

# Employee Attrition Report

Home

Employee Details

Department

Salary Analysis

EDA

Key Influencers



# Employee Details



Total Employee

2940

Male

1764

Female

1176

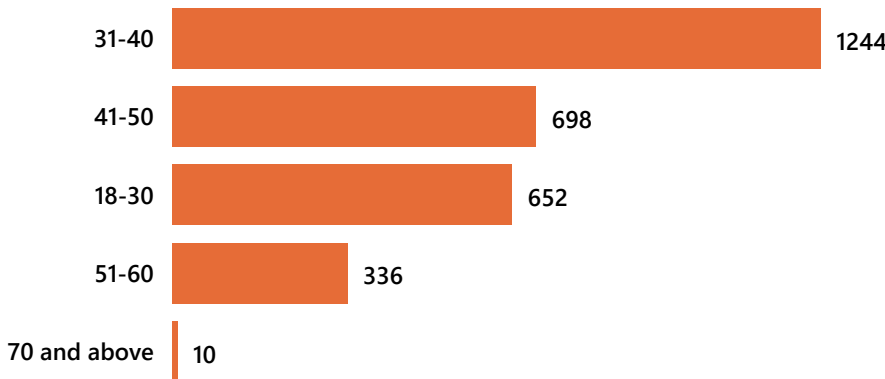
Avg Work Ex

7.01

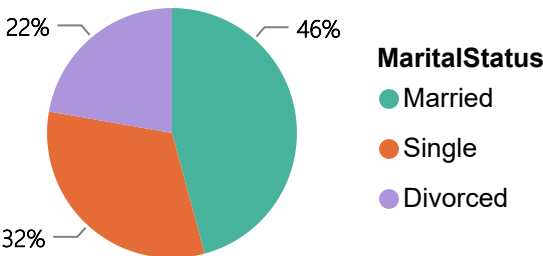
Avg Age

36.92

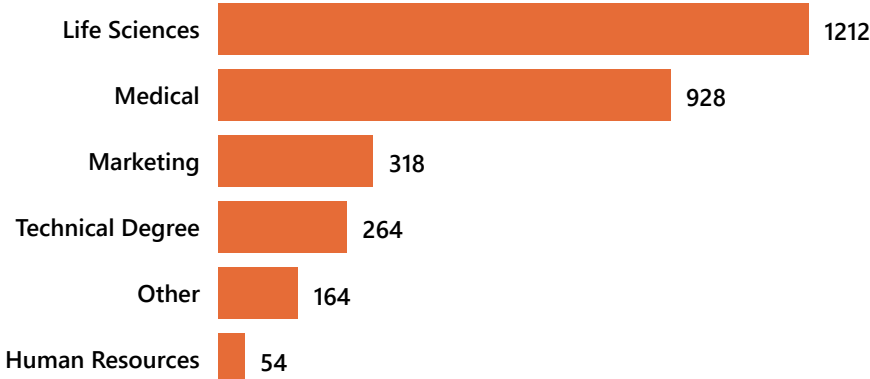
Employee Count by Age



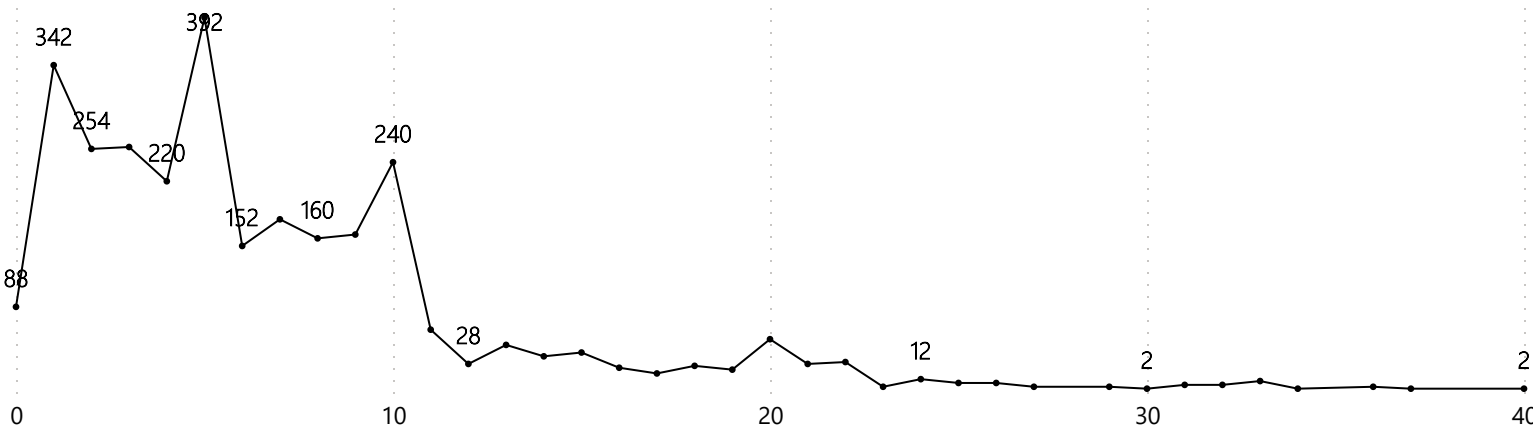
Marital Status



