

# HR Performance Management

20  
25 Report  
Presentation



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**1K**

TotalEmployee

**128**

Sum of IntAttrition

**0.13**

AttritionRate

**6.84K**

AvgMonthlyIncome

**38.05**

Average of Age

Department

 Human Resources Research & Development Sales

Education

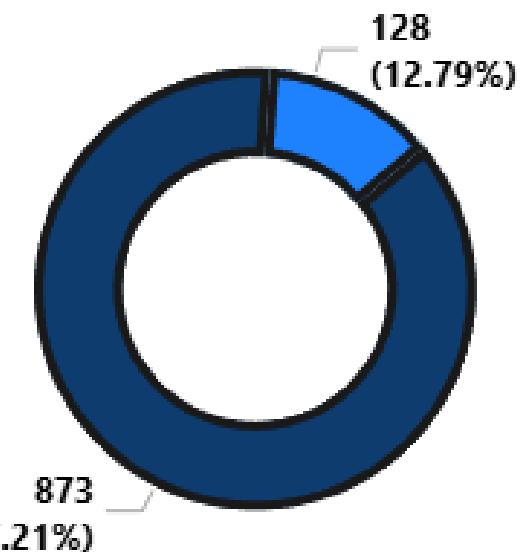
 1 2 3

Age

30

50

Count of Department by Attrition

Attrition  No  Yes

JobRole

 Healthcare Representative Human Resources Laboratory Technician Manager

YearsAtCompany

0

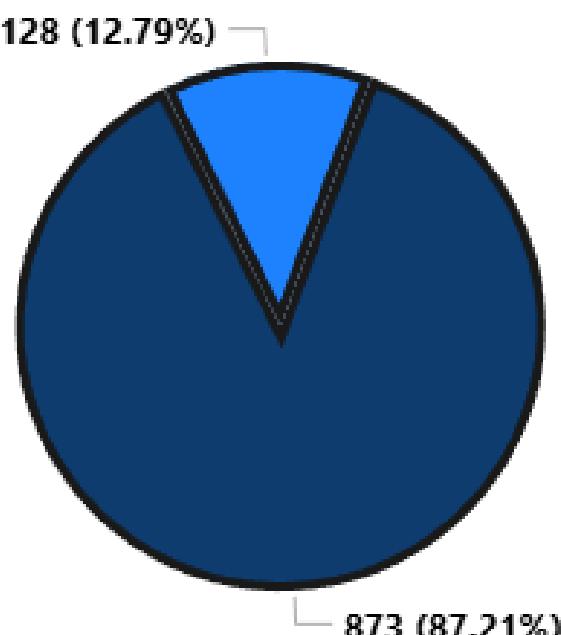
40

MaritalStatus

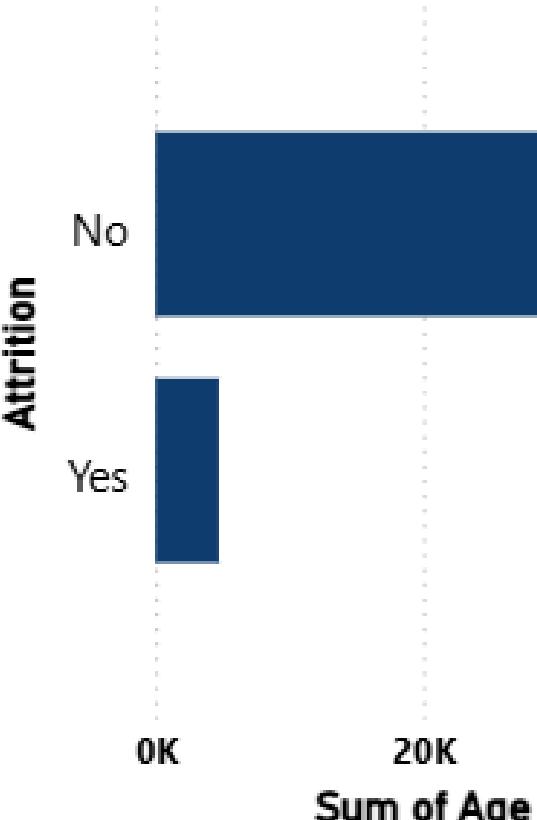
 Divorced  
 Married  
 Single

Gender

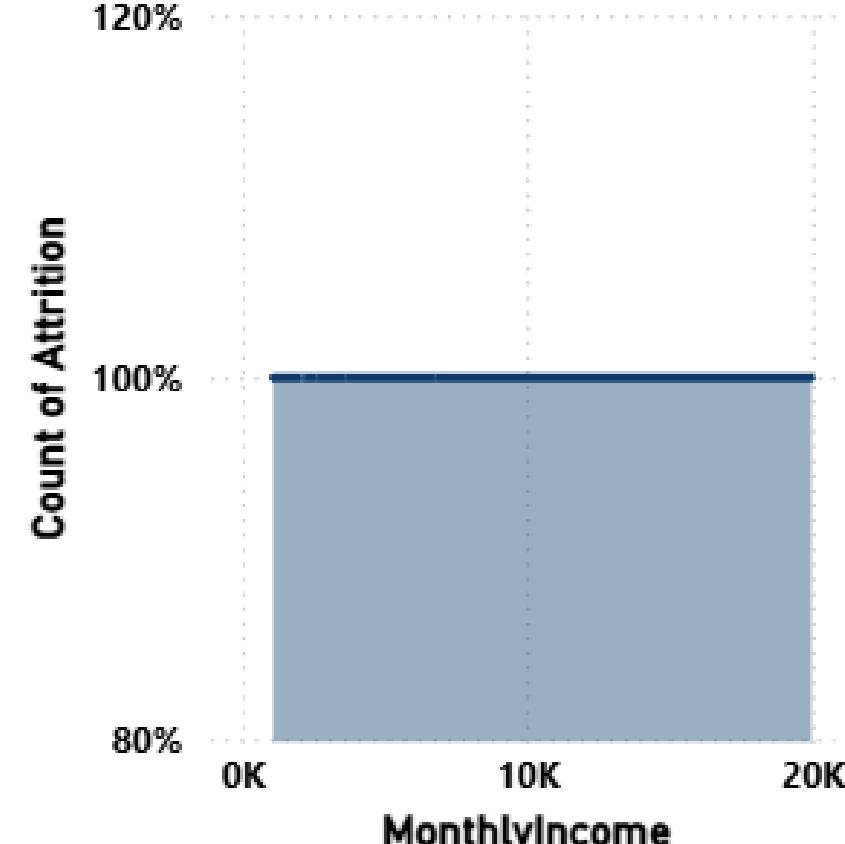
Count of JobRole by Attrition

Attrition  No  Yes

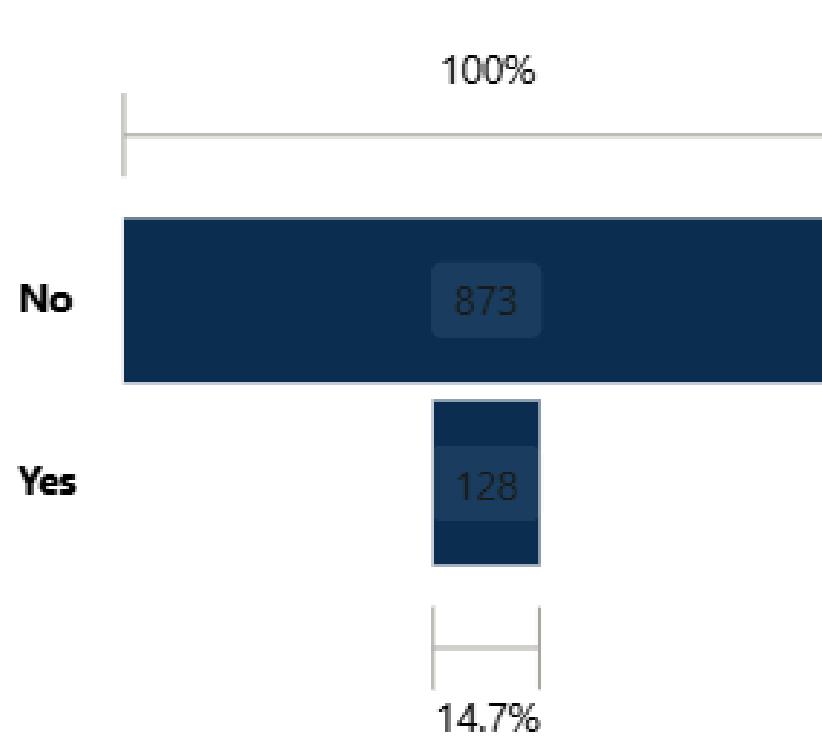
Sum of Age by Attrition



Count of Attrition by MonthlyIncome



Count of Overtime by Attrition



OverTime

 No Yes

```
79  
80      -- What is the attrition rate by age group (e.g., <20, 20-30, 31-40, 41-50, 50+)?  
81 • select  
82      (count(case when age < 20 and attrition = 'yes' then 1 end)) as attritionof20,  
83      (count(case when age between 21 and 30 and attrition = 'yes' then 1 end)) as attritionBet21and30,  
84      (count(case when age between 31 and 40 and attrition = 'yes' then 1 end)) as attritionBet31and40,  
