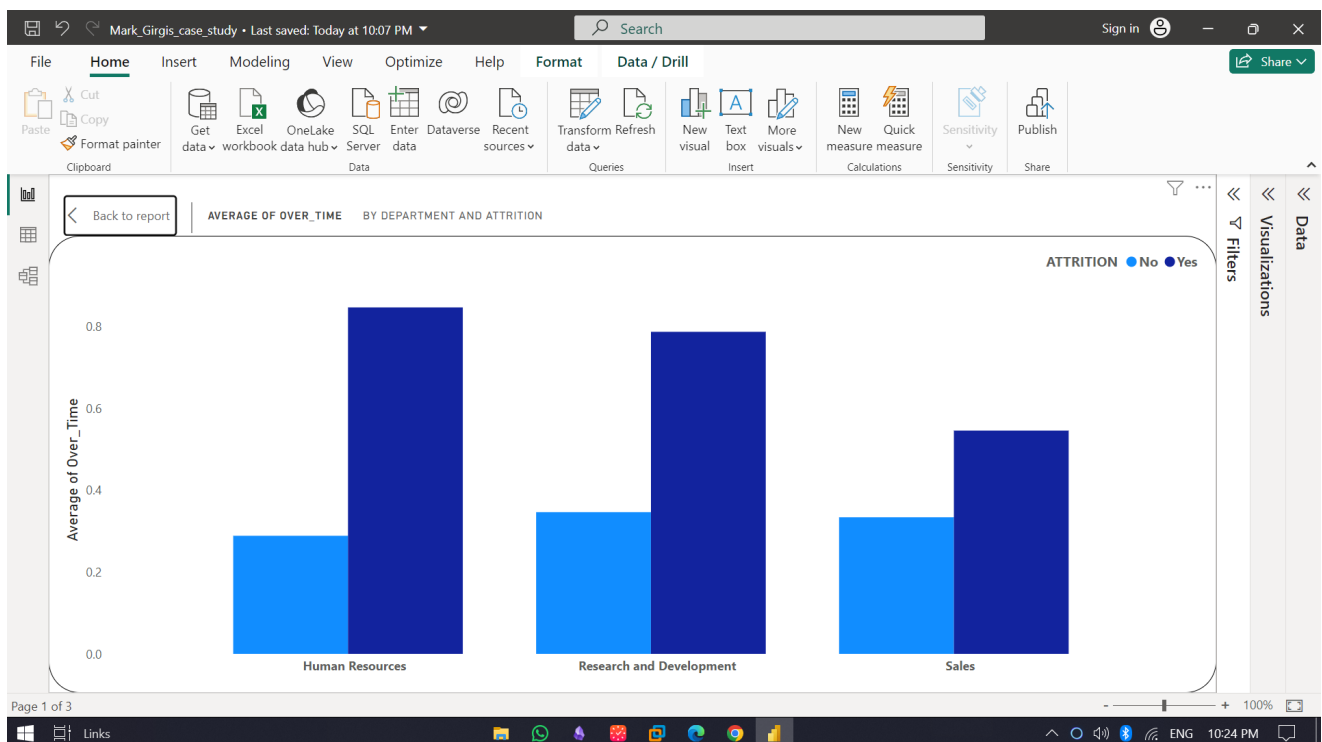## 1-the HR department is the most department of Attrition Rate:

2-Average working ours are higher for employees with attrition:

