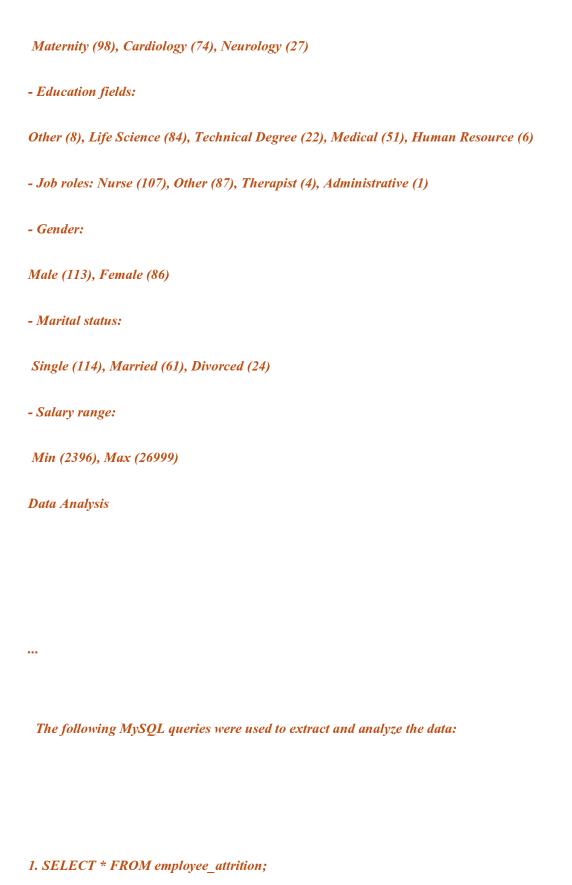# Report: Employee Attrition Analysis

Introduction

This report provides an analysis of employee attrition in a company with a total of 1676 employees. The report aims to identify the reasons behind employee resignations and provide insights into the characteristics of resigning employees.

Aim

The aim of this report is to investigate the factors contributing to employee attrition and provide recommendations to reduce turnover.

Objective

The objective of this report is to:

- Identify the departments with the highest attrition rates

- Analyze the education fields and job roles of resigning employees

- Examine the gender and marital status distribution of resigning employees

- Determine the salary range of resigning employees

- Provide recommendations to reduce employee turnover

Data Overview

- Total employees: 1676

- Employees resigned: 199

- Employees continuing: 1477

- Departments with highest attrition:

Maternity (98), Cardiology (74), Neurology (27)

- Education fields:

Other (8), Life Science (84), Technical Degree (22), Medical (51), Human Resource (6)

- Job roles: Nurse (107), Other (87), Therapist (4), Administrative (1)

- Gender:

Male (113), Female (86)

- Marital status:

Single (114), Married (61), Divorced (24)

- Salary range:

Min (2396), Max (26999)

Data Analysis

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The following MySQL queries were used to extract and analyze the data:

1. SELECT * FROM employee_attrition;

- Selects all columns from the table.

2. USE employee_attrition_new;

 - Switches to the database.

3. SET SQL_SAFE_UPDATES=0;

 - Disables safe update mode.

4. SELECT * FROM employee_attrition;

 - Selects all columns from the table.

5. SELECT COUNT(*) FROM employee_attrition;

 - Counts the total number of rows.

6. SELECT COUNT(*) FROM employee_attrition WHERE column_name = 'No';

 - Counts the number of rows where column_name is 'No'.

7. ALTER TABLE employee_attrition ADD COLUMN column_name1 VARCHAR(100);

 - Adds a new column.

8. UPDATE employee_attrition SET column_name1 = CASE WHEN column_name = 'no' THEN

column_name ELSE column_name1 END;

   - Updates the new column based on the value of column_name.

9. ALTER TABLE employee_attrition ADD COLUMN column_name2 VARCHAR(100);

   - Adds another new column.

10. UPDATE employee_attrition SET column_name2 = CASE WHEN column_name = 'yes' THEN

column_name ELSE column_name2 END;

   - Updates the new column based on the value of column_name.

Conclusion

Based on the analysis, the report provides recommendations to reduce employee turnover, such as:

- Improving working conditions in high-attrition departments

- Providing training and development opportunities for employees in specific education fields

- Enhancing job satisfaction for nurses and other job roles

- Addressing gender and marital status disparities

- Reviewing salary structures to ensure competitiveness

THANK YOU....