



# Employee Attrition Analysis



Select Role

All

Select Department

All

Select Attrition

No

Yes

36.92

Avg Age

802.49

Avg Daily Rate

9.19

Avg Distance From Home

1.02K

Avg Employees

2.72

Avg Env Satisfaction

65.89

Avg Hourly Rate

2.73

Avg Job Involvement

2.06

Avg Job Level

2.73

Avg Job Satisfaction

14.31K

Avg Monthly Rate

6.50K

Avg Monthly Income

2.69

Avg Companies Switch

15.21

Avg Percent Salary Hike

3.15

Avg Performance Rating

2.71

Avg Relationship Satisfac...

80.00

Avg Standard Hours

4.12

Avg Years as Manager

4.23

Avg Years In Current Role

7.01

Avg Years At Company

2.76

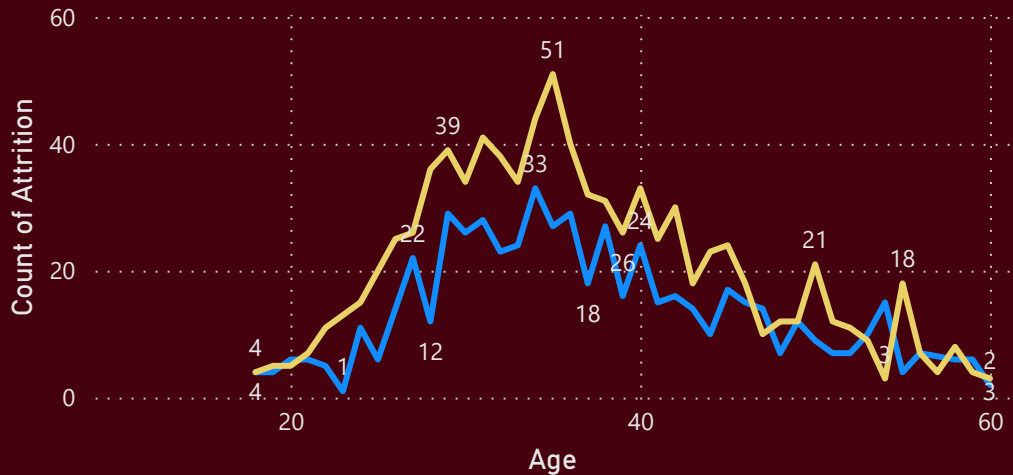
Avg Work Life Balance

11.28

Avg Total Working Years

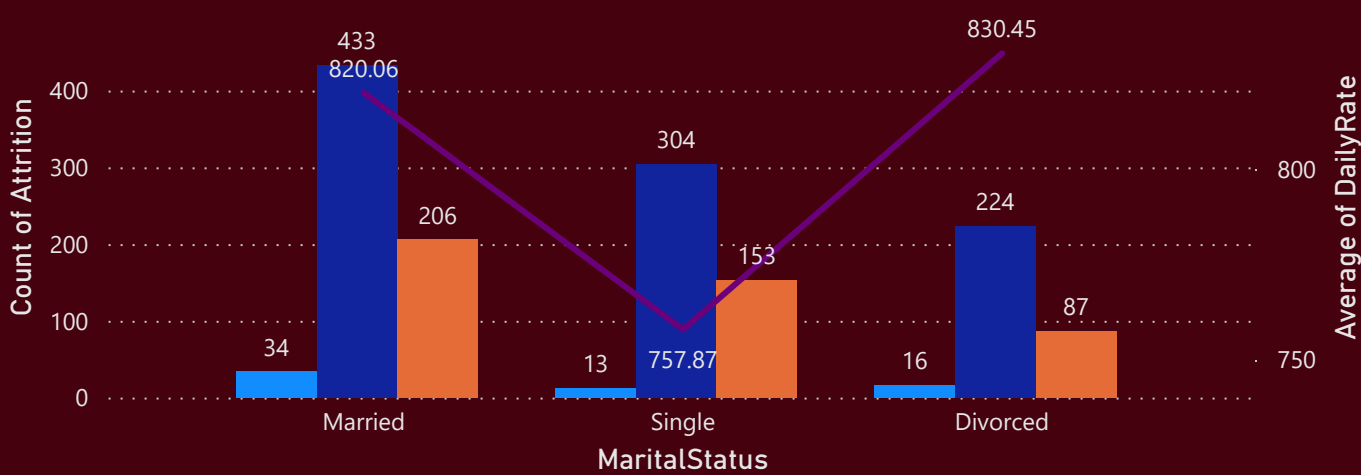
Count of Attrition by Age and Gender

Gender ● Female ● Male



Count of Attrition and Average of DailyRate by MaritalStatus and Department

Department ● Human Resources ● Research & Development ● Sales ● Average of DailyRate





