

Total Employee

1470

Attrt\_Empl

237

Non\_Attrt\_Empl

1233

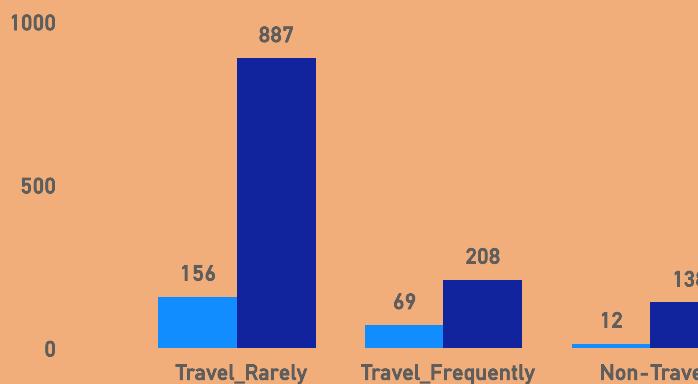
Avg\_Empl\_Age

37

## Employee Attrition Analysis

### Travel Frequency

attrt\_empl Non\_Attrt\_Empl



### Department

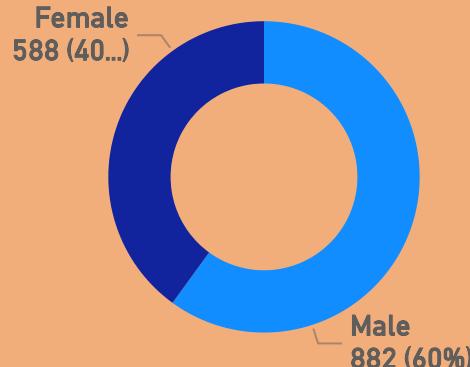
attrt\_empl Non\_Attrt\_Empl



### Job Roles

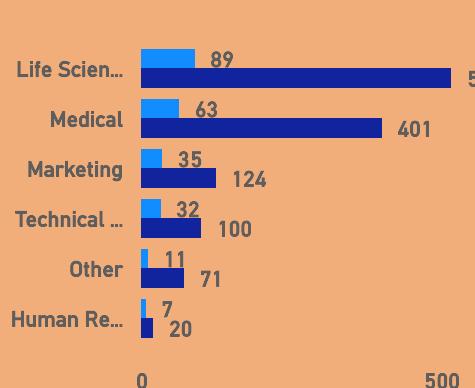


### Gender

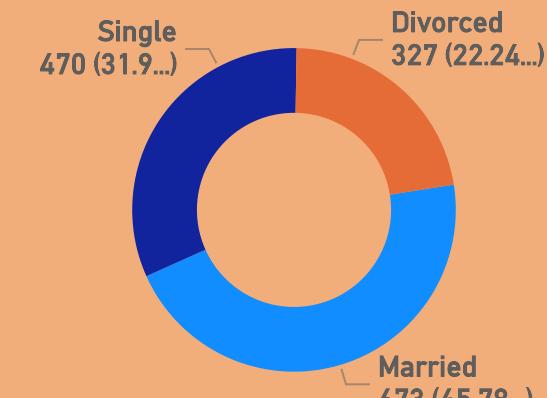


### Education Field

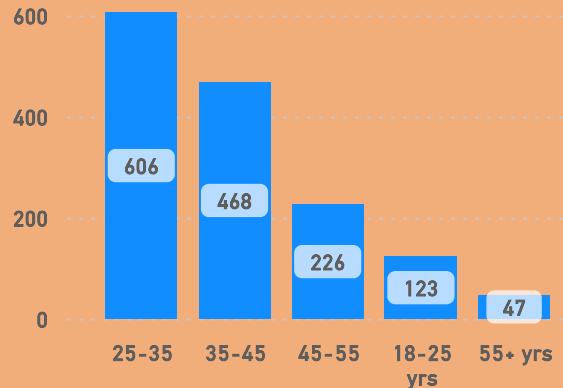
attrt\_empl Non\_Attrt\_Empl



### Marital Status



### Marital Status



R&amp;D Employee

961

R&amp;D\_attrt

133

R&amp;D\_attrt

13.8%

Avg\_Dist\_Km

9

# R&D Analysis Overview

Attrt per Gender &amp; age group

Age_Group	Female	Male	Total
25-35	22	45	67
35-45	6	19	25
18-25 yrs	10	14	24
45-55	2	7	9
55+ yrs	3	5	8
<b>Total</b>	<b>43</b>	<b>90</b>	<b>133</b>

Attrt per Distance &amp; marital Status

Distance_From_Home	Divorced	Married	Single	Total
Less than 10Km	10	28	47	85
Less than 20km	5	12	7	24
Less than 30Km	3	9	12	24
<b>Total</b>	<b>18</b>	<b>49</b>	<b>66</b>	<b>133</b>

