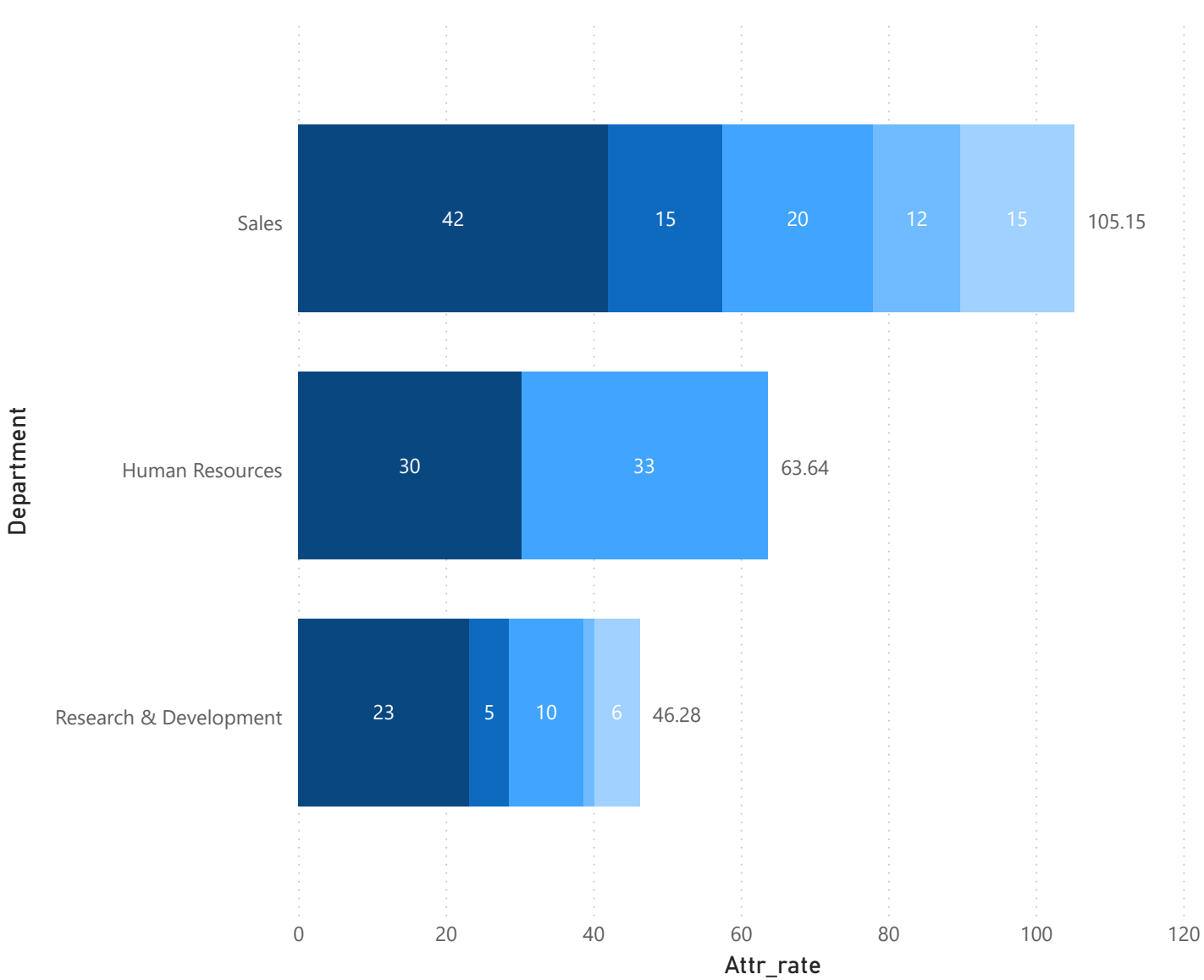


Department	JobRole	JobLevel	Attr_rate
Human Resources	Human Resources	1	30.30
Human Resources	Human Resources	3	33.33
Research & Development	Healthcare Representative	2	3.85
Research & Development	Healthcare Representative	3	11.36
Research & Development	Healthcare Representative	4	11.11
Research & Development	Laboratory Technician	1	28.00
Research & Development	Laboratory Technician	2	8.93
Research & Development	Laboratory Technician	3	33.33
Research & Development	Manager	3	25.00
Research & Development	Manager	5	4.35
Research & Development	Manufacturing Director	2	5.56
Research & Development	Manufacturing Director	3	11.11
Research & Development	Research Director	5	7.69
Research & Development	Research Scientist	1	19.23
Research & Development	Research Scientist	2	3.51
Sales	Manager	5	15.38
Sales	Sales Executive	2	15.45
Sales	Sales Executive	3	21.52
Sales	Sales Executive	4	28.57
Sales	Sales Representative	1	42.11
Sales	Sales Representative	2	14.29
Total			16.12