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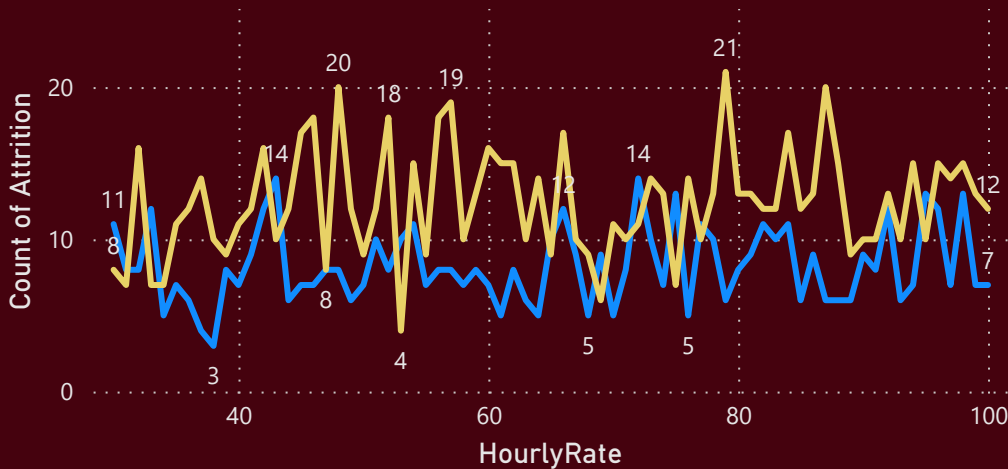
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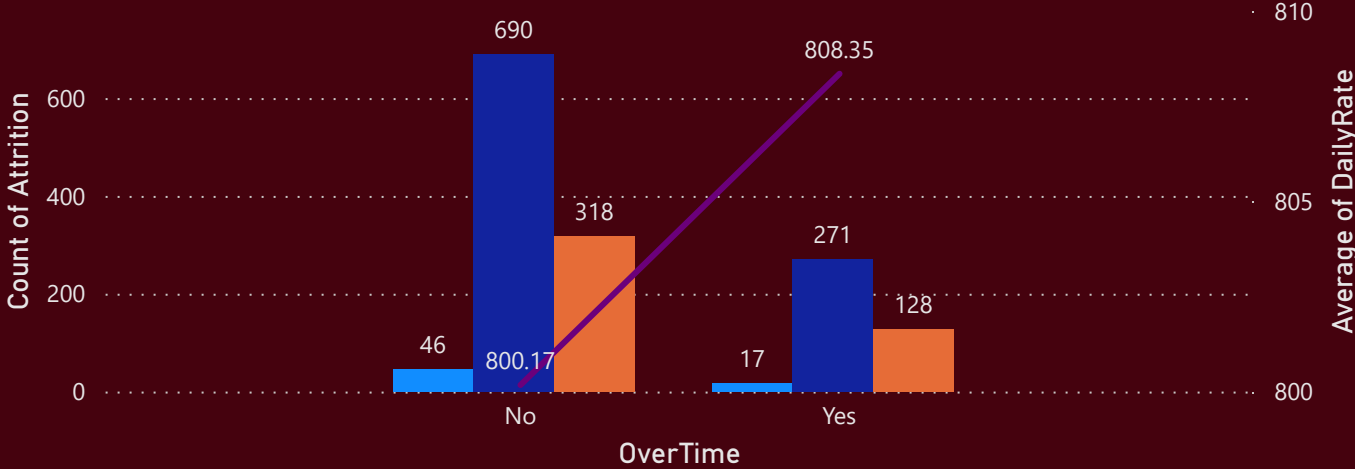
Count of Attrition by HourlyRate and Gender

Gender ● Female ● Male



Count of Attrition and Average of DailyRate by OverTime and Department

Department ● Human Resources ● Research & Development ● Sales ● Average of DailyRate





