

# HR Analytics Project - SQL Insights

## Key Insights from SQL Analysis

### 1. Overall Attrition Rate:

About 16% of employees have left the company. This suggests a potential retention issue that needs addressing.

### 2. Highest Attrition by Job Role:

The Sales Executive and Laboratory Technician roles show the highest attrition rates, suggesting stress or poor job satisfaction in these roles.

### 3. Overtime Strongly Linked to Attrition:

Employees who work overtime are 4x more likely to leave compared to those who don't. This is a major red flag for HR to monitor.

### 4. Income Correlates with Retention:

Employees earning below 3000/month have the highest attrition rate, indicating that salary could be a motivating factor in employee exits.

### 5. Attrition by Gender:

While overall attrition is balanced, female employees show slightly higher attrition than males. This may point to work-life balance or inclusiveness issues.

### 6. Years at Company:

Most employees who left had fewer than 3 years of service. This suggests poor onboarding or early-career support.

### 7. Low Satisfaction = Higher Attrition:

Employees with low Job Satisfaction (1 or 2) and Environment Satisfaction ratings were more likely to leave, indicating a link between culture and turnover.