Attr\_rate by Department and JobLevel

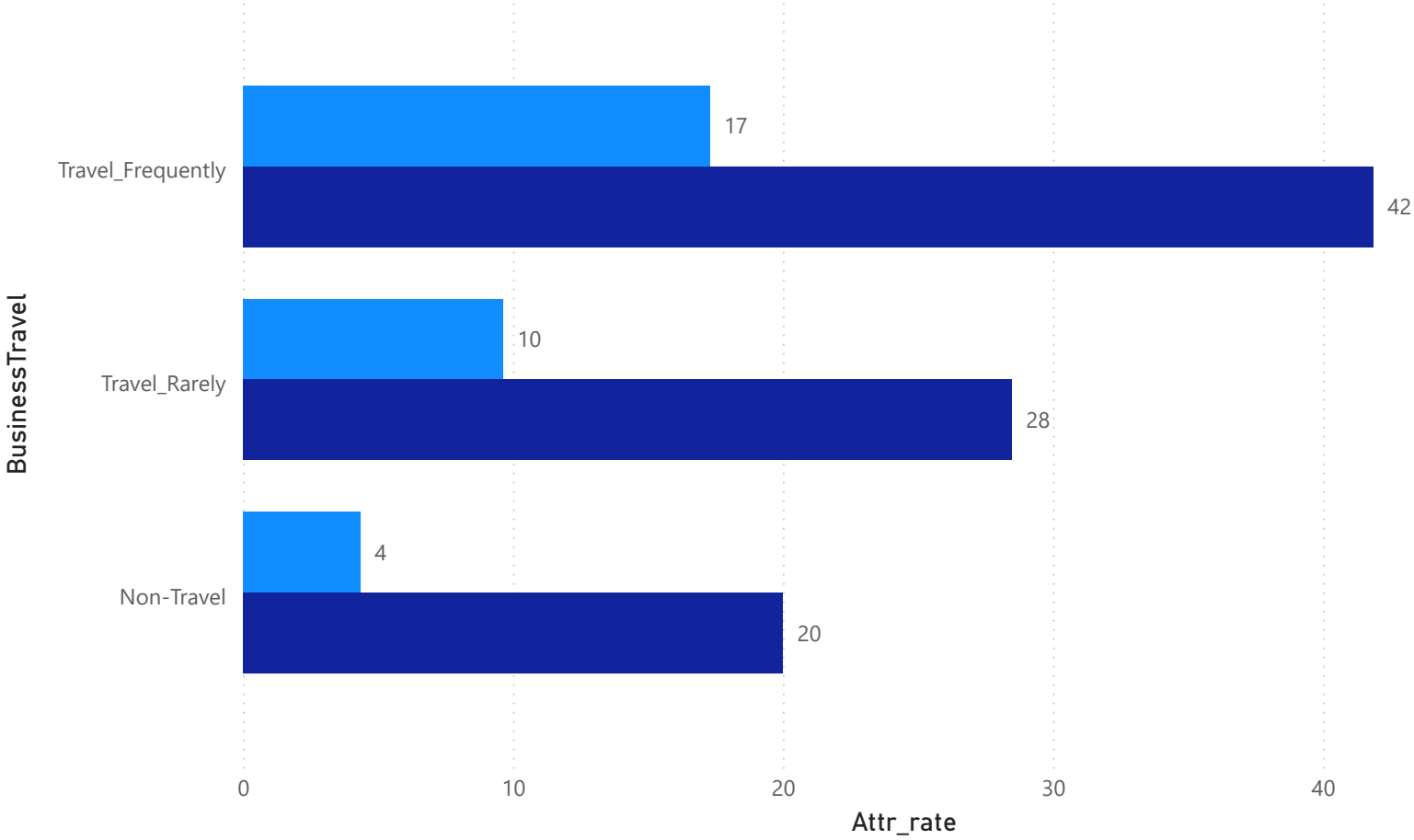
JobLevel ● 1 ● 2 ● 3 ● 4 ● 5



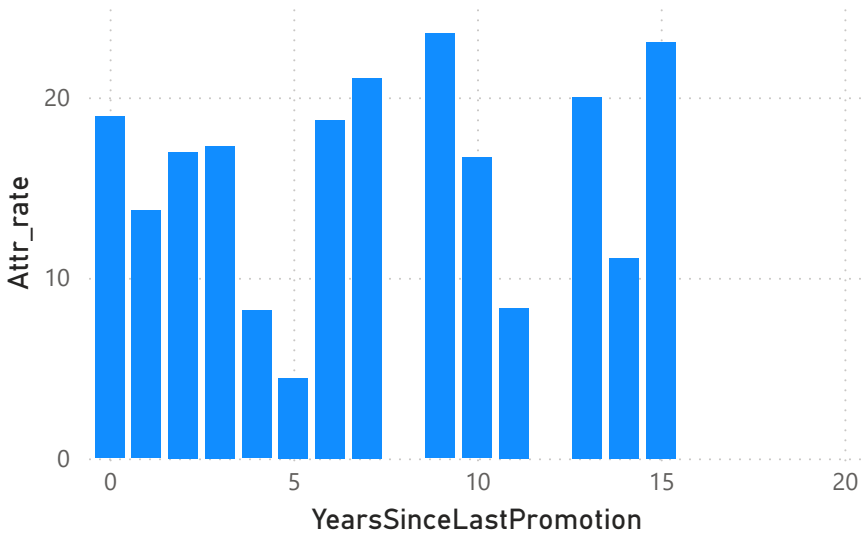
BusinessTravel	OverTime	Attr_rate
Non-Travel	No	4.35
Non-Travel	Yes	20.00
Travel_Frequently	No	17.28
Travel_Frequently	Yes	41.86
Travel_Rarely	No	9.63
Travel_Rarely	Yes	28.47
Total		16.12