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Gender	Count of Attrition	Average of DistanceFromHome	Average of EnvironmentSatisfaction	Average of JobInvolvement	Average of JobSatisfaction	Average of EmployeeNumber
<input type="checkbox"/> Female	588	9.21	2.72	2.71	2.68	1008.24
<input checked="" type="checkbox"/> Human Resources	8	12.00	2.75	2.88	2.50	1090.50
<input checked="" type="checkbox"/> Life Sciences	240	8.73	2.69	2.74	2.72	981.53
<input checked="" type="checkbox"/> Marketing	69	9.19	2.78	2.57	2.65	999.01
<input type="checkbox"/> Medical	190	9.91	2.73	2.75	2.70	1035.83
<input type="checkbox"/> Divorced	44	9.23	2.82	2.77	2.91	921.61
<input checked="" type="checkbox"/> Research & Development	37	10.19	2.78	2.73	2.89	958.30
<input checked="" type="checkbox"/> Sales	7	4.14	3.00	3.00	3.00	727.71
<input checked="" type="checkbox"/> Married	82	10.39	2.71	2.78	2.67	1130.54
<input checked="" type="checkbox"/> Single	64	9.77	2.69	2.69	2.59	993.00
<input checked="" type="checkbox"/> Other	29	8.83	2.69	2.76	2.59	1108.38
<input type="checkbox"/> Total	1470	9.19	2.72	2.73	2.73	1024.87



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Gender	Count of Attrition	Average of EnvironmentSatisfaction	Sum of MonthlyRate	Average of DailyRate	Average of HourlyRate	Average of MonthlyIncome	Average of JobSatisfaction	Average of RelationshipSatisfaction
<input type="checkbox"/> Female	588	2.72	8628665	808.27	65.90	6686.57	2.68	2.68
<input checked="" type="checkbox"/> Human Resources	8	2.75	131651	760.50	48.25	9567.50	2.50	2.88
<input checked="" type="checkbox"/> Life Sciences	240	2.69	3569957	795.43	66.03	6433.06	2.72	2.64
<input checked="" type="checkbox"/> Marketing	69	2.78	926513	778.91	68.33	7585.52	2.65	2.74
<input type="checkbox"/> Medical	190	2.73	2831066	832.76	66.41	6520.09	2.70	2.72
<input type="checkbox"/> Divorced	44	2.82	725509	855.68	64.41	7424.57	2.91	2.73
<input checked="" type="checkbox"/> Research & Development	37	2.78	591905	867.38	65.00	7258.11	2.89	2.68
<input checked="" type="checkbox"/> Sales	7	3.00	133604	793.86	61.29	8304.43	3.00	3.00
<input checked="" type="checkbox"/> Married	82	2.71	1197202	851.21	69.28	6924.43	2.67	2.70
<input checked="" type="checkbox"/> Single	64	2.69	908355	793.36	64.11	5380.20	2.59	2.73
<input type="checkbox"/> Other	38	2.68	304008	764.34	58.03	6114.45	2.58	2.63
Total	1470	2.72	21040262	802.49	65.89	6502.93	2.73	2.71



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Avg Total Working Years

Gender	Count of Attrition	Average of TotalWorkingYears	Average of TrainingTimesLastYear	Average of PerformanceRating	Average of StandardHours	Average of YearsAtCompany	Average of YearsInCurrentRole	Average of YearsWithCurrM
<input type="checkbox"/> Female	588	11.73	2.86	3.16	80.00	7.23	4.41	
<input type="checkbox"/> Medical	190	12.20	3.10	3.19	80.00	7.46	4.39	
<input checked="" type="checkbox"/> Married	82	13.65	3.04	3.23	80.00	7.15	4.52	
<input checked="" type="checkbox"/> Single	64	9.70	3.19	3.19	80.00	7.00	4.25	
<input type="checkbox"/> Divorced	44	13.14	3.09	3.14	80.00	8.70	4.34	
<input checked="" type="checkbox"/> Sales	7	14.00	2.86	3.29	80.00	8.86	2.71	
<input checked="" type="checkbox"/> Research & Development	37	12.97	3.14	3.11	80.00	8.68	4.65	
<input checked="" type="checkbox"/> Marketing	69	12.52	2.74	3.17	80.00	8.55	4.93	
<input checked="" type="checkbox"/> Life Sciences	240	11.13	2.73	3.14	80.00	6.56	4.21	
<input checked="" type="checkbox"/> Other	29	10.28	2.69	3.14	80.00	7.34	4.90	
<input checked="" type="checkbox"/> Human Resources	8	13.75	2.63	3.13	80.00	5.75	2.38	
Total	1470	11.28	2.80	3.15	80.00	7.01	4.23	



