**Business Problem:**

The HR department wants to improve employee retention and productivity by understanding the factors influencing employee leave balances and salary distributions across different job titles, education levels, and age groups. Currently, there is limited insight into how employee demographics and qualifications relate to leave utilization and compensation, which may lead to inefficiencies in workforce management and budget allocation.

**Analyst Tasks:**

1. **Descriptive Analysis:**
   * Summarize key statistics for employee salary, age, and leave balance.
   * Provide distributions of employees by gender, education qualification, and job title.
2. **Correlation Analysis:**
   * Investigate relationships between salary, age, leave balance, and education qualification.
   * Determine if higher education levels correspond to higher salaries or different leave balances.
3. **Group Comparison:**
   * Compare average salary and leave balances across different job titles and gender.
   * Identify job titles or groups with unusually high or low leave balances or salaries.
4. **Trend Analysis:**
   * Analyze how length of service (based on Date of Join) affects leave balance and salary.
   * Explore if older employees or longer-tenured employees take more or fewer leaves.
5. **Predictive Insights:**
   * Build a model to predict leave balance based on employee demographics, job title, education, salary, and tenure.
   * Highlight key predictors that influence leave usage.
6. **Recommendations:**
   * Suggest actionable insights for HR on potential adjustments in leave policies or salary bands.
   * Identify groups at risk of low retention due to compensation or leave imbalances.