**Topic for Project**

**Analyze the Attrition rate of Employees**

Problem Statement:

Organizations are realizing  that  employees are valuable  assets. So the HR manager’s role  in the  present era was prominent. Employees in this era are  more often eager to jump from one to another because of some many reasons. Hence employee attrition has become a major factor in estimating the organization efficiency. Attrition is a major concern for organizations because functioning of the organization entirely depends on the pool of employees. Attrition rate defines the organization’s image. Higher the attrition rate the organization has to face some incurred costs to recruit, induct, placement and train the employee. **Ashna Group facing an employee attrition problem**.

Data description:

The dataset contains 26 columns/factors and 1,470 rows/observations.

The dataset consists of factors or reasons that can lead to attrition of employees

Different columns are

**Age -**Age of Employee

**BusinessTravel -**Non-Travel, Travel\_Rarely, Travel\_Frequently

**Department -**Human Resource, Research and Development and Sales

**DistanceFromHome -**Office distance from Home of employees

**Education -**1- 'Below College', 2- 'College', 3- 'Bachelor', 4- 'Master', 5- 'Doctor'

**EducationField -**Human Resource, Life Sciences, Medical, Marketing, Technical Degree, Others

**EnvironmentSatisfaction -**1 - 'Low', 2 - 'Medium', 3 - 'High', 4 - 'Very High'

**Gender**Male or Female

**JobInvolvement -**1 - 'Low', 2 - 'Medium', 3 - 'High', 4 - 'Very High'

**JobRole -**Human Resource**.**Sales Executive, Research Scientist, Laboratory Technician, Manufacturing Director, Healthcare Representative, Manager, Sales Representative, Research Director

**JobSatisfaction -**1 - 'Low', 2 - 'Medium', 3 - 'High', 4 - 'Very High'

**MaritalStatus -**Single,Married,Divorced

**MonthlyIncome -**Monthly income of employees in dollar value ($)

**NumCompaniesWorked -**Number of companies where employee has worked

**OverTime -**Yes or NO

**PercentSalaryHike -**Percentage hike in the salary of employees

**PerformanceRating -**1 - 'Low', 2-  'Good', 3 - 'Excellent', 4- 'Outstanding'

**RelationshipSatisfaction -**1 - 'Low', 2 - 'Medium', 3 - 'High', 4 - 'Very High'

**TotalWorkingYears -**Total experience of the employees

**WorkLifeBalance -**1- 'Bad' , 2 - 'Good', 3 - 'Better', 4 - 'Best'

**YearsAtCompany -**Number of years since the employee has joined

**YearsInCurrentRole -**Number of years in the current job role

**YearsWithCurrManager -**Number of years with the current manager

Questions:

1. You are the Business Analyst at Ashna Group and have to make a report  to solve the problem of attrition.
2. Uncover the factors that lead to employee attrition.
3. Show graphically using density charts:
4. Show influence of different factors on attrition rate
5. Which department is facing a major attrition problem.
6. Show a breakdown of distance from home by job role and attrition’
7. compare average monthly income by education and attrition
8. Provide few solutions to the problem of attrition at the company.