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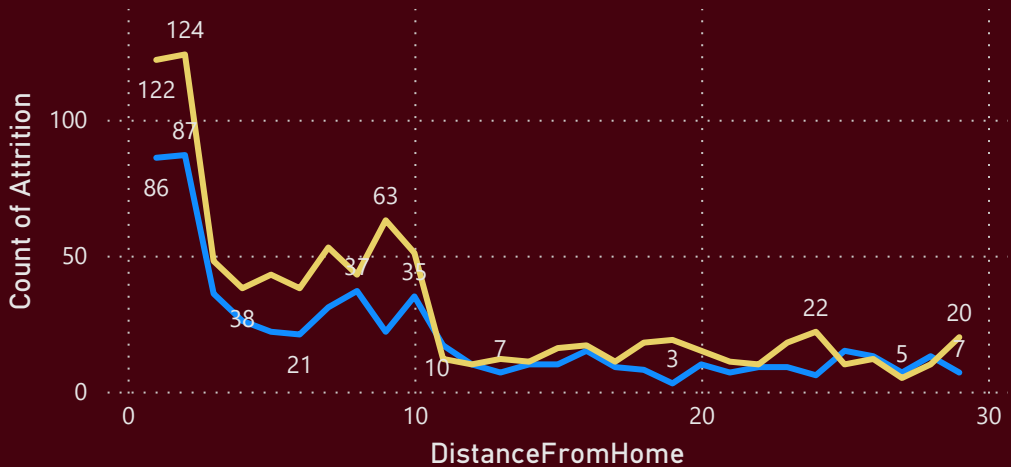
Avg Work Life Balance

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Avg Total Working Years

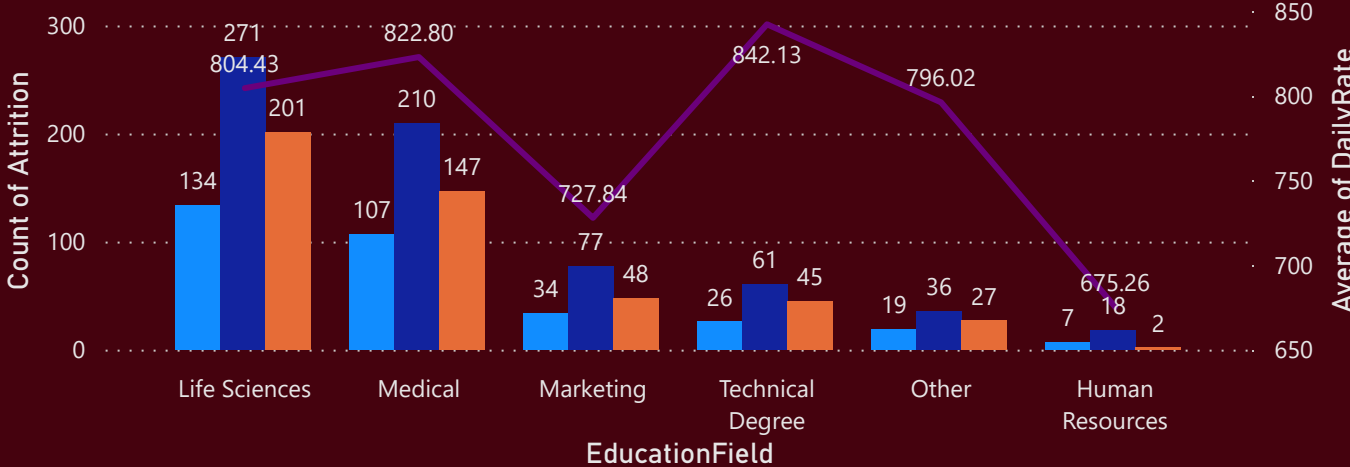
Count of Attrition by DistanceFromHome and Gender