Attr\_rate by BusinessTravel and OverTime

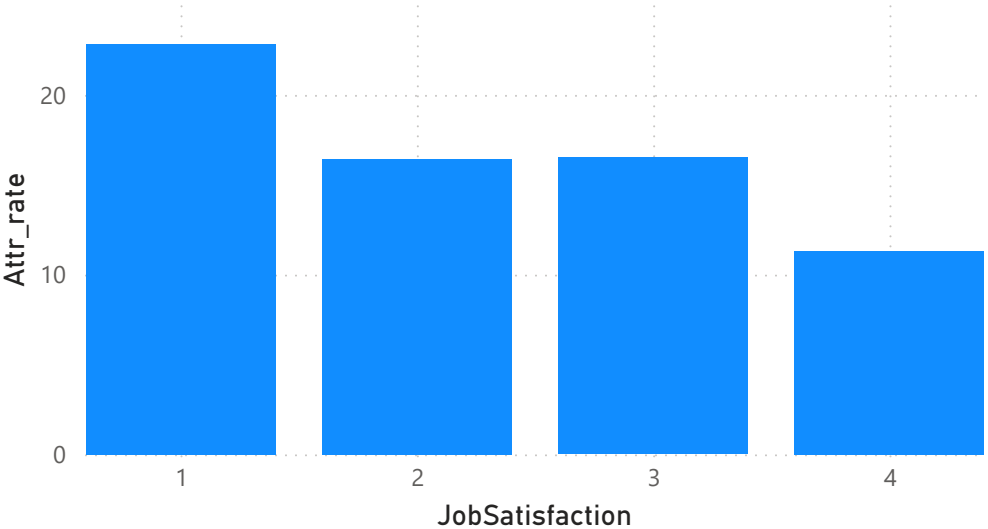
OverTime ●No ●Yes



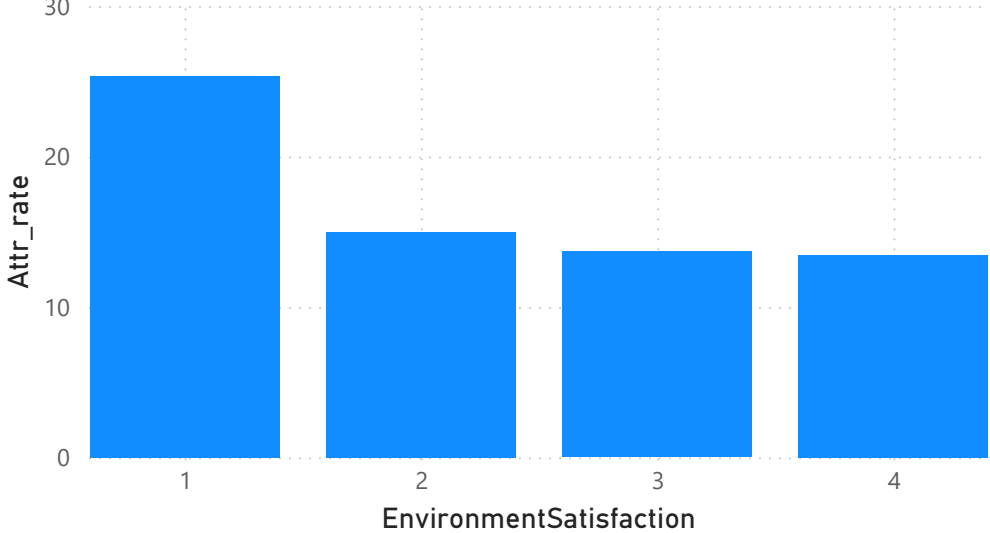
Attr\_rate by YearsSinceLastPromotion



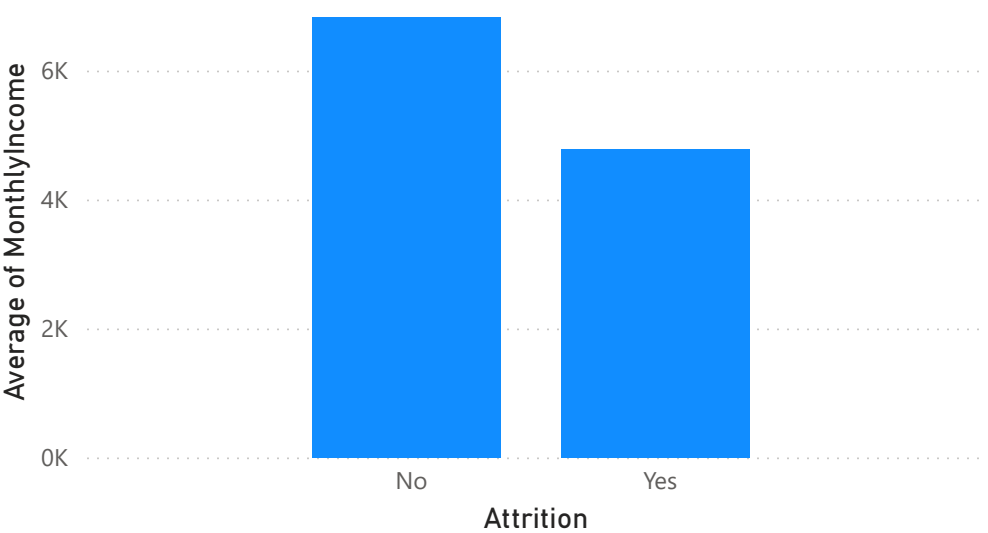
Attr\_rate by JobSatisfaction



Attr\_rate by EnvironmentSatisfaction



Average of MonthlyIncome by Attrition



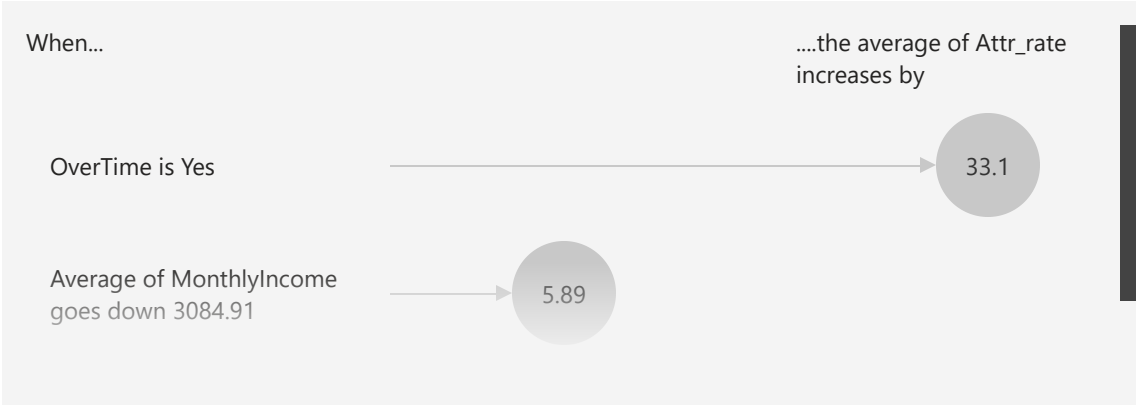
Department	JobRole	EnvironmentSatisfaction	JobSatisfaction	YearsSinceLastPromotion	Dep_wise_income	OverTime	Emp_leaving_Chance
Research & Development	Healthcare Representative	1	1	3	4,741.00	Yes	High
Research & Development	Manager	1	2	9	11,849.00	Yes	High
Research & Development	Manufacturing Director	1	1	4	5,980.00	Yes	High
Research & Development	Research Scientist	1	1	6	2,235.00	Yes	High
Research & Development	Research Scientist	1	2	3	2,216.00	Yes	High
Research & Development	Research Scientist	2	1	7	2,559.00	Yes	High
Sales	Sales Executive	1	1	7	5,605.00	Yes	High
Sales	Sales Executive	1	2	10	4,599.00	Yes	High
Sales	Sales Executive	2	2	7	4,779.00	Yes	High
Human Resources	Human Resources	1	2	3	2,592.00	No	Low
Human Resources	Human Resources	2	1	3	10,482.00	No	Low
Human Resources	Manager	1	2	10	18,200.00	No	Low
Research & Development	Healthcare Representative	1	1	12	7,484.00	No	Low
Research & Development	Healthcare Representative	1	2	7	7,441.00	No	Low
Research & Development	Healthcare Representative	2	1	7	4,448.00	No	Low
Research & Development	Healthcare Representative	2	2	4	10,445.00	No	Low
Research & Development	Laboratory Technician	1	1	9	5,210.00	No	Low
Total					8,955.94		

