

Report Attributes	Type of data	Language	Interpretation
Age	Quantitative	Nominal	The average value of age is 36.82, minimum value is 18, maximum value is 60, standard deviation is 9.13 and no. of outliers is 0
Address	Qualitative	Nominal	There are two categories of employees Yes and No in the address column of which 10 % individuals are admittd
BusinessTravel	Qualitative	Nominal	There are 5 categories of Business Travel out of which 77% employees are in travel free category, followed by travel frequently with 19% and non-travellers with 12%.
City	Qualitative	Nominal	The average of city value is 4822.18, minimum is 2000, maximum is 322, standard deviation is 453.17 and no. of outliers is 0
Department	Qualitative	Nominal	There are 3 categories of Department of which 66 percentage is Research & Development, 21 percentage is Sales and 5 percentage is Human Resources.
DistanceFromHome	Quantitative	Nominal	The average of distance from home is 9.18, minimum is 25, minimum is 3, standard deviation is 8.8 and no. of outliers is 0
Education	Qualitative	Nominal	The average of education is 9.25, maximum is 5, minimum is 3, standard deviation is 1.22 and no. of outliers is 0
EducationField	Qualitative	Nominal	There are 6 categories of education field of which 42 percentage is Life sciences, 32 percentage is Medical and 2 percentage Human Resources.
EmployeeCount	Quantitative	Nominal	There is only one value for it, can't be further analysed
EmployeeNumber	Quantitative	Nominal	There is only one value for it, can't be further analysed
EnvironmentSatisfaction	Qualitative	Ordinal	There are 4 categories of Environment Satisfaction, 43 percentage belongs to 3, 34 percentage belongs to 5, 15 percentage belongs to 2 and 8 percentage belongs to 1
Gender	Qualitative	Nominal	There are 66 percentage of Male employees and 34 percentage of female employees
HourlyRate	Quantitative	Nominal	The average of hourly rate is 60.85, maximum is 100, minimum is 30, standard deviation is 20.32 and no. of outliers is 0
Involvement	Qualitative	Ordinal	There are 4 categories of job involvement of which 63 percentage is 3, 19 percentage is 2, 15 percentage is 4 and 3 percentage is 5
JobLevel	Quantitative	Nominal	There are 5 categories of job level of which 39 percentage belongs to level 2, 21 percentage belongs to level 1, 18 percentage belongs to level 4 and 12 percentage belongs to level 5
JobRole	Qualitative	Nominal	There are 9 categories of job role, 22 percentage belongs to Sales Executive, 20 percentage belongs to Research Scientist, 18 percentage belongs to Laboratory Technician and 4 percentage belongs to Human Resources
Satisfaction	Qualitative	Ordinal	There are 4 categories of job satisfaction of which 46 percentage is for level 4, 4 percentage is for level 1, 14 percentage is for level 2 and 4 percentage is for level 5
MaritalStatus	Qualitative	Nominal	There are 3 categories of Marital status, 48 percentage are married, 32 percentage are single and 20 percentage are Divorced
MonthlyIncome	Quantitative	Nominal	The average of monthly income is 6502.93, maximum is 19999, minimum is 5000, standard deviation is 4708.15 and no. of outliers 114
MonthlyRate	Quantitative	Nominal	The average of monthly rate is 14513.1, maximum is 28999, minimum is 2004, standard deviation is 7125.58 and no. of outliers 0
NumCompaniesWorked	Quantitative	Nominal	The average of number of companies worked is 2.08, minimum is 0, standard deviation is 1.49 and no. of outliers 53
OverTime	Qualitative	Nominal	All are over 18, can't be categorized
ParTime	Quantitative	Ordinal	There are 72 percentage of employees who don't do overtime and 28 percentage who do overtime
PerformanceRating	Qualitative	Ordinal	The average percent value like is 9.15, minimum is 9, minimum is 8.5, standard deviation is 0.35 and no. of outliers 0
PercentHearing	Quantitative	Ordinal	There are 2 categories of Performance Rating of which 35 percentage of employees fall under rating 3 and 20 percentage fall under rating 4
RelationshipSatisfaction	Qualitative	Ordinal	There are 4 categories of Relationship satisfaction of which 46 percentage belongs to category 4, 25 percentage belongs to category 3, 16 percentage belongs to category 2 and 7 percentage belongs to category 1
StandardHours	Quantitative	Nominal	There is only one value for it, can't be further analysed
StockOptionLevel	Quantitative	Ordinal	There are 4 categories of Stock option level of which 52 percentage belongs to level 1, 28 percentage belongs to level 2, 22 percentage belongs to level 3 and 0 percentage for level 0