Gender ● Female ● Male



Count of Attrition and Average of DailyRate by EducationField and MaritalStatus

MaritalStatus ● Divorced ● Married ● Single ● Average of DailyRate





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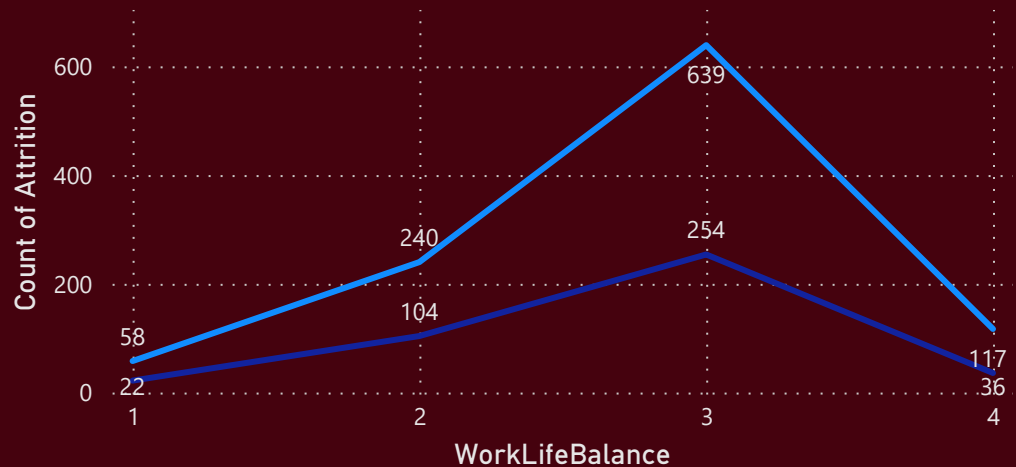
Avg Work Life Balance

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Avg Total Working Years

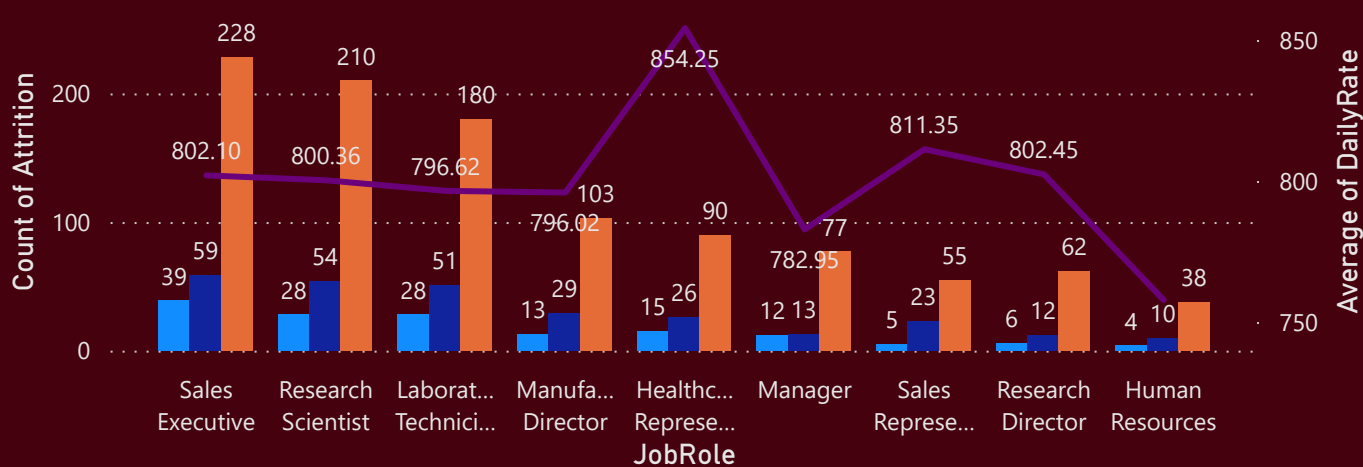
### Count of Attrition by WorkLifeBalance and OverTime

OverTime ● No ● Yes



### Count of Attrition and Average of DailyRate by JobRole and BusinessTravel

BusinessTravel ● Non-Travel ● Travel\_Frequently ● Travel\_Rarely ● Average of DailyRate





