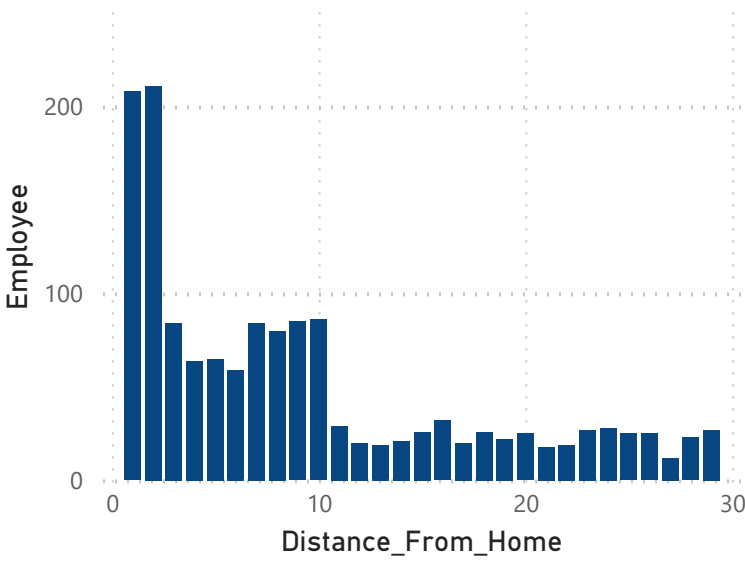


Marital Status

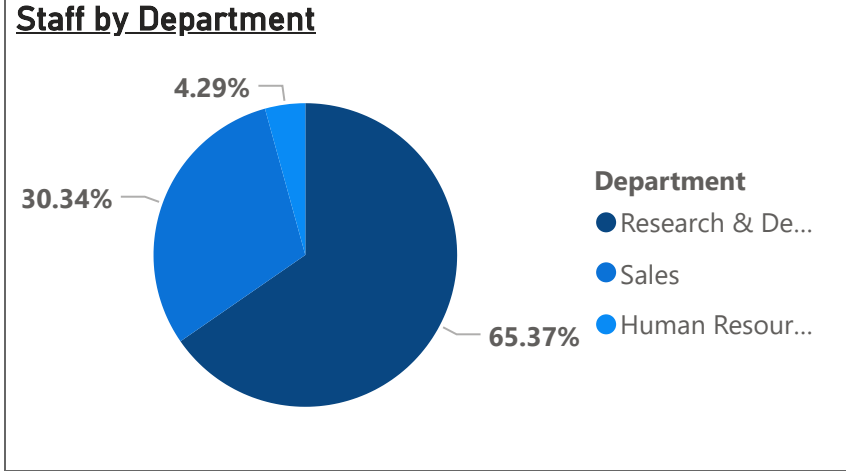
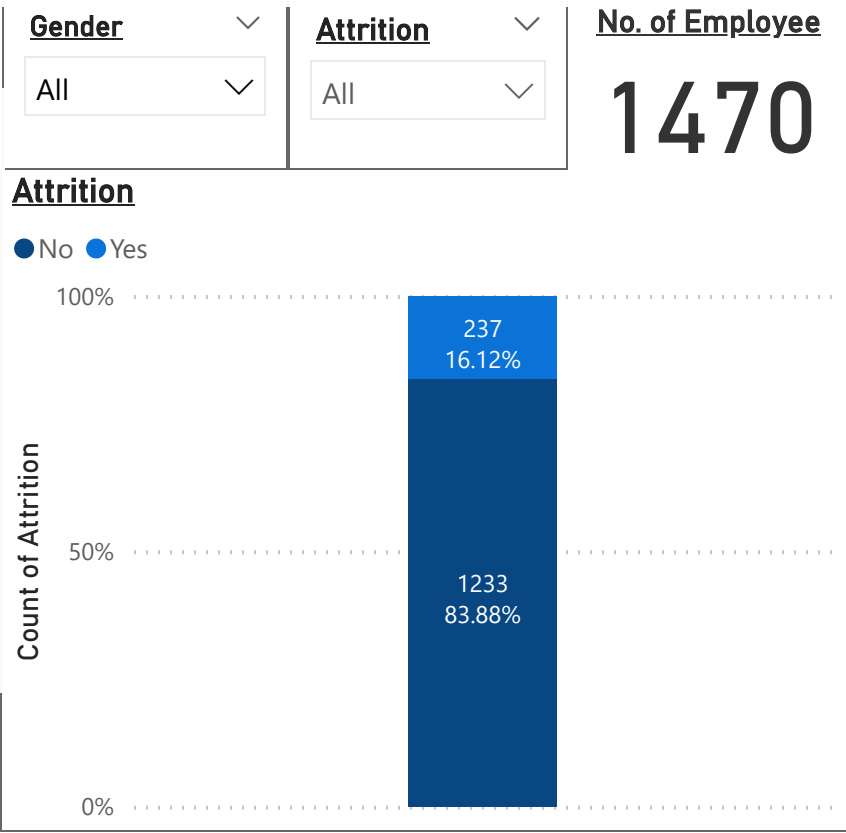
Divorced	Married	Single
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Job_Role	No. of Employee	% Employee
Healthcare Representative	131	8.91%
Human Resources	52	3.54%
Laboratory Technician	259	17.62%
Manager	102	6.94%
Manufacturing Director	145	9.86%
Research Director	80	5.44%
Research Scientist	292	19.86%
Sales Executive	326	22.18%
Sales Representative	83	5.65%
Total	1470	100.00%