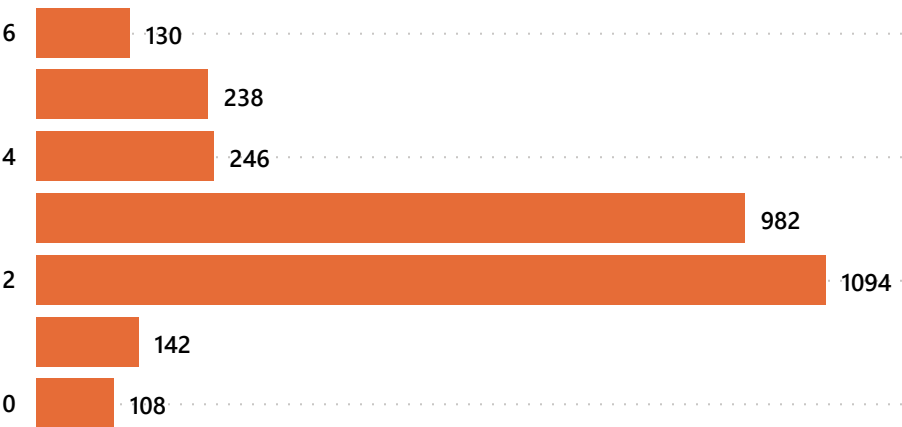
Employee Count by Education Field



Employee Count by Years At Company



Count of Trainings Taken



# Department

Departments #

3

Job Roles #

9

Job Levels #

5

Attrition Count

474

Female

1176

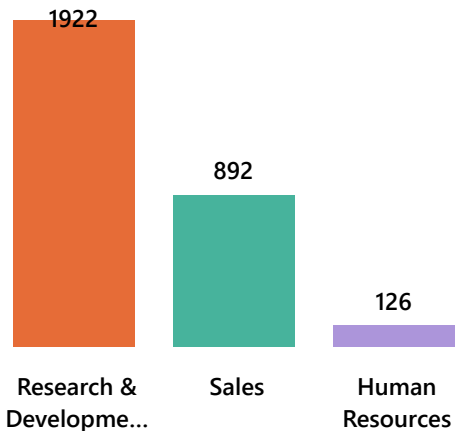
Male

1764

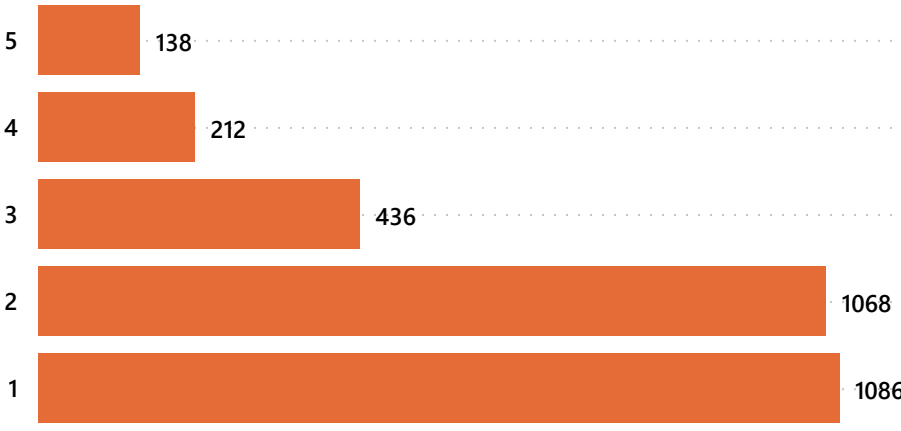
Department

All

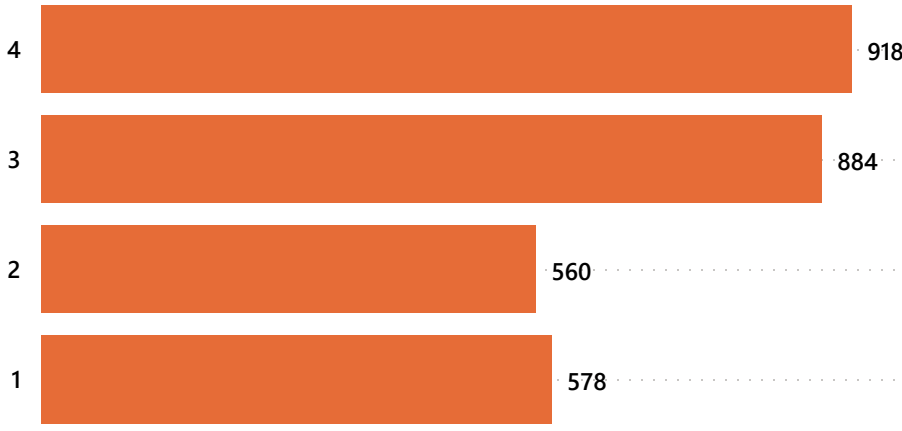
Employee Count by Department



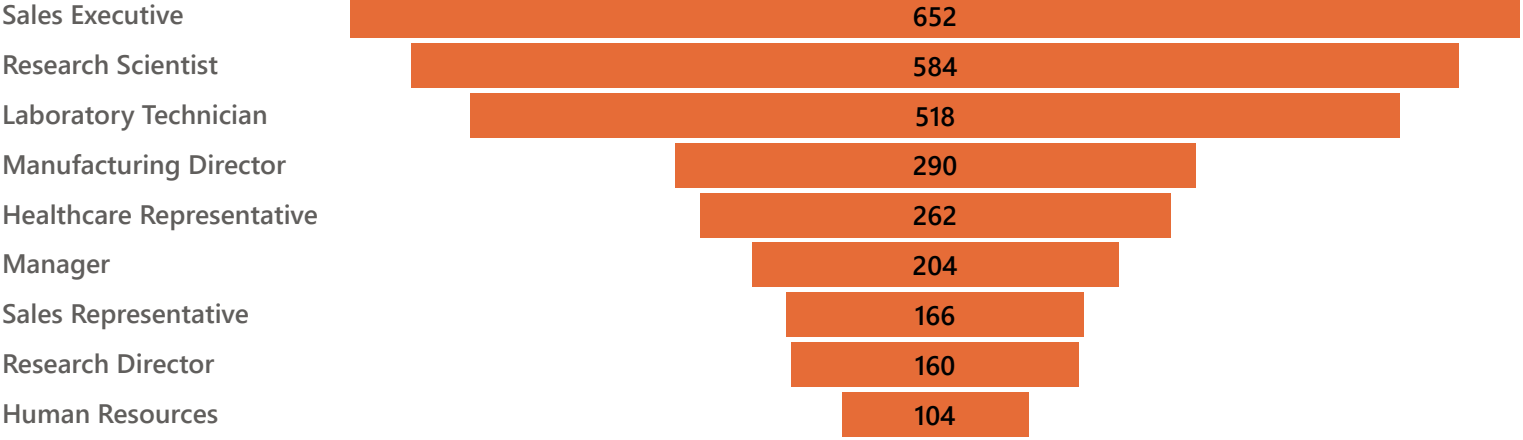