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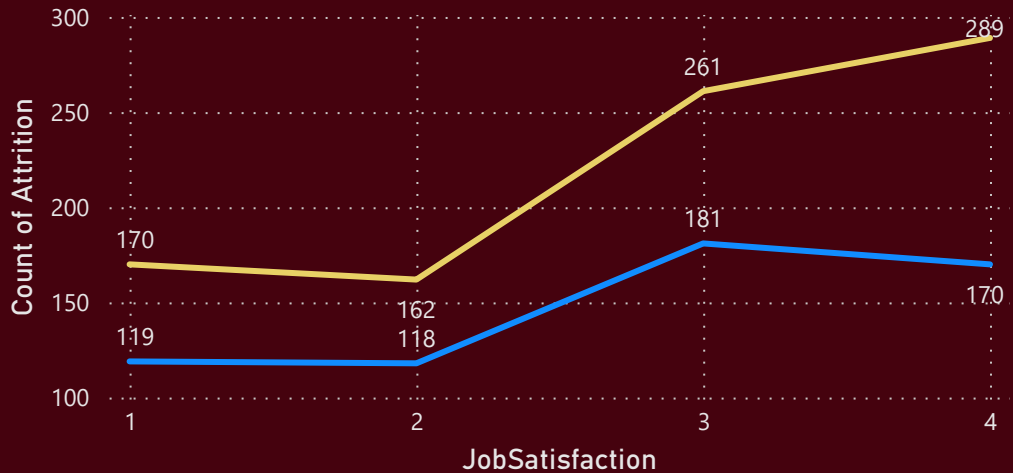
Avg Work Life Balance

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Avg Total Working Years

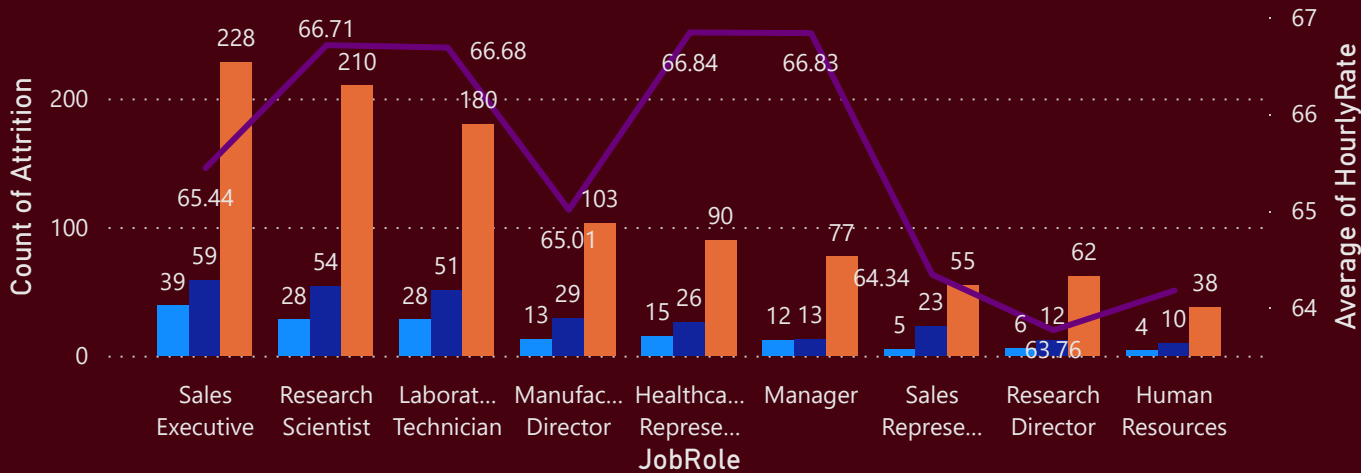
Count of Attrition by JobSatisfaction and Gender

Gender ● Female ● Male



Count of Attrition and Average of HourlyRate by JobRole and BusinessTravel

BusinessTravel ● Non-Travel ● Travel\_Frequently ● Travel\_Rarely ● Average of HourlyRate