TrainingHours	Quantitative	Nominal	The average of total working hours is 23.27, minimum years is 48, minimum years is 0, standard deviation is 1.77 and no. of outliers 63
TrainingTimeLastYear	Quantitative	Nominal	The average of training time last year is 2.7, minimum years is 6, minimum years is 0, standard deviation is 1.2 and no. of outliers 238
WorkLifeBalance	Qualitative	Ordinal	There are 4 categories of Work life balance level of which 66 percentage is for level 3, 27 percentage for level 2, 16 percentage for level 4 and 2 percentage for level 5
WorkLifeCompany	Quantitative	Nominal	The average of Work life balance level of which 66 percentage is for level 3, 27 percentage for level 2, 16 percentage for level 4 and 2 percentage for level 5
YearsCurrentRole	Quantitative	Nominal	The average of Years in current role is 4.2, maximum years is 18, minimum years is 0, standard deviation is 3.8 and no. of outliers 21
YearsInLastPromotion	Quantitative	Nominal	The average of Years since last promotion is 1.38, maximum years is 18, minimum years is 0, standard deviation is 1.3 and no. of outliers 187
YearsWithCurrentManager	Quantitative	Nominal	The average of Years with current manager is 4.12, maximum years is 17, minimum years is 0, standard deviation is 3.3 and no. of outliers 187

Level 2 Report			
Column 1	Column 2	Type of Analysis	Interpretation
Attrition	Age	CAT, NUM	The average age of employees who are attriting is 33 years.
Attrition	Attrition	CAT, CAT	
Attrition	BusinessTravel	CAT, CAT	There is maximum attrition of 24.93% in travel frequently category, 14.96% in travel rarely and 8% in non travel category respectively
Attrition	DayRate	CAT, NUM	The avg daily rate of the attriting employees is 753.36 which is less as compared to non attriting with avg daily rate of \$2.55
Attrition	DistanceFromHome	CAT, NUM	The maximum daily rate for the attriting employees is 1496 which is less as compared to non attriting with maximum 1296 i.e. 1499
Attrition	Education	CAT, NUM	The minimum daily rate for attrited employees is \$30 and for non-attrited is \$302
Attrition	EducationField	CAT, CAT	The attrition is 30% in Sales category followed by Human Resources having 17% and Research & Development with 14% attrition respectively
Attrition	DistanceFromHome	CAT, NUM	The average distance from home of attriting employees is 10.63 which is more as compared to non attriting with 6.91 avg distance
Attrition	Education	CAT, NUM	There is attrition of 18% for the education level 1 category followed by 17% for the level 1 category
Attrition	EducationField	CAT, CAT	
Attrition	EmployeeCount	CAT, NUM	There is 25% attrition for Human Resources category followed by 24 percentage for Technical degree and 22 percentage for Marketing Categories
Attrition	EmployeeNumber	CAT, CAT	Employees with less work have least attrition i.e. 16% for attrition
Attrition	EmploymentStatus	CAT, CAT	Employee attrition is average as can't be further analyzed
Attrition	Gender	CAT, CAT	The attrition for level 1 category is 25% for level 2 is 15%, for level 3 and level 4 is 13%
Attrition	Gender	CAT, CAT	There is attrition of 17% in male category and 14% in female category
Attrition	HourlyRate	CAT, NUM	The average hourly rate of attriting is 65.57 and for non-attriting category is 65.95
Attrition	JobInvolvement	CAT, CAT	There is 34% attrition for job involvement 1 category
Attrition	JobLevel	CAT, CAT	There is 26% attrition for job level 1 category followed by 15% for job level 3 category
Attrition	JobRole	CAT, CAT	There is maximum attrition in Sales Representative role which is 39%, followed by Human Resources and Laboratory Technician roles which is 23% each
Attrition	JobSatisfaction	CAT, CAT	There is maximum attrition of 22% for job satisfaction 1, followed by 16% for job satisfaction 2 and 3
Attrition	MaritalStatus	CAT, CAT	There is maximum attrition of 22% for job satisfaction 1, followed by 16% for job satisfaction 2 and 3
Attrition	MaritalStatus	CAT, CAT	There are 25% employees attriting in single category, 22% in married category and 20% in divorced category
Attrition	MonthlyIncome	CAT, NUM	The average monthly income for attriting employees is 4787.09 which is less as compared to non-attriting employees having average as 6812.73
Attrition	MonthlyIncome	CAT, NUM	The maximum monthly income for attriting employees is 19859 which is less as compared to non-attriting employees having maximum income of 19999
Attrition	MonthlyIncome	CAT, NUM	The minimum monthly income for attriting employees is 1009 which is less as compared to non-attriting employees having 1052 maximum monthly income
Attrition	MonthlyRate	CAT, NUM	The average monthly rate for attriting employees is 14559.30 and for non attriting employees is 14265.77
