

Exploratory Data Summary Report

1. Dataset Overview

- **Total Records:** 1,676
 - **Columns:** 35 attributes covering demographics, job satisfaction, work environment, and compensation.
 - **No Missing Values:** All columns are fully populated, allowing for seamless analysis.
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2. Attrition Rates

- **Overall Attrition Rate:**
 - **88.13%** of employees remain active.
 - **11.87%** of employees have exited (indicating attrition).
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2. Descriptive Statistics

Key insights into important columns:

1. Age:

- Mean: 36.9 years | Range: 18–60 years.
- Majority in the **25–34 age group** (636 employees).

2. Job Satisfaction:

- Average rating: 2.74 (on a scale of 1–4).
- **Top level** satisfaction accounts for only a small percentage.

3. Work-Life Balance:

- Mean: 2.77 | Majority rated **3 (Average)**.
- Suggests potential dissatisfaction in balancing work and life.

4. Tenure:

- **Years at Company:**
 - Mean: 7 years | Range: 0–40 years.
- **Years in Current Role:**
 - Mean: 4.26 years | Range: 0–18 years.

- **Years with Current Manager:**
 - Mean: 4.14 years | Range: 0–17 years.

5. **Compensation:**

- **Monthly Income:**
 - Average: \$6,517 | Range: \$1,009–\$19,999.
- Income disparities may contribute to dissatisfaction.

6. **Overtime:**

- **Overtime Distribution:**
 - 71.6% of employees report **no overtime**, while 28.4% work overtime, a potential contributor to attrition.