Attrtd\_Mnth\_CTC

\$546.37K

Total\_Mnth\_CTC

\$6.04M

R&amp;D\_OverTime

271

Attrt per Education &amp; job\_role

JobRole	Life Sciences	Medical	Other	Technical Degree	Total
Healthcare Representative	2	5	1	1	9
Laboratory Technician	33	17	4	8	62
Manager	1	2			3
Manufacturing Director	4	5		1	10
Research Director	1			1	2
Research Scientist	18	18	2	9	47
<b>Total</b>	<b>59</b>	<b>47</b>	<b>7</b>	<b>20</b>	<b>133</b>

Relationship Level



Work\_Environment



Job\_Involvement



R&amp;D Employee

961

R&amp;D\_attrt

133

R&amp;D\_OverTime

271

Attrtd\_Mnth\_CTC

\$546.37K

# R&D Analysis

## Attrt per Total\_Exp & No\_Of\_Prv\_Companies

Total_Exp	Current Company	Less than 5	More than 10	Total
10+ yrs	5	11	11	27
1-5 yrs	13	6	6	25
5-10 yrs	25	17	12	54
less than 1 yrs	27			27
<b>Total</b>	<b>70</b>	<b>34</b>	<b>29</b>	<b>133</b>

## Attrt\_salary per no\_of\_Training & Performance

Performance_Rate	0-2 times	3-4 times	5-6 times	Total
Excellent	\$285,840	\$51,853	\$126,628	\$464,321
Outstanding	\$54,136	\$9,272	\$18,645	\$82,053
<b>Total</b>	<b>\$339,976</b>	<b>\$61,125</b>	<b>\$145,273</b>	<b>\$546,374</b>

## Attrt per Curr\_Comp\_Yrs & W/Life\_Balancne

CurrentRoleYears	Bad	Best	Better	Good	Total
10+ years			3		3
1-5 years	10	6	28	10	54
5-10 years	2	4	11	7	24
Less than 1 year	7	4	26	15	52
<b>Total</b>	<b>19</b>	<b>14</b>	<b>68</b>	<b>32</b>	<b>133</b>

## Total\_Mnth\_CTC

\$6.04M

## Attrt per Yrs\_Since\_Last\_Promotion & Sal\_%\_hike

Salary_PCNT_Hike	10+ yrs	1-5 yrs	5-10 yrs	less than 1 yr	Total
Less than 15%	4	12	11	56	83
Less than 20%	1	5	1	23	30
Less than 25%		4	1	15	20
<b>Total</b>	<b>5</b>	<b>21</b>	<b>13</b>	<b>94</b>	<b>133</b>

## Attrt per yrs with Curr\_mngr & relationship\_lvl

YearWithCurrMngr	High	Low	Medium	Very High	Total
Less than 1 yr	16	15	15	11	57
1-5 yrs	13	12	6	12	43
5-10 yrs	4	10	5	13	32
10+ yrs	1				1
<b>Total</b>	<b>34</b>	<b>37</b>	<b>26</b>	<b>36</b>	<b>133</b>

HR Employee

63

HR\_attrt

12

HR\_attrt

19.05%

Avg\_Dist\_Km

8.70

# HR Analysis Overview

Attrt per Gender &amp; age group

Age_Group	Female	Male	Total
18-25 yrs	8	10	18
25-35	18	23	41
35-45	7	9	16
45-55	5	12	17
<b>Total</b>	<b>38</b>	<b>54</b>	<b>92</b>

Attrt per Distance &amp; marital Status

Distance_From_Home	Divorced	Married	Single	Total
Less than 10Km	6	17	31	54
Less than 20km	3	7	10	20
Less than 30Km	1	5	12	18
<b>Total</b>	<b>10</b>	<b>29</b>	<b>53</b>	<b>92</b>

Attrtd\_Mnth\_CTC

\$44.59K

Total\_Mnth\_CTC

\$419.23K

R&amp;D\_OverTime

17

Attrt per Education &amp; job\_role

JobRole	Life Sciences	Marketing	Medical	Other	Technical Degree	Total
Manager		2				2
Sales Executive	20	21	9	3	4	57
Sales Representative	9	12	5	1	6	33
<b>Total</b>	<b>29</b>	<b>35</b>	<b>14</b>	<b>4</b>	<b>10</b>	<b>92</b>

Relationship Level



Work\_Environment



Job\_Involvement



HR Employee

63

HR\_attrt

12

HR\_Overtime

17

Attrtd\_Mnth\_CTC

\$44.59K

# HR Analysis

## Attrt per Total\_Exp & No\_Of\_Prv\_Companies

Total_Exp	Current Company	Less than 5	More than 10	Total
10+ yrs	6	15	5	26
1-5 yrs	11	4	3	18
5-10 yrs	12	10	11	33
less than 1 yrs	15			15
Total	44	29	19	92