Count of Emp\_leaving\_Chance by Emp\_leaving\_Chance



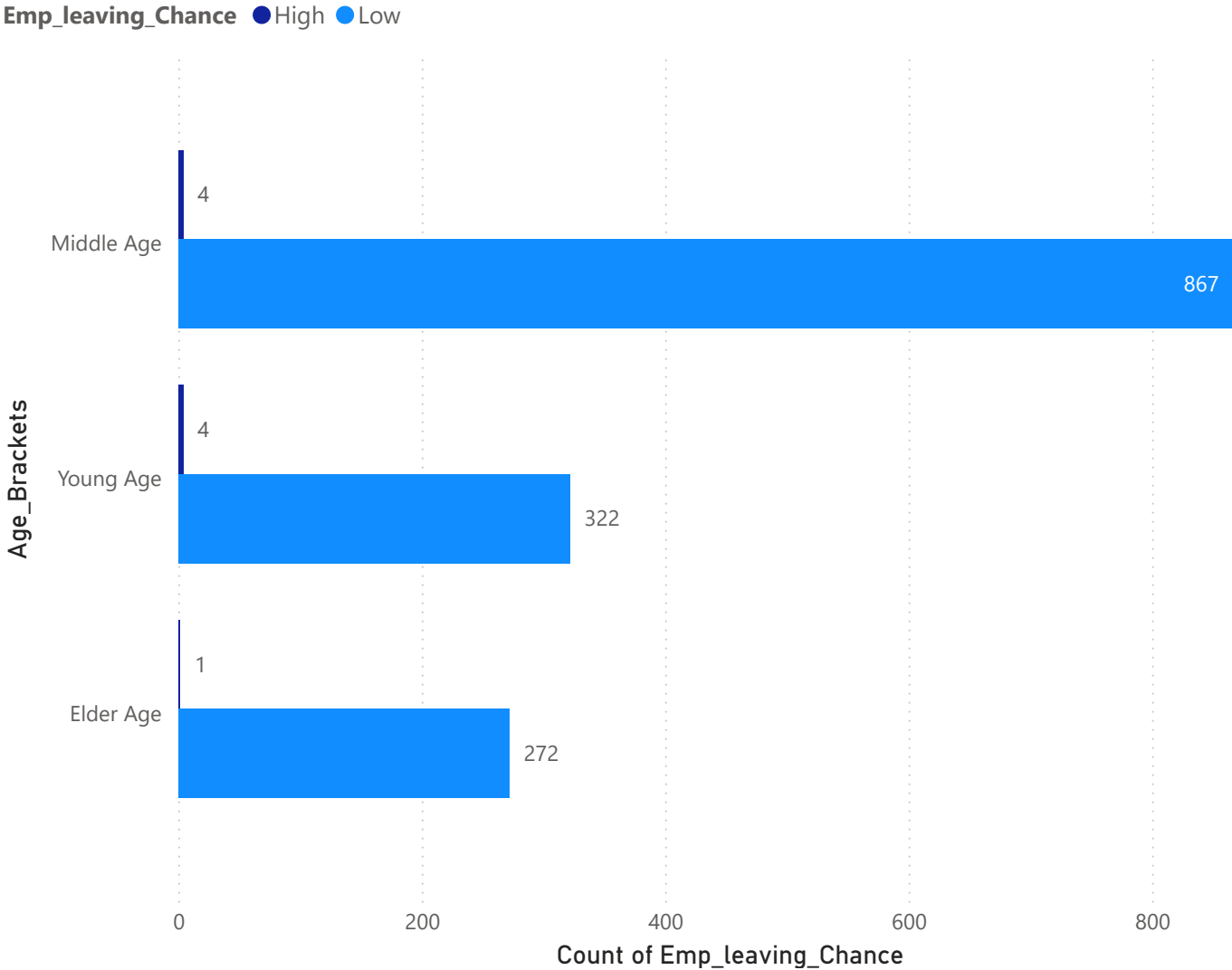
Key influencers Top segments

What influences Attr\_rate to  ?



Age_Brackets	Emp_leaving_Chance	Count of Emp_leaving_Chance
Middle Age	Low	867
Young Age	Low	322
Elder Age	Low	272
Middle Age	High	4
Young Age	High	4
Elder Age	High	1
Total		1470

