

Total Employee

1470

Attrt_Empl

237

Non_Attrt_Empl

1233

Avg_Empl_Age

37

Employee Attrition Analysis

Travel Frequency

attrt_empl Non_Attrt_Empl

1000

500

0



Department

attrt_empl Non_Attrt_Empl

500

0

Research & Development

354

Sales

Human Resources

attrt_empl Non_Attrt_Empl

828

133

92

12

51

Job Roles

Sales Executive

Research Scientist

292

Laboratory ...

259

Manager

102

Sales Represen...

80

Man...

145

Rese...

131

Attrition

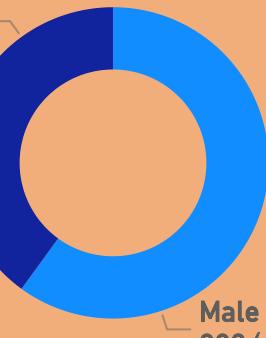
No

Yes

Gender

Female

588 (40...)



Male

882 (60%)

Education Field

attrt_empl Non_Attrt_Empl

Life Scien...

89

517

Medical

63

401

Marketing

35

124

Technical ...

32

100

Other

11

71

Human Re...

7

20

0

500

Marital Status

Single

470 (31.9...)

Divorced

327 (22.24...)

Married

673 (45.78...)

Age Group

600

400

200

0

25-35

606

35-45

468

45-55

226

18-25

123

55+ yrs

47

R&D Employee

961

R&D_attrt

133

R&D_attrt

13.8%

Avg_Dist_Km

9

R&D Analysis Overview

Attrt per Gender & 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
Total	43	90	133

Attrt per Distance & 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
Total	18	49	66	133

Attrtd_Mnth_CTC

\$546.37K

Total_Mnth_CTC

\$6.04M

R&D_OverTime

271

Attrt per Education & 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
Total	59	47	7	20	133

Relationship Level



Work_Environment



Job_Involvement



R&D Employee

961

R&D_attrt

133

R&D_OverTime

271

Attrtd_Mnth_CTC

\$546.37K

Total_Mnth_CTC

\$6.04M

R&D Analysis

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
Total	34	37	26	36	133

Attrt per Curr_Comp_Yrs & W/Life_Balacne

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
Total	19	14	68	32	133

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
Total	\$339,976	\$61,125	\$145,273	\$546,374

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
Total	5	21	13	94	133

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
Total	70	34	29	133

HR Employee

63

HR_attrt

12

HR_attrt

19.05%

Avg_Dist_Km

8.70

HR Analysis Overview

Attrt per Gender & age group

Age_Group	Female	Male	Total
18-25 yrs		2	2
25-35	6	2	8
35-45		2	2
Total	6	6	12

Attrt per Distance & marital Status

Distance_From_Home	Divorced	Married	Single	Total
Less than 10Km	2	2	1	5
Less than 20km	2	2		4
Less than 30Km	1	2		3
Total	5	6	1	12

Attrtd_Mnth_CTC

\$44.59K

Total_Mnth_CTC

\$419.23K

R&D_OverTime

17

Attrt per Education & job_role

JobRole	Human Resources	Life Sciences	Medical	Technical Degree	Total
Human Resources	7	1	2	2	12
Total	7	1	2	2	12

Relationship Level



Work_Environment



Job_Involvement



HR Employee

63

HR_attrt

12

HR_Overtime

17

Attrtd_Mnth_CTC

\$44.59K

Total_Mnth_CTC

\$419.23K

HR Analysis

Attrt per Total_Exp & No_Of_Prv_Companies

Total_Exp	Current Company	Less than 5	More than 10	Total
10+ yrs			2	2
1-5 yrs	2	1		3
5-10 yrs	2	1	1	4
less than 1 yrs	3			3
Total	7	2	3	12

Attrt per Curr_Comp_Yrs & W/Life_Balacne

CurrentRoleYears	Best	Better	Good	Total
1-5 years		4	1	5
5-10 years		1	1	2
Less than 1 year	1	4		5
Total	1	9	2	12

Attrt per Yrs_Since_Last_Promotion & Sal_%_hike

Salary_PCNT_Hike	1-5 yrs	less than 1 yr	Total
Less than 15%	3	7	10
Less than 20%		1	1
Less than 25%		1	1
Total	3	9	12

Attrt_salary per no_of_Training & Performance

Performance_Rate	0-2 times	3-4 times	5-6 times	Total
Excellent	7	1	3	11
Outstanding			1	1
Total	7	1	4	12

Attrt per yrs with Curr_mngr & relationship_lvl

YearWithCurrMngr	High	Low	Medium	Very High	Total
1-5 yrs	3			2	5
5-10 yrs				1	1
Less than 1 yr	3	1	1	1	6
Total	6	1	1	4	12

Sales_Employee

446

Sales_attrt

92

Sales_%_attrt

20.63%

Avg_Dist_Km

9.37

Sales Analysis Overview

Attrt per Gender & 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
Total	38	54	92

Attrt per Distance & 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
Total	10	29	53	92

Attrtd_Mnth_CTC

\$543.58K

Total_Mnth_CTC

\$3.1M

R&D_OverTime

128

Attrt per Education & 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
Total	29	35	14	4	10	92

Relationship Level



Work_Environment



Job_Involvement



Sales Employee

446

Sales_attrt

92

Sales_OverTime

128

Attrtd_Mnth_CTC

\$543.58K

Total_Mnth_CTC

\$3.1M

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
Total	44	29	19	92

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

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 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