we see that average working hours in all department are higher than 8 for employees with 'Yes' attrition.
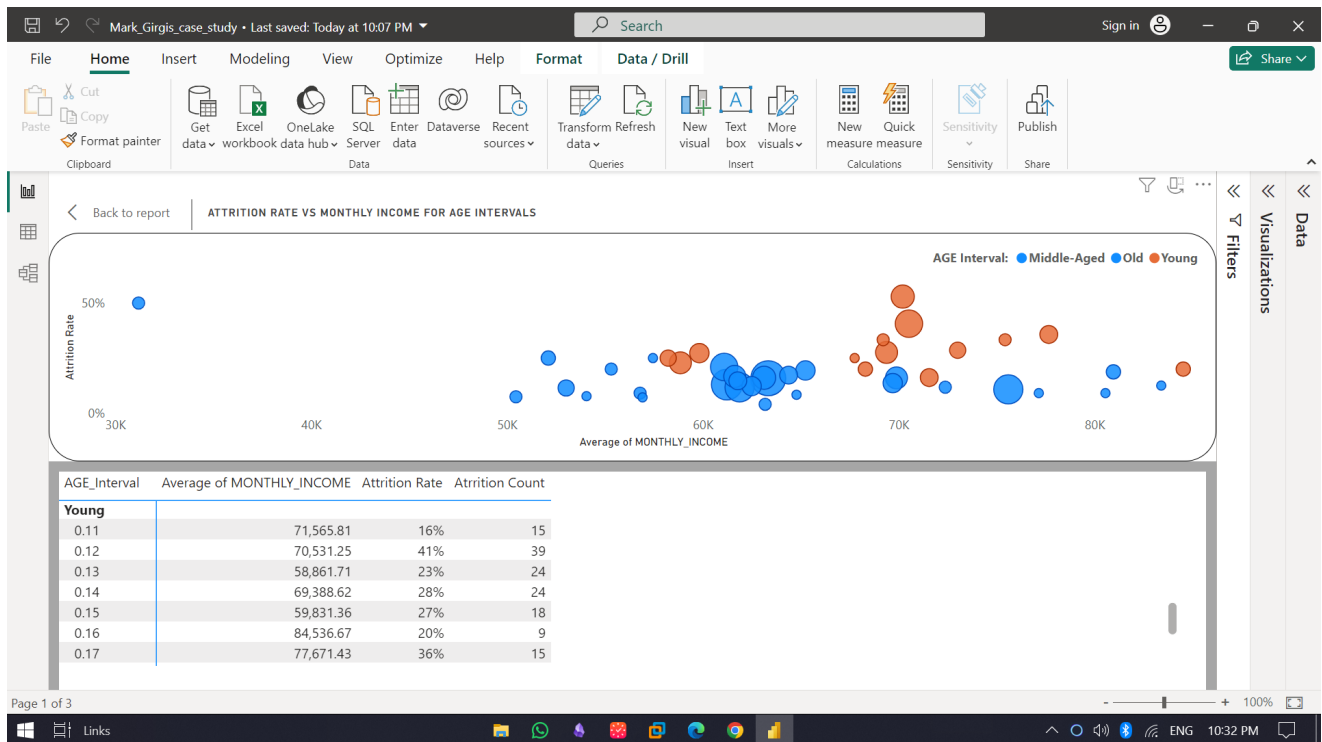
Also, the average over time are higher for employees with 'Yes' attrition in all departments.

# 3-The Age interval that has the highest attrition rate are the young:

--> young age interval has highest attrition rate despite their higher average monthly income !

Findings Across departments:

1-Distance seems like it doesn't cause attrition:

