

```

1 -- 📊 HR Attrition Analysis Queries --
2 -- ~::~~::~~::~~::~~::~~::~~::~~::~~::~~::.
3
4 -- General Attrition Overview --
5 -- 1. What is the overall attrition rate?
6
7 SELECT
8     ROUND(SUM(CASE WHEN Attrition = 'Yes' THEN 1 ELSE 0 END) * 100.0 / COUNT(*), 2) AS
attrition_rate_percentage
9 FROM "HR-Analytics";
10
11 -- 2. What is the attrition rate by gender?
12
13 SELECT
14     Gender,
15     ROUND(SUM(CASE WHEN Attrition = 'Yes' THEN 1 ELSE 0 END) * 100.0 / COUNT(*), 2) AS
attrition_rate_percentage
16 FROM "HR-Analytics"
17 GROUP BY Gender;
18
19 -- Income & Satisfaction --
20 -- 3. What are the average monthly income and job satisfaction for employees who left?
21
22 SELECT
23     ROUND(AVG(MonthlyIncome), 2) AS avg_income,
24     ROUND(AVG(JobSatisfaction), 2) AS avg_job_satisfaction
25 FROM "HR-Analytics"
26 WHERE Attrition = 'Yes';
27
28 -- Department Insights --
29 -- 4. Which departments have the highest attrition rates?
30
31 SELECT
32     Department,
33     ROUND(SUM(CASE WHEN Attrition = 'Yes' THEN 1 ELSE 0 END) * 100.0 / COUNT(*), 2) AS
attrition_rate_percentage
34 FROM "HR-Analytics"
35 GROUP BY Department
36 ORDER BY attrition_rate_percentage DESC;
37
38 -- Overtime Impact --
39 -- 5. What is the relationship between overtime and attrition?
40
41 SELECT
42     OverTime,
43     COUNT(*) AS total_employees,
44     SUM(CASE WHEN Attrition = 'Yes' THEN 1 ELSE 0 END) AS attritions,
45     ROUND(SUM(CASE WHEN Attrition = 'Yes' THEN 1 ELSE 0 END) * 100.0 / COUNT(*), 2) AS
attrition_rate_percentage
46 FROM "HR-Analytics"
47 GROUP BY OverTime;
48
49 -- Tenure & Experience --
50 -- 6. What is the average years at company for those who stayed vs. those who left?
51
52 SELECT
53     Attrition,
54     ROUND(AVG(YearsAtCompany), 2) AS avg_years_at_company
55 FROM "HR-Analytics"
56 GROUP BY Attrition;
57
58 -- Job Role & Attrition --
59 -- 7. How does job role affect attrition?
```

```

60 SELECT
61     JobRole,
62     ROUND(SUM(CASE WHEN Attrition = 'Yes' THEN 1 ELSE 0 END) * 100.0 / COUNT(*), 2) AS
attrition_rate_percentage
63 FROM "HR-Analytics"
64 GROUP BY JobRole
65 ORDER BY attrition_rate_percentage DESC;
66
67 -- Age & Attrition Patterns --
68 -- 8. Is there a pattern in attrition based on age group?
69
70 SELECT
71     CASE
72         WHEN Age < 30 THEN 'Under 30'
73         WHEN Age BETWEEN 30 AND 40 THEN '30-40'
74         WHEN Age BETWEEN 41 AND 50 THEN '41-50'
75         ELSE '51+'
76     END AS age_group,
77     ROUND(SUM(CASE WHEN Attrition = 'Yes' THEN 1 ELSE 0 END) * 100.0 / COUNT(*), 2) AS
attrition_rate_percentage
78 FROM "HR-Analytics"
79 GROUP BY age_group;
80
81 -- Training Time --
82 -- 9. What is the average training time for employees who left?
83
84 SELECT
85     ROUND(AVG(TrainingTimesLastYear), 2) AS avg_training_time
86 FROM "HR-Analytics"
87 WHERE Attrition = 'Yes';
88
89 -- Education Field & Attrition --
90 -- 10. Which education fields have the highest attrition?
91
92 SELECT
93     EducationField,
94     ROUND(SUM(CASE WHEN Attrition = 'Yes' THEN 1 ELSE 0 END) * 100.0 / COUNT(*), 2) AS
attrition_rate_percentage
95 FROM "HR-Analytics"
96 GROUP BY EducationField
97 ORDER BY attrition_rate_percentage DESC;
98

```