Employee Count by Job Level



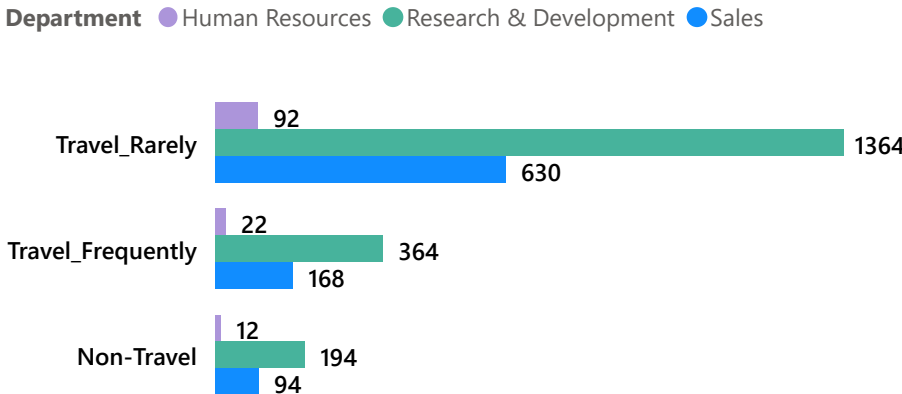
Employee Count by Job Satisfaction



Employee Count by Job Role



Employee Count by Business Travel and Department



# Salary Analysis

Total Salary Expenses

19M

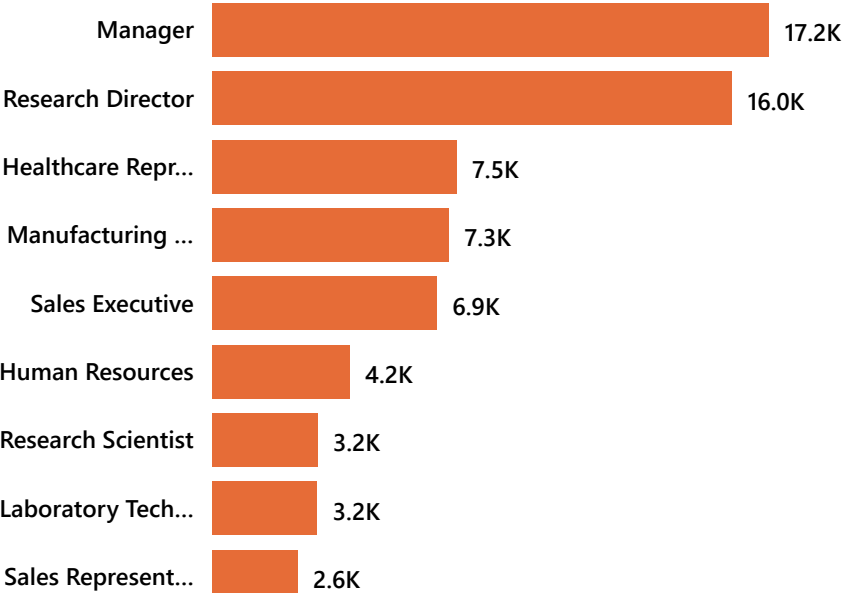
Avg Monthly Salary

6.50K

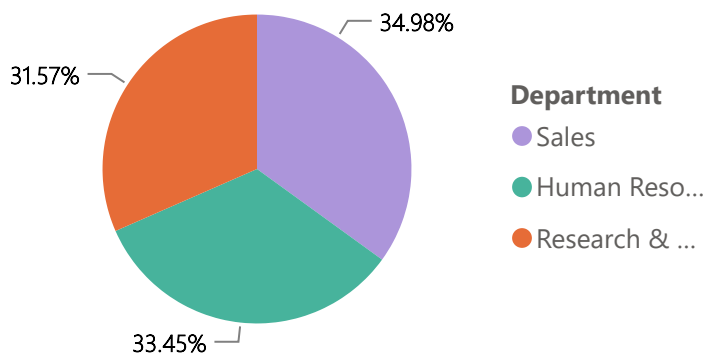
Avg Hourly Rate

65.89

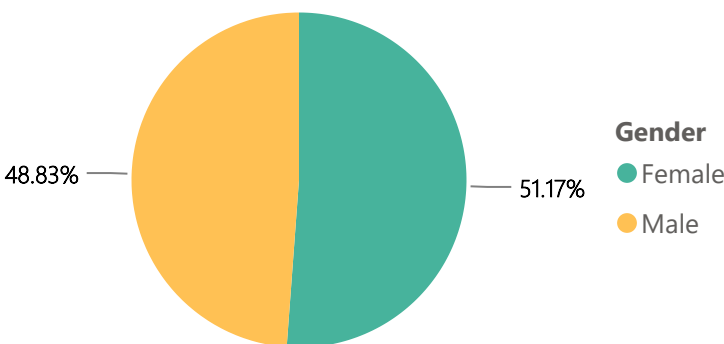
