

HR Analytics: Employee Attrition Analysis

Department

All

Age

All

JobRole

All

BusinessTravel

All

EducationField

All



Female
588



Male
882

Avg. Job Satisfaction

2.76

Monthly Salary

6M

Gender Ratio

67%

Emp. Count

882

Avg. Age

37

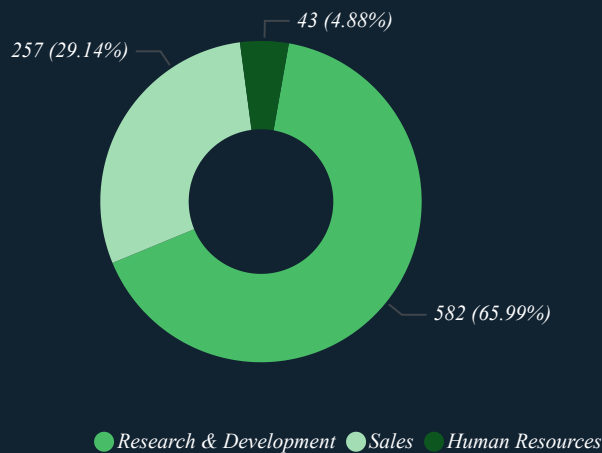
Avg. Monthly Salary

6K

Average Salary by Age

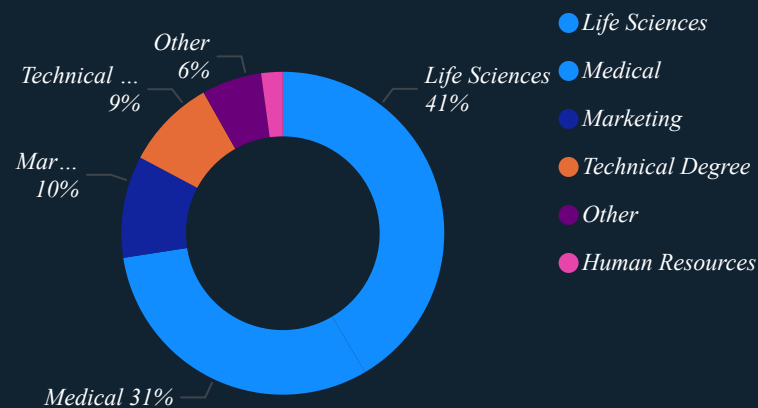


Employee Count by Department

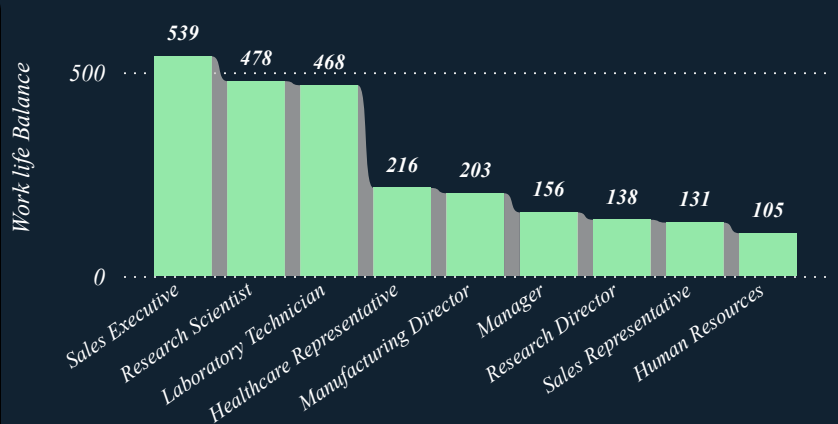


Job Role	Emp. Count	Avg. Age	Avg. Job Sata	Avg. Salary	Avg. Salary Hike	Gei
Healthcare Representative	80	40	3	7,589	15.70	🔴
Human Resources	36	36	3	4,100	14.89	🔴
Laboratory Technician	174	34	3	3,232	15.16	🔴
Manager	55	46	3	17,409	15.05	🟢
Manufacturing Director	73	38	3	7,183	15.84	🟢
Research Director	47	45	3	16,658	14.57	🟢
Research Scientist	178	34	3	3,173	15.50	🔴
Sales Executive	194	36	3	7,033	14.72	🔴
Sales Representative	45	31	3	2,587	15.76	🟢
Total	882	37	3	6,381	15.22	