looking to attrition rate by distance across departments, the distance doesn't correlate with any of departments' attrition, and that's some how normal because by looking to the maximum distance of all employees you found that it is only 29 kilo, so actually we don't have employee that lives too far.
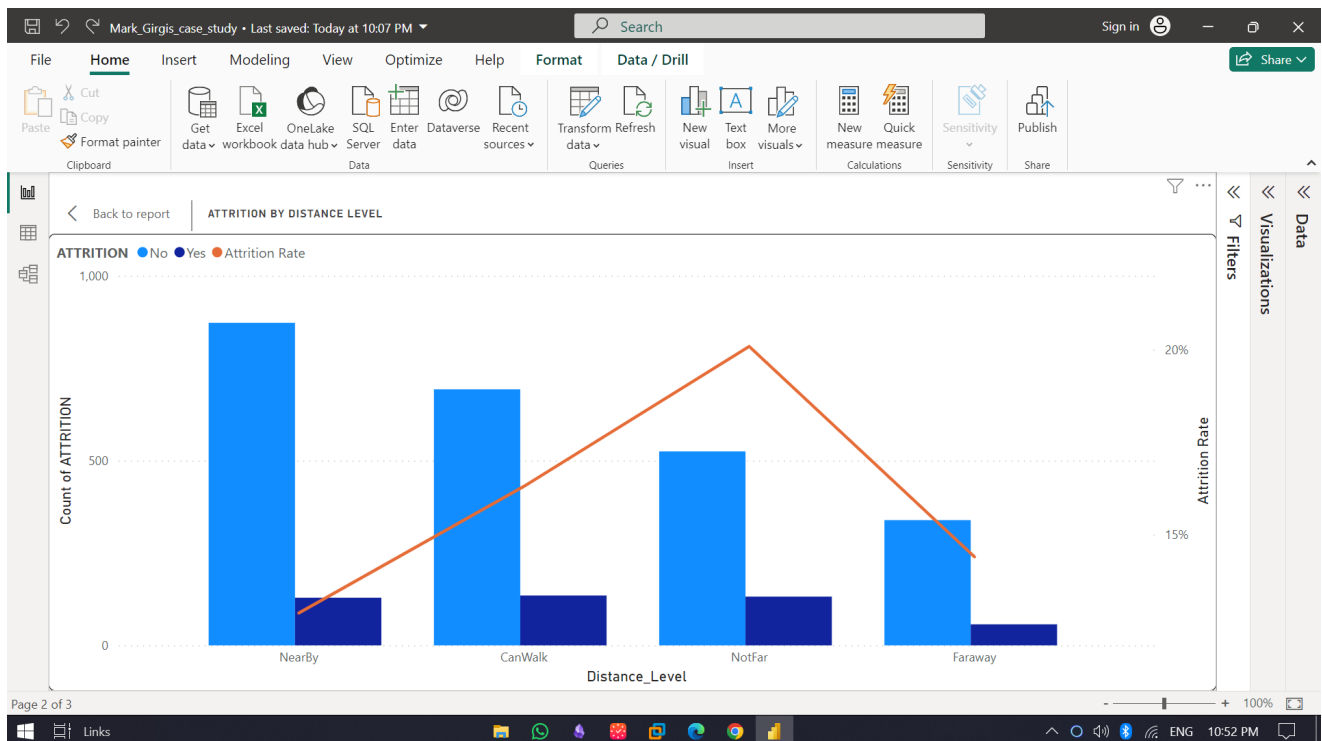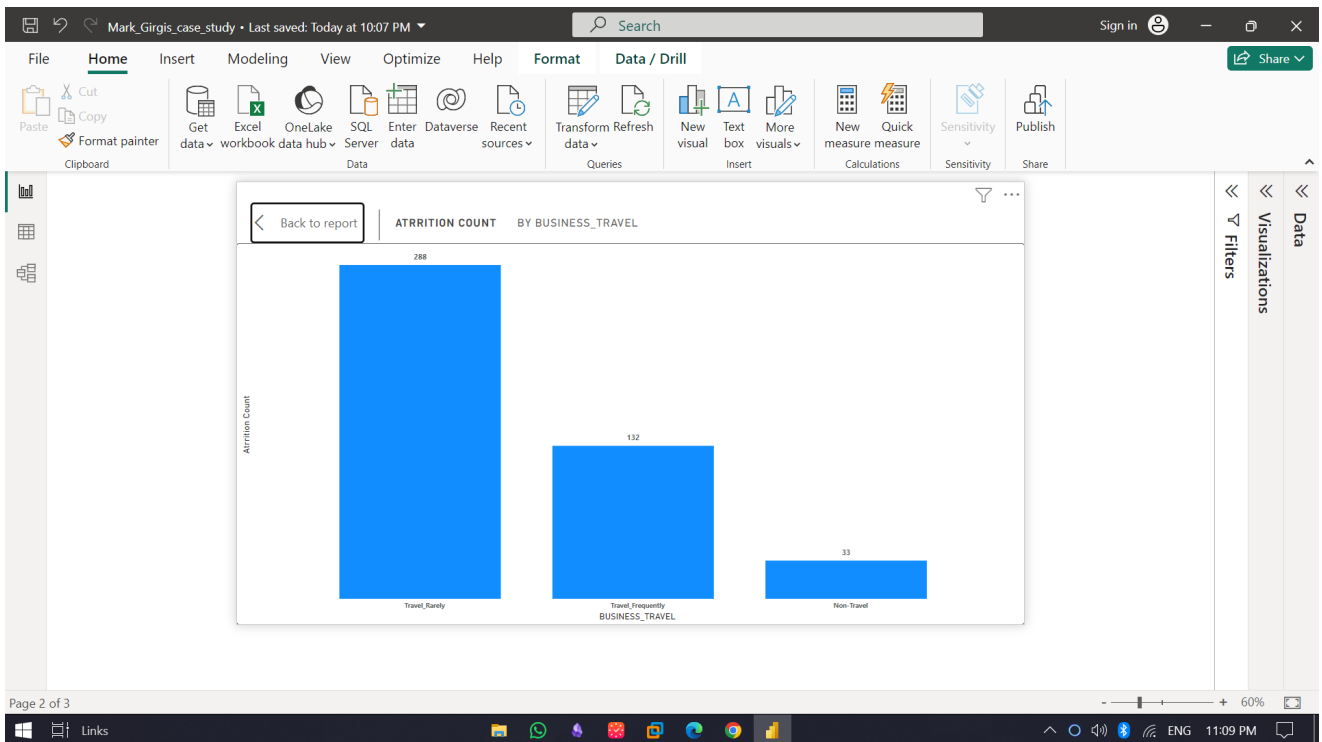