Avg Monthly Salary by Job Role



Avg Monthly Salary by Department



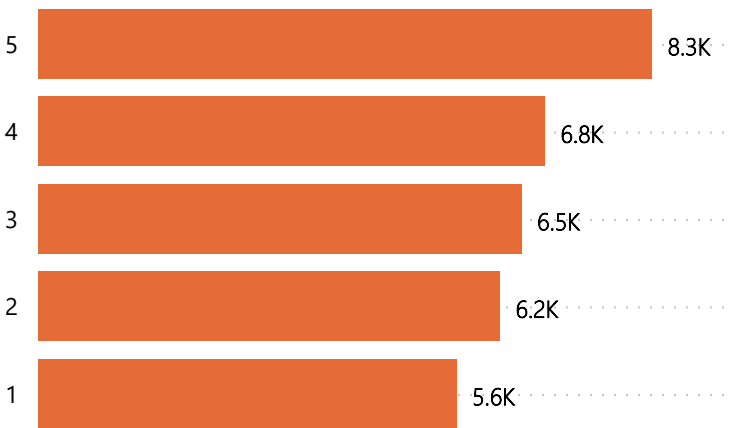
Avg Monthly Salary by Gender



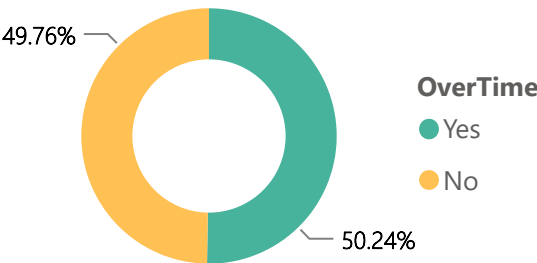
Avg Monthly Salary by Age and Job Level

| Age Bin      | 1       | 2       | 3        | 4        | 5        | Total    |
|--------------|---------|---------|----------|----------|----------|----------|
| 18-30        | 2674.41 | 5418.09 | 8805.00  | 16124.00 |          | 3692.35  |
| 31-40        | 2854.04 | 5619.51 | 9771.02  | 15153.10 | 19300.00 | 5599.25  |
| 41-50        | 2867.41 | 5369.36 | 9891.00  | 15748.77 | 19096.68 | 8537.96  |
| 51-60        | 2960.43 | 5234.82 | 10192.00 | 15315.00 | 19292.61 | 10962.99 |
| 70 and above |         | 5312.50 | 10574.50 |          | 19566.00 | 10268.00 |
| Total        | 2786.92 | 5502.28 | 9817.25  | 15503.78 | 19191.83 | 6502.93  |