85      (count(case when age between 41 and 50 and attrition = 'yes' then 1 end)) as attritionBet41and50,  
86      (count(case when age >50 and attrition = 'yes' then 1 end))as attritionAbove50  
87      from hr ;  
88
```

Result Grid		Filter Rows:	Export:	Wrap Cell Content:
attritionof20	attritionBet21and30	attritionBet31and40	attritionBet41and50	attritionAbove50
10	0	85	34	18

```
18      -- handeling null valueuse , encod attrition
19 •  select
20      count(case when attrition ='yes' then 1 end) as yes,
21      count(case when attrition ='no' then 1 end) as noo,
22      count(case when attrition is null then 1 end) as NULL_val
23  from hr;
24
25
```

Result Grid | Filter Rows:  Export: Wrap Cell Content:

	yes	noo	NULL_val
▶	237	1233	0

```
-- EDA (creating a view as well) for attrition% , dept , age ,OverTime  
create view VW_attrition as  
select department , count(*) as Total_employee, age , OverTime,  
sum(case when attrition = 'yes' then 1 else 0 end) as attrition_count,  
round(100.0* sum(case when attrition='yes' then 1 else 0 end)/ count(*),2) as AttritionRtate  
from hr  
group by department;
```

```

97    -- EDA (creating a view as well) for attrition% , dept , age ,OverTime
98 •  create view vw_attrition as
99    select department , count(*) as Total_employee, age , OverTime,
100   sum(case when attrition = 'yes' then 1 else 0 end) as attrition_count,
