

Attrition Overview

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Attrition Indicators

16.1%

Attrition Rate

237

NonActive

1233

Active

1470

Total_Employees

Average of Salary by Year and Attrition

Attrition

No

Yes



Attrition

All

Year

All

Salary

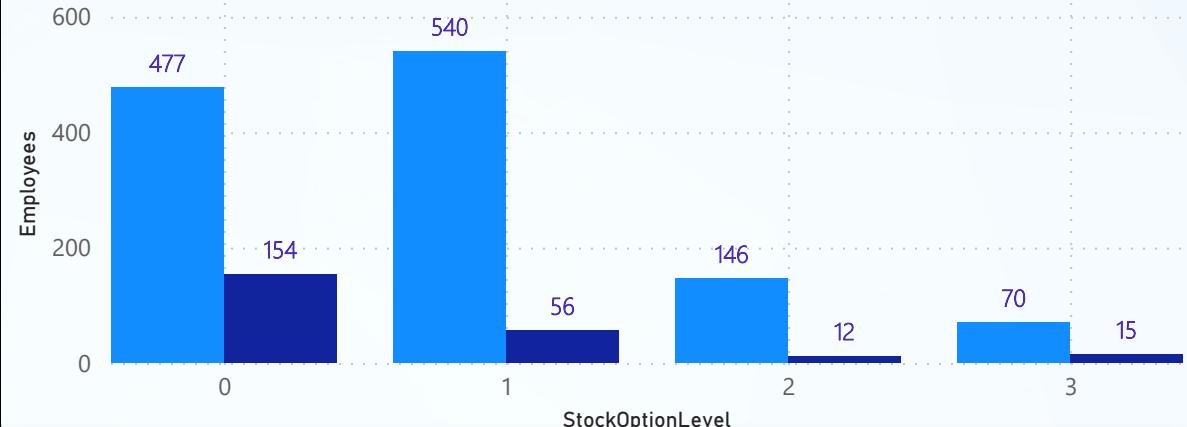
20387

547204

Department

- Human Resources
- Sales
- Technology

Employees by StockLevel



Employees by Department and Role

Technology

Software Engineer 294

Sales

Sales Executive 326

Machine ...

Senior S...

Sales Representat... Mana...

Data Scientist 261

Engineerin...

Analyti...

Human Resources

Hover on help tooltip above bar chart to get more info on the States.

Employee Work Details

Attrition Overview

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Attrition Indicators

16.1%

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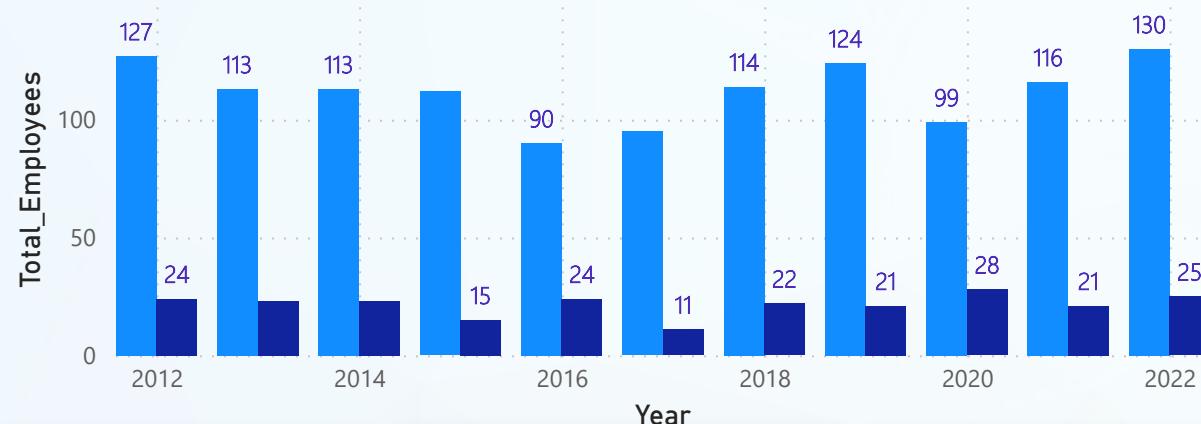
Active

1470

Total_Employees

Total_Employees by Year and Attrition

Attrition ● No ● Yes



Attrition

All

Year

All

JobRole

- Analytics Manager
- Data Scientist
- Engineering Manager
- HR
- Sales
- Technology