Avg Monthly Salary by Education Level



AVG of Monthly Income by OverTime



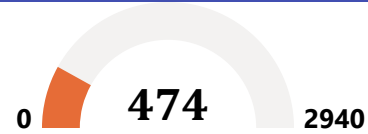
# EDA



Total Employee

2940

Count of Attrition



Active Employees

2466

Female

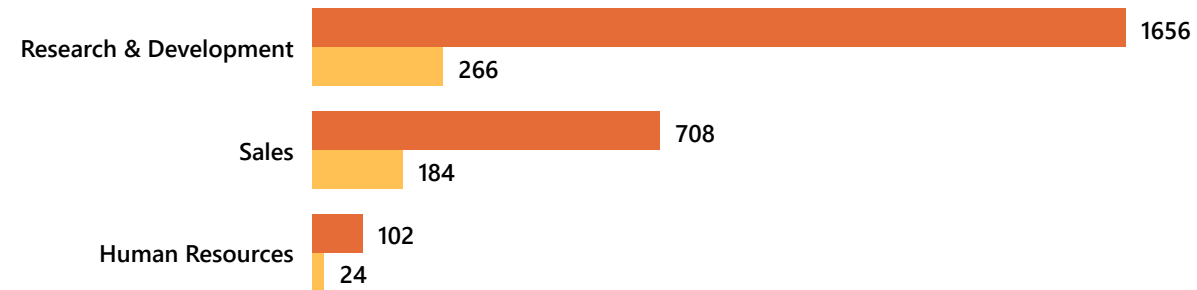
174

Male

300

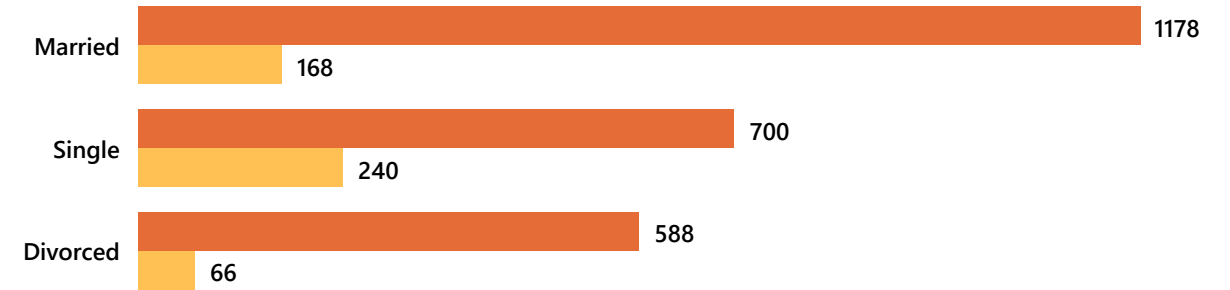
Attrition count by Department

Attrition ● No ● Yes



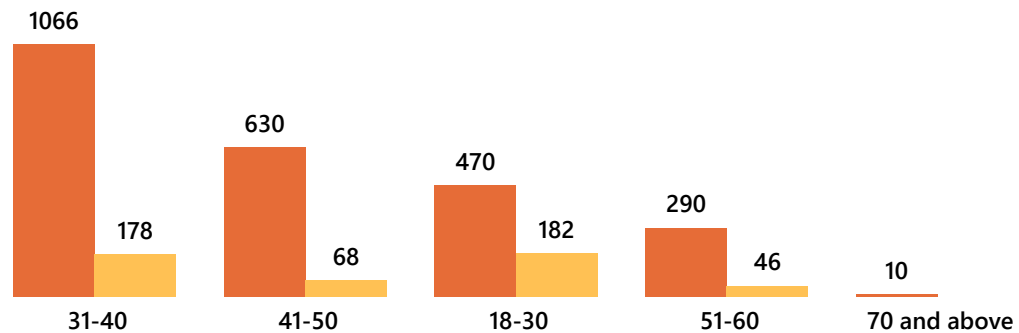
Attrition Count by Marital Status

Attrition ● No ● Yes



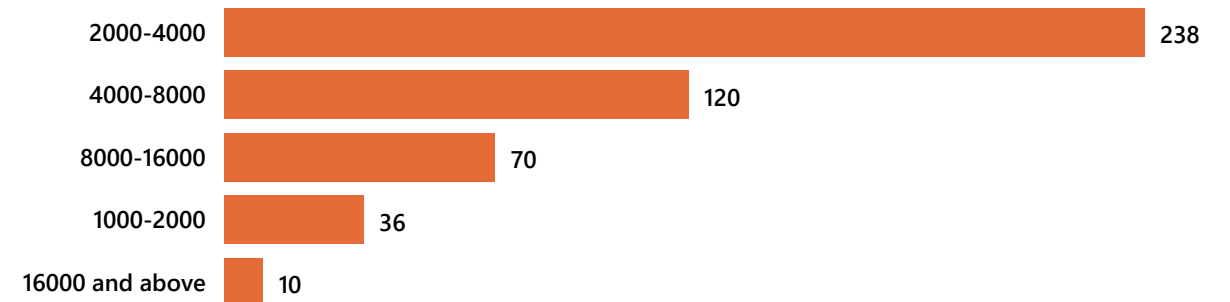
Attrition Count by Age

Attrition ● No ● Yes



Attrition Count by Monthly Income