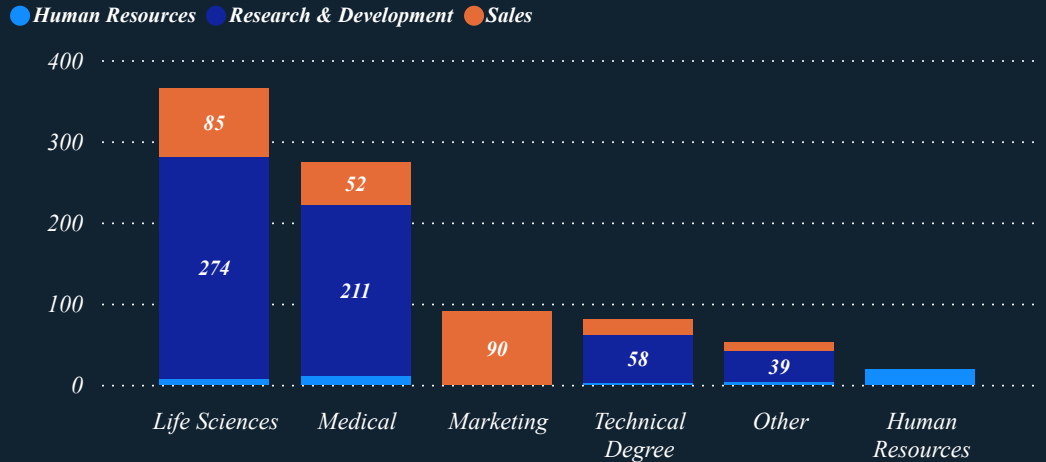
Count of Department by EducationField

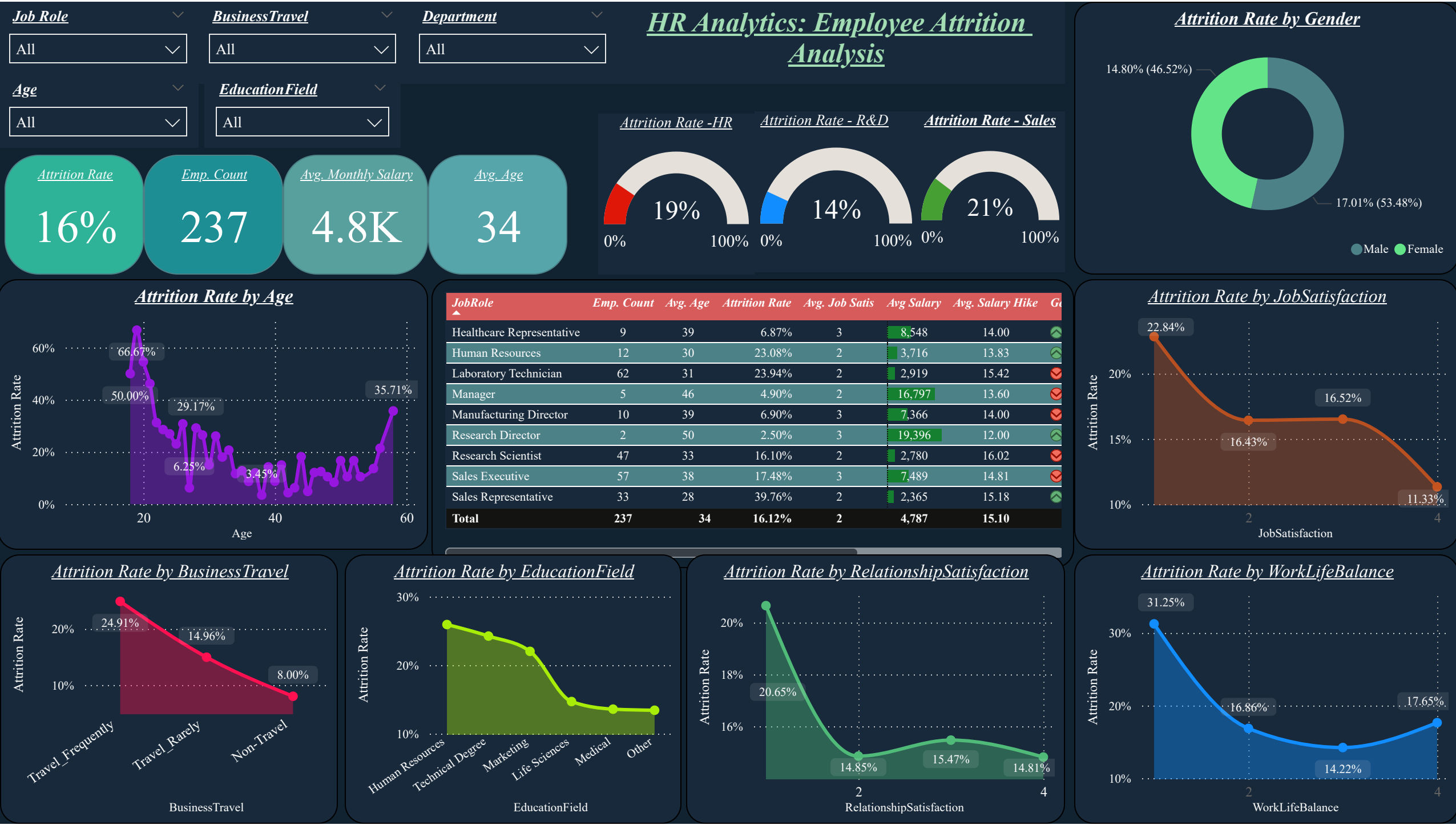


Work life Balance by JobRole



Employee Count by EducationField and Department





Attrition Rate - HR

19%

Attrition Rate - R&D

14%

Attrition Rate - Sales

21%

Attrition Rate by Gender

14.80% (46.52%)

17.01% (53.48%)

Male

Female

Attrition Rate by Age

Age	Attrition Rate
20	50.00%
21	66.67%
22	35.71%
23	29.17%
24	6.25%
25	29.17%
26	12.50%
27	29.17%
28	12.50%
29	12.50%
30	12.50%
31	12.50%
32	12.50%
33	12.50%
34	12.50%
35	12.50%
36	12.50%
37	12.50%
38	12.50%
39	12.50%
40	12.50%
41	12.50%
42	12.50%
43	12.50%
44	12.50%
45	12.50%
46	12.50%
47	12.50%
48	12.50%
49	12.50%
50	12.50%
51	12.50%
52	12.50%
53	12.50%
54	12.50%
55	12.50%
56	12.50%
57	12.50%
58	12.50%
59	35.71%

JobRole	Emp. Count	Avg. Age	Attrition Rate	Avg. Job Satis	Avg Salary	Avg. Salary Hike	Gender
Healthcare Representative	9	39	6.87%	3	8,548	14.00	Male
Human Resources	12	30	23.08%	2	3,716	13.83	Female