Department

- Human Resources
- Sales
- Technology

Employee Review

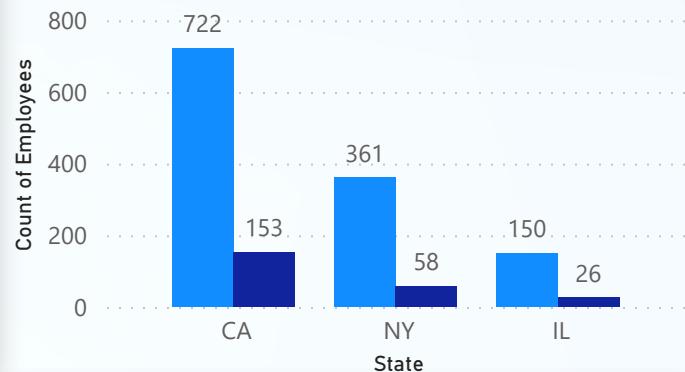
Employee Name

Search

- Abra MacGray
- Ada Bynold
- Adan Fradgley
- Adan Sunderland
- Adara Sleeford
- Addison Elfo

Employees by Location

Attrition ● No ● Yes



Gender

Analytics Manager

Role

113K

Salary

Human Resources

Department

01/01/2022

Most Recent Date

3

Self Rate

2

Yrs In Current Role

3

Yrs Since Lst P...

01/01/2023

Next Review Date

3

Manager Rate

2

Yrs W/H Curr Mngr

5

Yrs At Compa...

Hover on help tooltip above Gender Card & Location to get more info on them.