Attrition ● Yes



# Key Influencers

## Key influencers Top segments

What influences Attrition to be Yes ?

When...

....the likelihood of Attrition being Yes increases by

Sum of MonthlyIncome is 1904 or less

3.69x

Age is 21 or less

3.57x

OverTime is Yes

2.93x

JobLevel is 1 or less

2.60x

Age is 57 - 58

2.24x

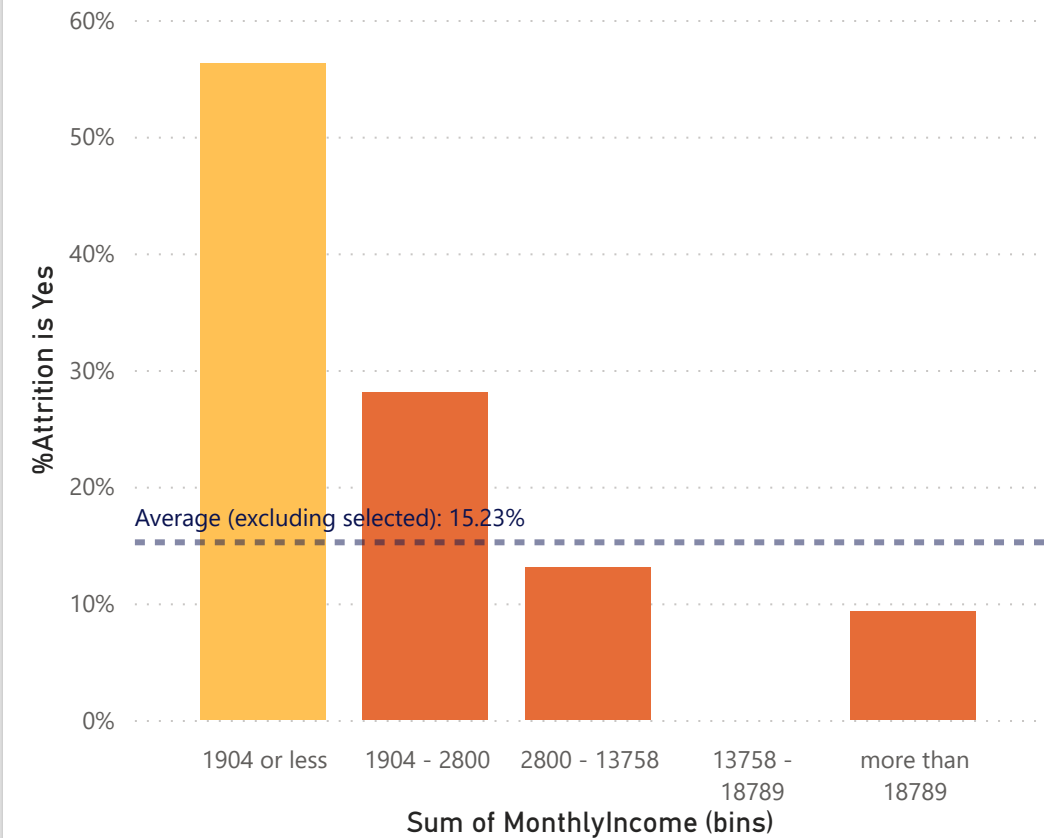
MaritalStatus is Single

2.18x

Sum of MonthlyIncome is 1904 - 2800

2.15x

← Attrition is more likely to be Yes when Sum of MonthlyIncome is 1904 or less than otherwise (on average).



☐ Only show values that are influencers