Attrition	NumCompaniesWorked	CAT, NUM	There is attrition of the employees who worked for 3 average no of companies
Attrition	Over18	CAT, CAT	
Attrition	OverTime	CAT, CAT	There are 30 % employees attrited who do overtime
Attrition	PercentSalaryHike	CAT, NUM	The average percentage of salary hike is 15.09 for attrition and 15.23 for non attrition
Attrition	PerformanceRating	CAT, CAT	There is attrition of 16.6% in performance rating of 3 category and 16.37% in performance rating of 4 category
Attrition	RelationshipSatisfaction	CAT, CAT	There is attrition of 21% employees in relationship satisfaction 1 category
Attrition	StandardHours	CAT, NUM	Standard hours has no attrition as can't be further analyzed
Attrition	StockOptionsLevel	CAT, CAT	There is attrition of 24% in Stock option level 1 category followed by 18% in Stock option level 1 category
Attrition	TotalWorkingYears	CAT, NUM	The attrited employees has average of 8 total working years and non attrited has average of 11 total working years
Attrition	TotalWorkingYears	CAT, NUM	The attriting employees have maximum 40 total working years while non attriting has maximum 38 total working years
Attrition	TrainingTimesLastYear	CAT, NUM	There is maximum attrition for the employees for the 0 training time last year
Attrition	WorkWeekHours	CAT, CAT	There is attrition of 13% employees in Workweek balance 1 category
Attrition	YearsAtCompany	CAT, NUM	There is attrition of the employees who worked at company for an average of 5 years which is less as compared to non-attriting employees
Attrition	YearsAtCompany	CAT, NUM	The maximum years in company is 40 for attrited employees and 37 for non attriting employees
Attrition	YearsCurrentRole	CAT, NUM	The average of years in current role for attrition is 3.80 and for non attrition is 4.48
Attrition	YearsCurrentRole	CAT, NUM	The maximum of years in current role for attriting is 15 and for non attriting is 58
Attrition	YearsSinceLastPromotion	CAT, NUM	The 17 % employees are attrited with 0 to 7 years since last promotion, 24 % with 4 to 7 years since last promotion
Attrition	YearsWithCurrManager	CAT, NUM	The average of years with current manager for attriting category is 2.80 and for non attriting category is 4.36

Level 3 Report				
Column 1	Column 2	Column 3	Type of Analysis	Interpretation
Arbitron	Business/Travel	Department	CAT, CAT, CAT	There is maximum attrition of 10% for Human resources, 20% for Research and development and 33% for Sales in Travel Frequency category as compared to other categories
Arbitron	Day/Rate	Education	CAT, NUM, NUM	The average daily rate is 734.22 for the education level 3 which is less as compared to other categories
Arbitron	Distance/Income	Distance	CAT, NUM, CAT	There is maximum attrition of 25% for Human Resources and Sales development categories
Arbitron	Distance/Income	JobRole	CAT, NUM, CAT	The average distance from home is 27.66 for Healthcare Representative category which is more as compared to other categories
Arbitron	JobRole	Substitution	CAT, CAT, CAT	There is maximum attrition of 50% in Human Resources category level 1 of job substitution
Arbitron	Gender	Month/Income	CAT, CAT, NUM	There is maximum attrition of 47%, 33% and 30% for Sales Representative category in level 2, 3 and 4 of job substitution respectively
Arbitron	Gender	Month/Income	CAT, CAT, NUM	The average monthly income for the attriting female employees is 4763.73 and for male employees is 4797.16
Arbitron	Department	Performance/Attrition	CAT, CAT, CAT	The attrition of 40% comprises, there is attrition of 27% in Human Resources, 20% in Human resources and 27% in Research and development categories respectively
Arbitron	OverTime	Performance/Attrition	CAT, CAT, CAT	There is maximum attrition of 31.61% in Environment satisfaction 1 category who the over time
Arbitron	OverTime	Performance/Attrition	CAT, CAT, CAT	There is maximum attrition of 46.85% in Sales Representative with Performance Rating of 1 as compared to other categories
Arbitron	Day/Rate	Day/Rate	CAT, NUM, CAT	The average daily rate for the attriting Travel Frequency category is 636.46 which is less as compared to other categories
Arbitron	OverTime	Month/Income	CAT, CAT, NUM	The average monthly income for attriting employees who do overtime is 4688.88 which is less as compared to non attriting avg income
Arbitron	Month/Income	Month/Income	CAT, NUM, CAT	Out of total, the average monthly rate of job attriting is 516.9
Arbitron	Gender	Gender	CAT, NUM, CAT	The average daily rate for the attriting female employees is 763.31 and for male employees is 763.31