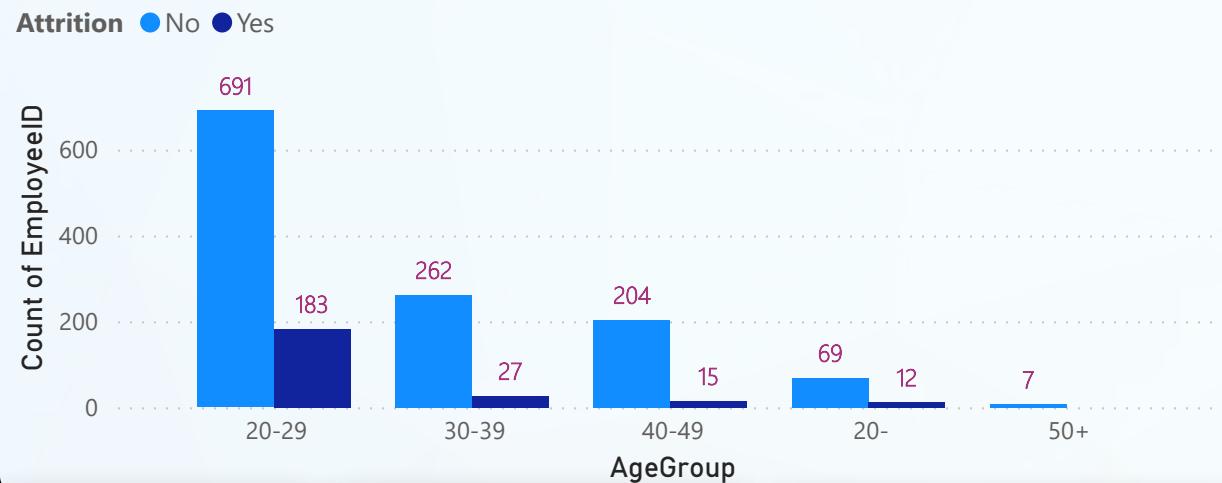
Demographics

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Attrition Indicators



Employees by Age Group



Attrition

- No
- Yes

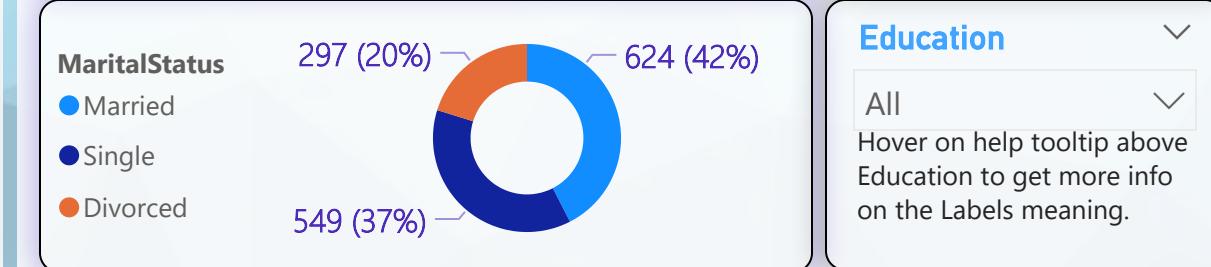
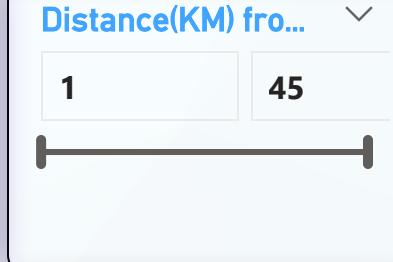
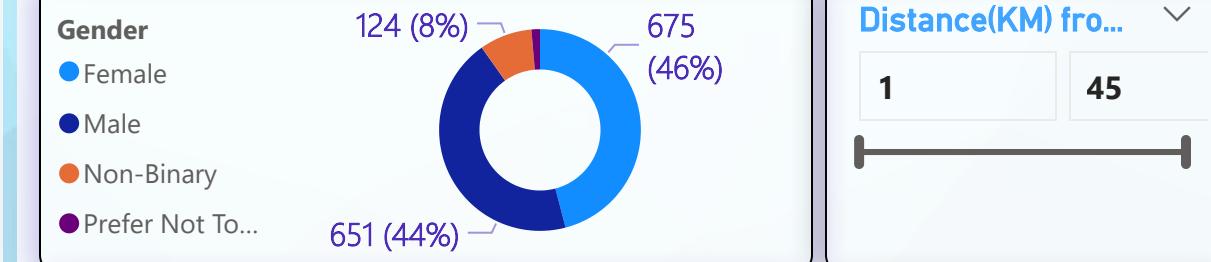
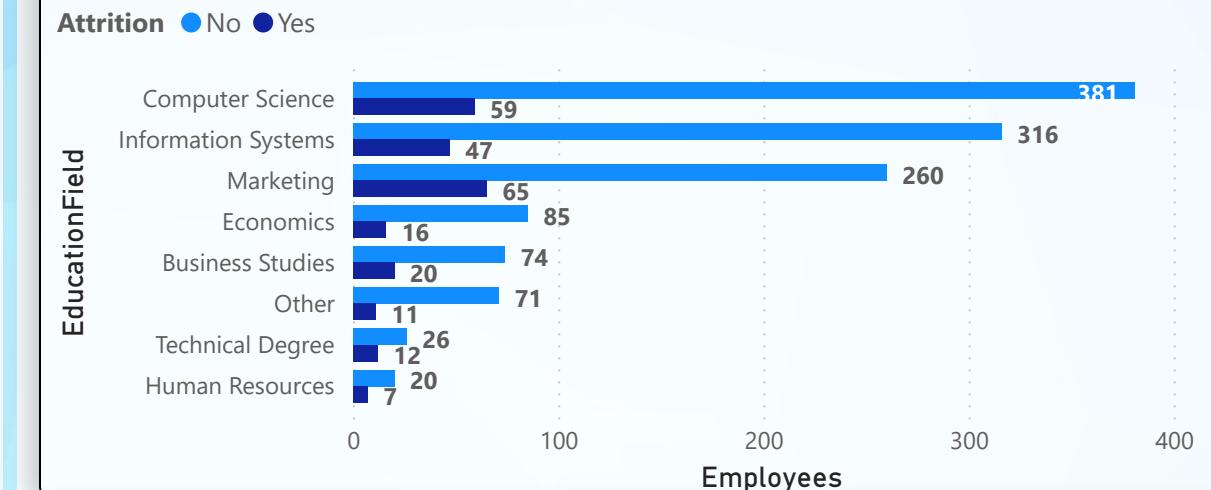
Year

- 2012
- 2013
- 2014
- 2015

Ethnicity

- American Indian or Alaskan Native
- Asian or Asian American
- Black or African American
- Hispanic or Latino
- Two or More Races
- White

Employees by EducationField and Attrition



Education

- All

Hover on help tooltip above Education to get more info on the Labels meaning.