2-Young and fresh have the highest attrition rate across all departments.
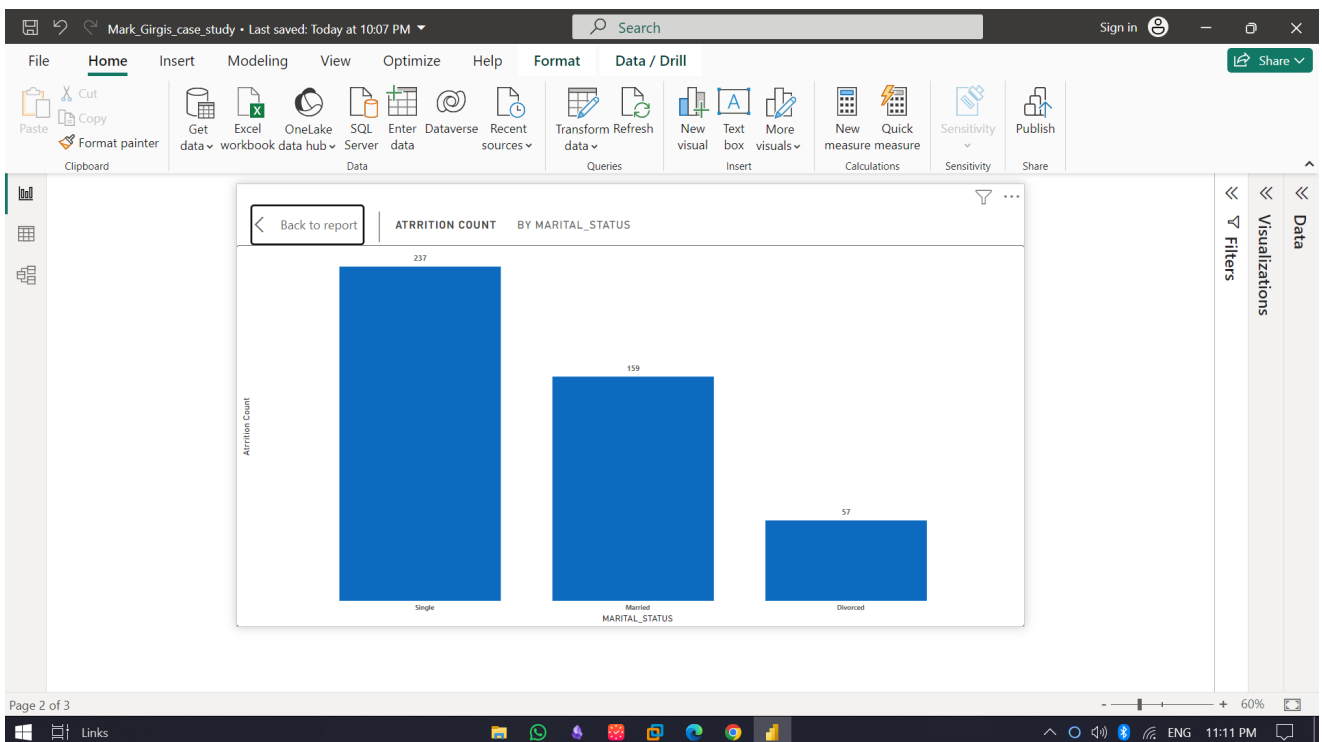
no matter the department is young and fresh categories are always has higher attrition rate
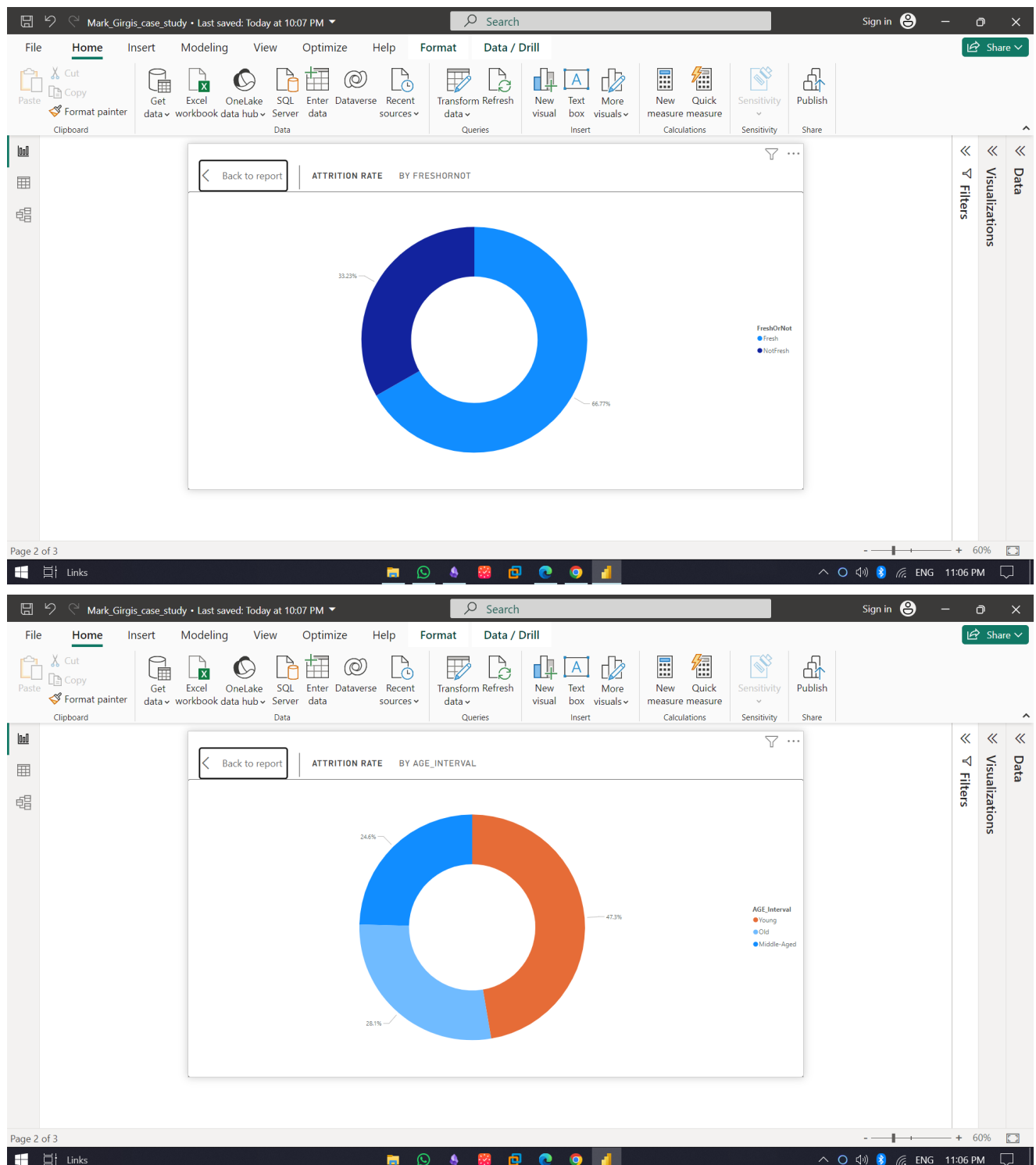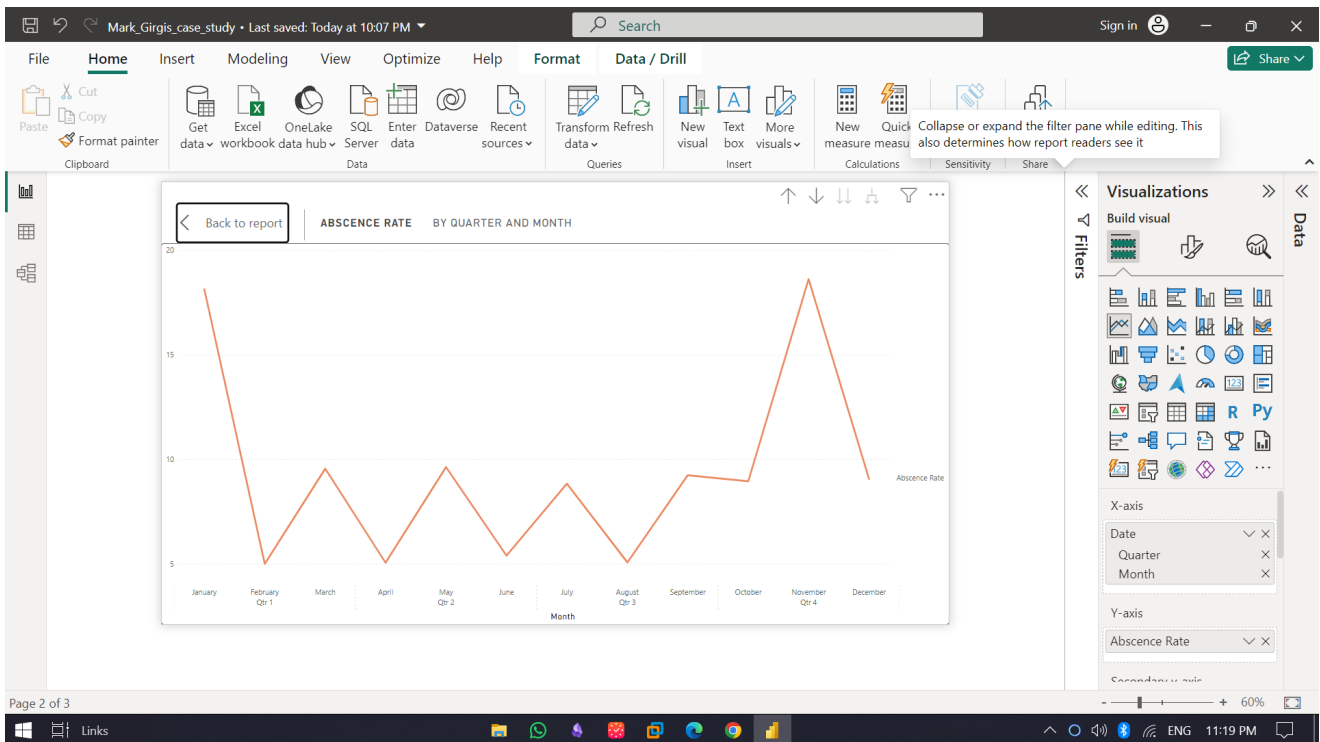

3-People who *travel rarely* have higher attrition rate:

4-Single People have higher attrition rate:

5- There is an absence trend happened in January and November:

Findings Across Job Roles:

1-The top 3 job roles that have higher attrition rate are:

- Research Director
- Research Scientist
- Sales Executive