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Select Indicator

TotalWorkingYears

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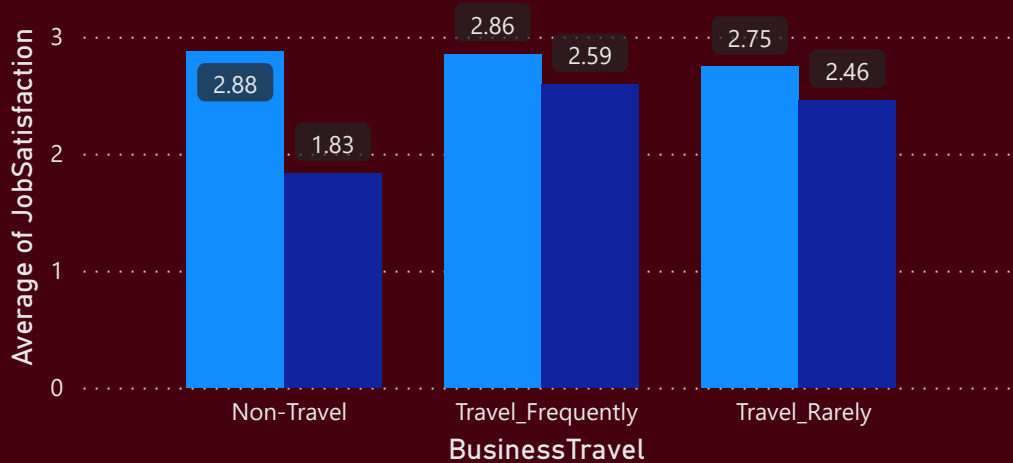
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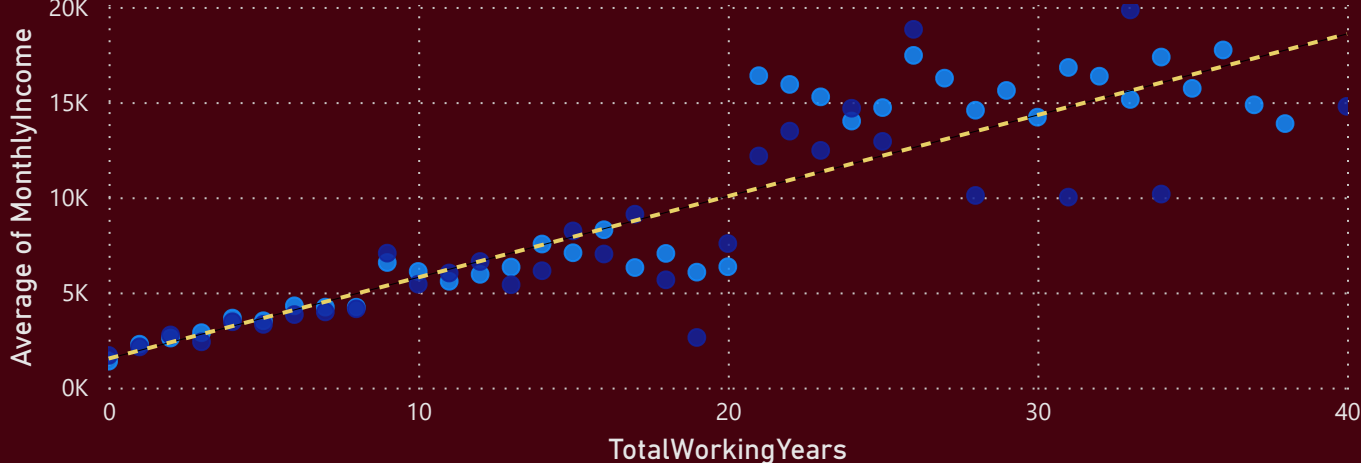
Average of JobSatisfaction by BusinessTravel and Attrition

Attrition ● No ● Yes



Average of MonthlyIncome by Attrition and TotalWorkingYears

Attrition ● No ● Yes





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Attrition

x

No

BusinessTravel

x

Travel\_Rarely

Department

x

Sales

EducationField

x

Marketing

Gender

x

Male

OverTime





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## Key influencers Top segments



What influences MonthlyIncome to Increase ?

When...

Average of Age is more than 45

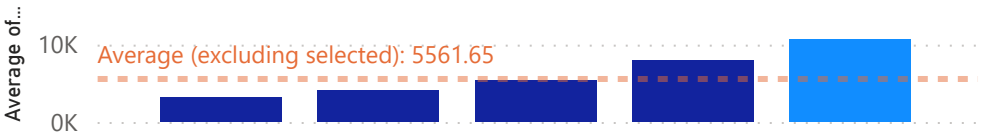
Attrition is No

...the average of MonthlyIncome increases by

5.07K

2.05K

← MonthlyIncome is more likely to increase when Average of Age is more than 45 than otherwise (on average).



☐ Only show values that are influencers



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TotalWorkingYears



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Ask a question about your data



Try one of these to get started

average age

count over 18

count genders

show factor selections

count factor selections

Show all suggestions