Indicators

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Employees Performance Rating

16.1%

Attrition Rate

237

NonActive

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Active

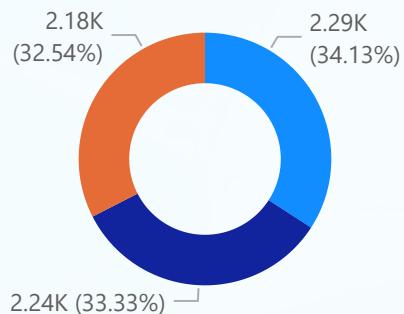
1470

Total_Employees

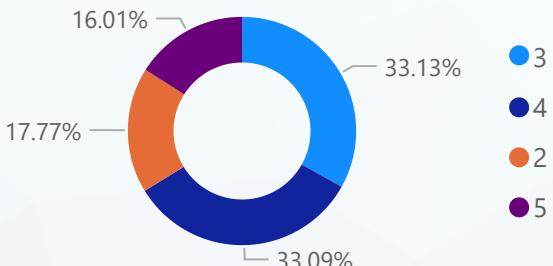
Total Manger Rating By Dep. & Role

Attrition	2	3	4	5
Yes				
Human Resources				
HR Executive	10	7	6	6
Recruiter	19	29	26	12
Sales	165	279	296	139
Technology	220	436	403	208
No				
Human Resources				
HR Business Partner	8	6	7	2
HR Executive	15	25	32	14
HR Manager	5	3	5	3
Recruiter	10	17	21	15
Sales	252	404	418	196
Technology	488	1017	1006	479