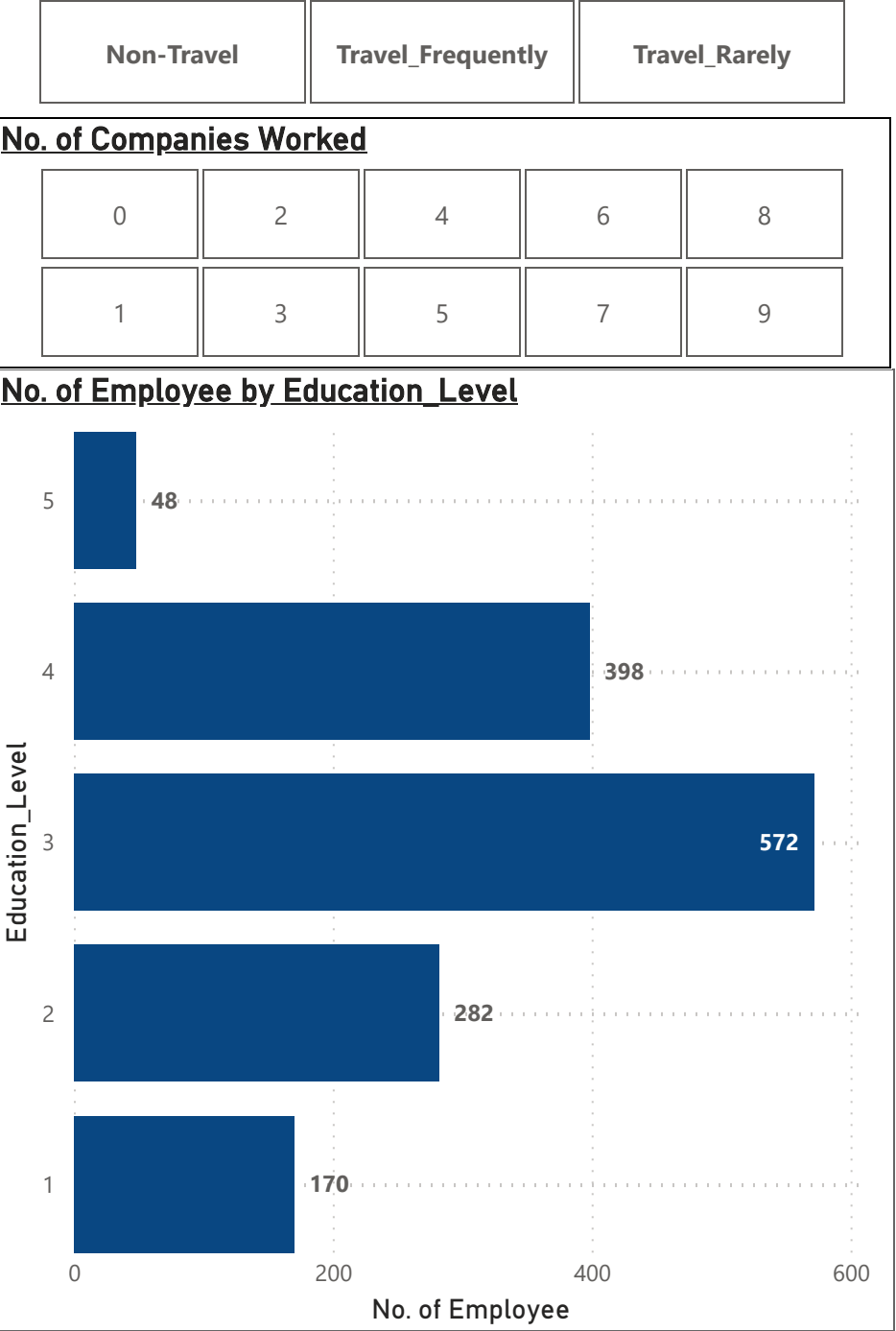
Employee by Distance_From_Home



HR Analytics Dashboard



Business_Travel



Limitations

1. The dataset doesn't contain Date hereby not giving us the opportunity to analyze trend by date.

Observation

1. Of all Staff Attrition with a total number of 237, Sales Executive, research Scientist, Lab. Technician, Manufacturing director and Health Representatives took 84% with a total number of 199.
2. We have more of Male Attrition compare to Female.
3. It is observed that long distance from home to work doesn't encourage attrition, in fact we have more attrition to employee living closer to work.
4. We have more of attrition between the age of 25 to 36.
5. Further analysis revealed that staff with Salary hike lesser than 19% responded to attrition with a total number of 191 which is 80% of overall attrition.

Recommendation

1. A Retention Scheme should be arranged for because the age bracket stated above having the highest number of attrition are the majority in the organization which if attrition is not reduced or control can affect productivity in all department.