101   round(100.0* sum(case when attrition='yes' then 1 else 0 end)/ count(*),2) as AttritionRtate
102   from hr
103   group by department, age , OverTime;
104 •  select * from vw_attrition;

```

Result Grid | Filter Rows:  | Export: | Wrap Cell Content:

	department	Total_employee	age	OverTime	attrition_count	AttritionRtate
	Research & Development	12	37	Yes	1	8.33
	Research & Development	12	33	Yes	5	41.67
	Research & Development	25	27	No	0	0.00
	Research & Development	31	32	No	3	9.68
	Research & Development	2	59	Yes	0	0.00
	Research & Development	28	30	No	1	3.57
	Research & Development	25	38	No	1	4.00
	Research & Development	34	36	No	2	5.88
	Research & Development	35	35	No	0	0.00
	Research & Development	15	29	Yes	8	53.33
	Research & Development	27	31	No	6	22.22
	Research & Development	41	34	No	2	4.88
	Research & Development	9	28	Yes	6	66.67
	Research & Development	31	29	No	3	9.68
	Research & Development	8	32	Yes	4	50.00
	Research & Development	7	22	Yes	4	57.14
	Sales	5	53	No	0	0.00
	Research & Development	12	38	Yes	1	8.33
	Research & Development	12	24	No	1	8.33
	Sales	16	36	No	1	6.25
	Research & Development	6	21	No	3	50.00
	Research & Development	9	53	No	1	11.11

vw\_attrition 6 X

# Thank You

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25 Report  
Presentation

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