Self-Rating



Manager Rating

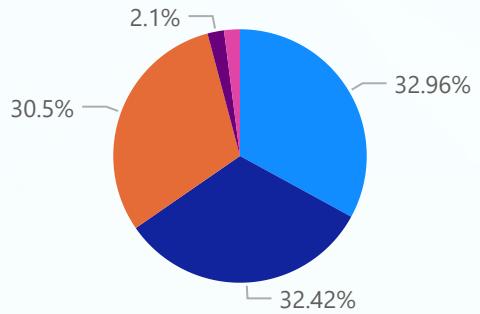


Satisfaction Indicator

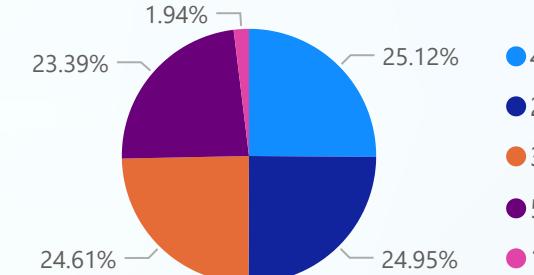
01/01/2022

Most Recent Date

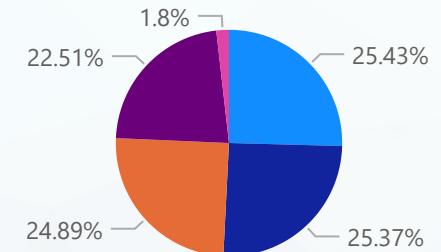
Environment



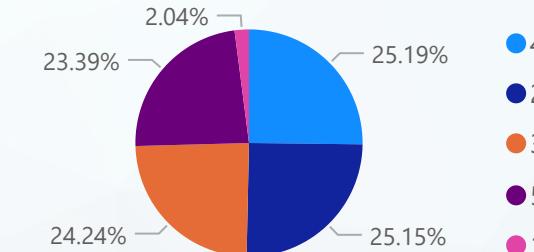
Job



Work Life Balance



Relationship



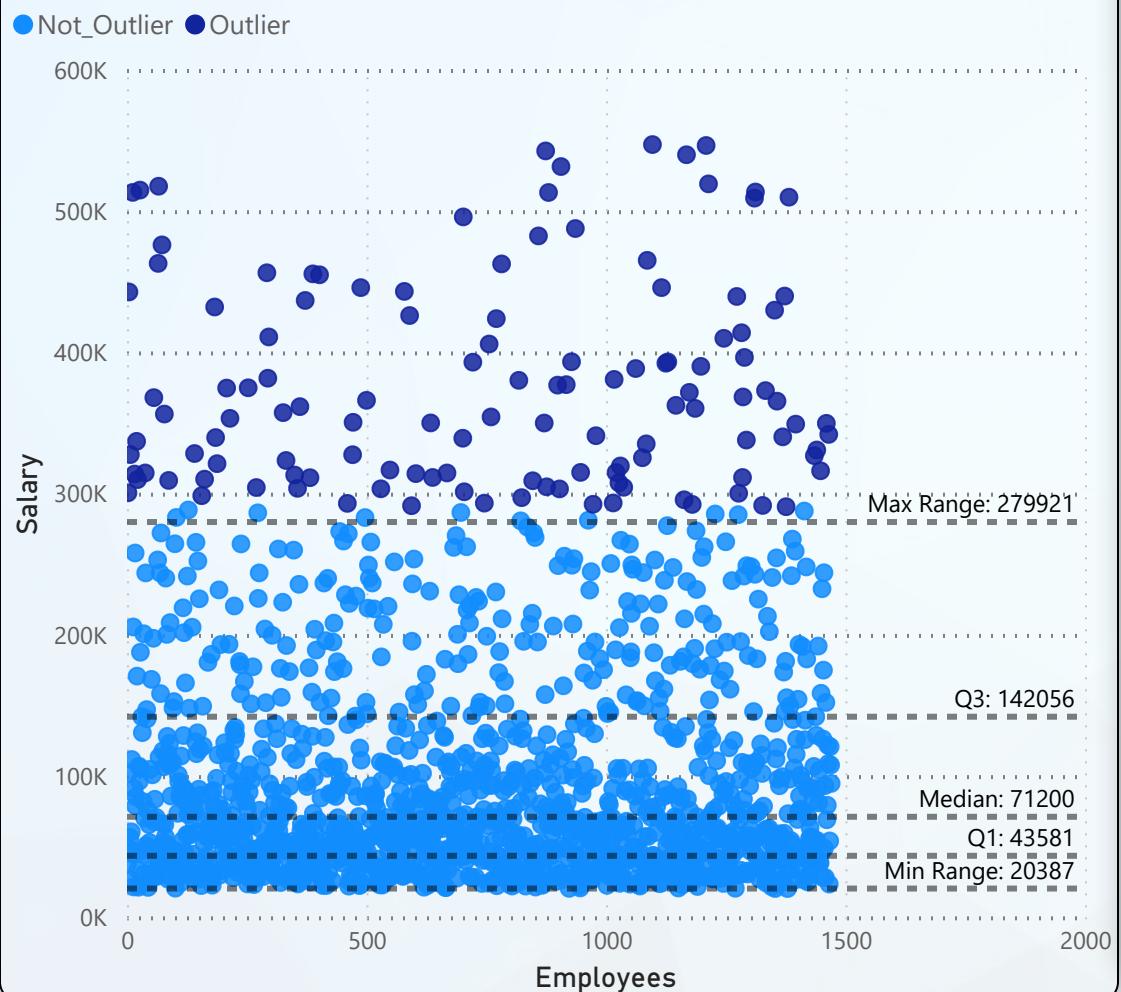
Hover on help tooltip above each chart to get more info on the Legends.

Outliers Detection

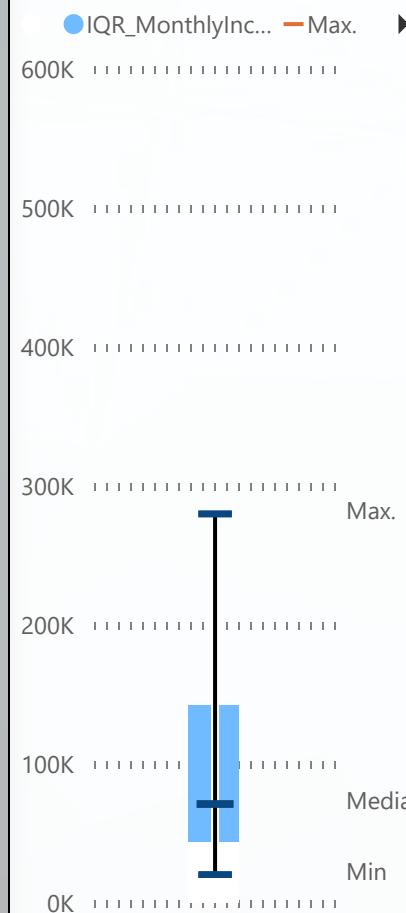
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Detect Outliers Using Interquartile Range (25% & 75%)

Outlier in Salary for each Employee



Salary - Box Plot



124

OutliersCounter

Outlier Slicer

- Not_Outlier
- Outlier

Outlier Elements

EmployeeNum	FullName	JobRole	Department	Salary
1	Abra MacGray	Software Engineer	Technology	37436
2	Ada Bynold	Engineering Manager	Technology	300594
3	Adan Fradgley	Sales Executive	Sales	102061
4	Adan Sunderland	Engineer	Technology	442820

Attrition

- No
- Yes

Department

- Human Resources
- Sales
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Calls to Action

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Recommendations & Future work

- It is recommended choose to hire higher age as Age factor is one of the factors that affect attrition directly.
- It is recommended to re-adjust monthly income less than average for over all employers.
- Beside allow more stock option level, Since level zero has highest over turn with year in company equal zero and one.
- Carefully consider singles and bachelor's degrees employees as has their attrition total count is highest among their category.
- Future work: is to investigate Salary features outliers.