Laboratory Technician	62	31	23.94%	2	2,919	15.42	Male
Manager	5	46	4.90%	2	16,797	13.60	Male
Manufacturing Director	10	39	6.90%	3	7,366	14.00	Male
Research Director	2	50	2.50%	3	19,396	12.00	Male
Research Scientist	47	33	16.10%	2	2,780	16.02	Male
Sales Executive	57	38	17.48%	3	7,489	14.81	Male
Sales Representative	33	28	39.76%	2	2,365	15.18	Male
Total	237	34	16.12%	2	4,787	15.10	

Attrition Rate by JobSatisfaction

JobSatisfaction	Attrition Rate
1	22.84%
2	16.43%
3	16.52%
4	11.33%

Attrition Rate by BusinessTravel

BusinessTravel	Attrition Rate
Travel_Frequently	24.91%
Travel_Rarely	14.96%
Non-Travel	8.00%

Attrition Rate by EducationField

EducationField	Attrition Rate
Human Resources	26.52%
Technical Degree	24.35%
Marketing	22.37%
Life Sciences	15.47%
Medical	14.85%
Other	14.81%

Attrition Rate by RelationshipSatisfaction

RelationshipSatisfaction	Attrition Rate
1	20.65%
2	14.85%
3	15.47%
4	14.81%

Attrition Rate by WorkLifeBalance

WorkLifeBalance	Attrition Rate
1	31.25%
2	16.86%
3	17.65%
4	14.22%