**Exploratory Data Analysis**

* There are 4410 employees in our company, and 711 of them are in active
* The gender distribution is 60% to males and 40% to females
* The whole majority of our employees are assigned to R&D department with 65% while sales and human resources have 4% and 1% respectively
* 45% of our employees are married

**Key Findings & Recommendations**

1. It is clear that R&D department have the highest attrition count that left the company because it has the highest number of employees, however Human resources department have higher attrition rate with 0.3 than R&D department with 0.16 attrition rate
   1. **Recommendations**:
      1. We must investigate Human Resources department to see why the employees are leaving our company maybe it could be in the management.
2. Employees had recent promotions have the highest number of employees left the company of whom have also low Environment satisfaction rate for our company
   1. **Recommendations**:
      1. We must instigate our promotion strategies
3. It is clear that younger employees have highest rate of leaving our company
   1. **Recommendations**:
      1. We must investigate to find a solution for this phenomenon
      2. Increase salaries for younger employees
4. Employees have highest overtime segment are leaving our company frequently
   1. **Recommendations**:
      1. We must compensate them more for their overtime hours
      2. Also, we must decrease the load over this segment of employees
5. It is clear that employees who travel rarely have the highest Attrition rate with almost 66%
   1. **Recommendations**:
      1. We must offer this segment higher travel opportunities
6. Its clear that employees who live near to our company have the highest attrition rate
   1. **Recommendations**:
      1. We must investigate this problem because we would expect the opposite
7. We have a good point to investigate here; employees that have moderate income have the highest count of employees left the company but employees that earn high income have the highest attrition rate
   1. **Recommendations**:
      1. We must investigate this segment of employees because they earn highest income segment in our company
      2. Also, we must decide whether these salaries are good enough for our employees, if not we must increase the overall salaries segment.