## Attrt\_salary per no\_of\_Training & Performance

Performance_Rate	0-2 times	3-4 times	5-6 times	Total
Excellent	\$229,956	\$41,226	\$218,970	\$490,152
Outstanding	\$36,915	\$3,407	\$13,104	\$53,426
Total	\$266,871	\$44,633	\$232,074	\$543,578

## Attrt per Curr\_Comp\_Yrs & W/Life\_Balacne

CurrentRoleYears	Bad	Best	Better	Good	Total
10+ years			2		2
1-5 years	3	2	24	12	41
5-10 years	1	4	11	6	22
Less than 1 year	2	6	13	6	27
Total	6	12	50	24	92

## Total\_Mnth\_CTC

\$419.23K

## Attrt per Yrs\_Since\_Last\_Promotion & Sal\_%\_hike

Salary_PCNT_Hike	10+ yrs	1-5 yrs	5-10 yrs	less than 1 yr	Total
Less than 15%	3	14	5	35	57
Less than 20%		4	7	15	26
Less than 25%		1	2	6	9
Total	3	19	14	56	92

## Attrt per yrs with Curr\_mngr & relationship\_lvl

YearWithCurrMngr	High	Low	Medium	Very High	Total
10+ yrs		1	1		2
1-5 yrs	11	6	10	9	36
5-10 yrs	10	5	1	5	21
Less than 1 yr	10	7	6	10	33
Total	31	19	18	24	92

Sales\_Employee

446

Sales\_attrt

92

Sales\_%\_attrt

20.63%

Avg\_Dist\_Km

9.37

# Sales Analysis Overview

Attrt per Gender &amp; age group

Age_Group	Female	Male	Total
18-25 yrs	8	10	18
25-35	18	23	41
35-45	7	9	16
45-55	5	12	17
<b>Total</b>	<b>38</b>	<b>54</b>	<b>92</b>

Attrt per Distance &amp; marital Status

Distance_From_Home	Divorced	Married	Single	Total
Less than 10Km	6	17	31	54
Less than 20km	3	7	10	20
Less than 30Km	1	5	12	18
<b>Total</b>	<b>10</b>	<b>29</b>	<b>53</b>	<b>92</b>

Attrtd\_Mnth\_CTC

\$543.58K

Total\_Mnth\_CTC

\$3.1M

R&amp;D\_OverTime

128

Attrt per Education &amp; job\_role

JobRole	Life Sciences	Marketing	Medical	Other	Technical Degree	Total
Manager		2				
Sales Executive	20	21	9	3	4	
Sales Representative	9	12	5	1	6	
<b>Total</b>	<b>29</b>	<b>35</b>	<b>14</b>	<b>4</b>	<b>10</b>	

Relationship Level



Work\_Environment



Job\_Involvement



**Sales Employee****446****Sales\_attrt****92****Sales\_OverTime****128****Attrtd\_Mnth\_CTC****\$543.58K**

## Sales Analysis

### Attrt per Total\_Exp & No\_Of\_Prv\_Companies

Total_Exp	Current Company	Less than 5	More than 10	Total
10+ yrs	6	15	5	26
1-5 yrs	11	4	3	18
5-10 yrs	12	10	11	33
less than 1 yrs	15			15
<b>Total</b>	<b>44</b>	<b>29</b>	<b>19</b>	<b>92</b>

### Attrt\_salary per no\_of\_Training & Performance

Performance_Rate	0-2 times	3-4 times	5-6 times	Total
Excellent	\$229,956	\$41,226	\$218,970	\$490,152
Outstanding	\$36,915	\$3,407	\$13,104	\$53,426
<b>Total</b>	<b>\$266,871</b>	<b>\$44,633</b>	<b>\$232,074</b>	<b>\$543,578</b>

### Attrt per Curr\_Comp\_Yrs & W/Life\_Balacne

CurrentRoleYears	Bad	Best	Better	Good	Total
10+ years			2		2
1-5 years	3	2	24	12	41
5-10 years	1	4	11	6	22
Less than 1 year	2	6	13	6	27
<b>Total</b>	<b>6</b>	<b>12</b>	<b>50</b>	<b>24</b>	<b>92</b>

### Total\_Mnth\_CTC

**\$3.1M**

### Attrt per Yrs\_Since\_Last\_Promotion & Sal\_%\_hike

Salary_PCNT_Hike	10+ yrs	1-5 yrs	5-10 yrs	less than 1 yr	Total
Less than 15%	3	14	5	35	57
Less than 20%		4	7	15	26
Less than 25%		1	2	6	9
<b>Total</b>	<b>3</b>	<b>19</b>	<b>14</b>	<b>56</b>	<b>92</b>

### Attrt per yrs with Curr\_mngr & relationship\_lvl

YearWithCurrMngr	High	Low	Medium	Very High	Total
10+ yrs		1	1		2
1-5 yrs	11	6	10	9	36
5-10 yrs	10	5	1	5	21
Less than 1 yr	10	7	6	10	33
<b>Total</b>	<b>31</b>	<b>19</b>	<b>18</b>	<b>24</b>	<b>92</b>