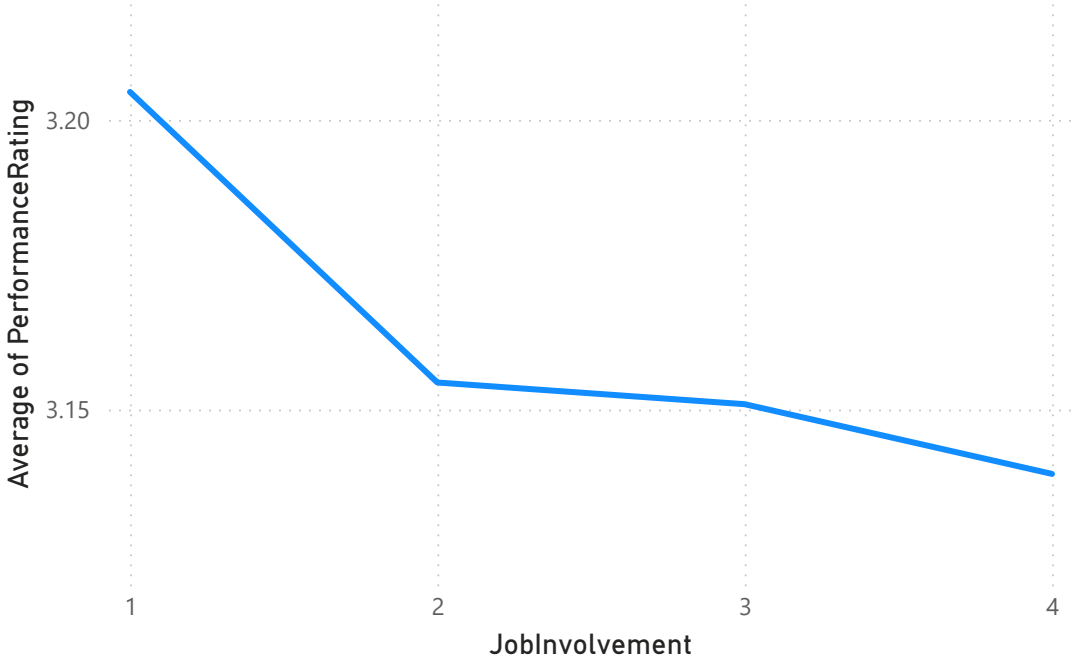
Count of Emp\_leaving\_Chance by Age\_Brackets and Emp\_leaving\_Chance



JobInvolvement	Average of PerformanceRating
4	3.14
3	3.15
2	3.15
1	3.20
Total	3.15

RelationshipSatisfaction	Average of PerformanceRating
4	3.13
3	3.16
2	3.17
1	3.16
Total	3.15

Average of PerformanceRating by JobInvolvement

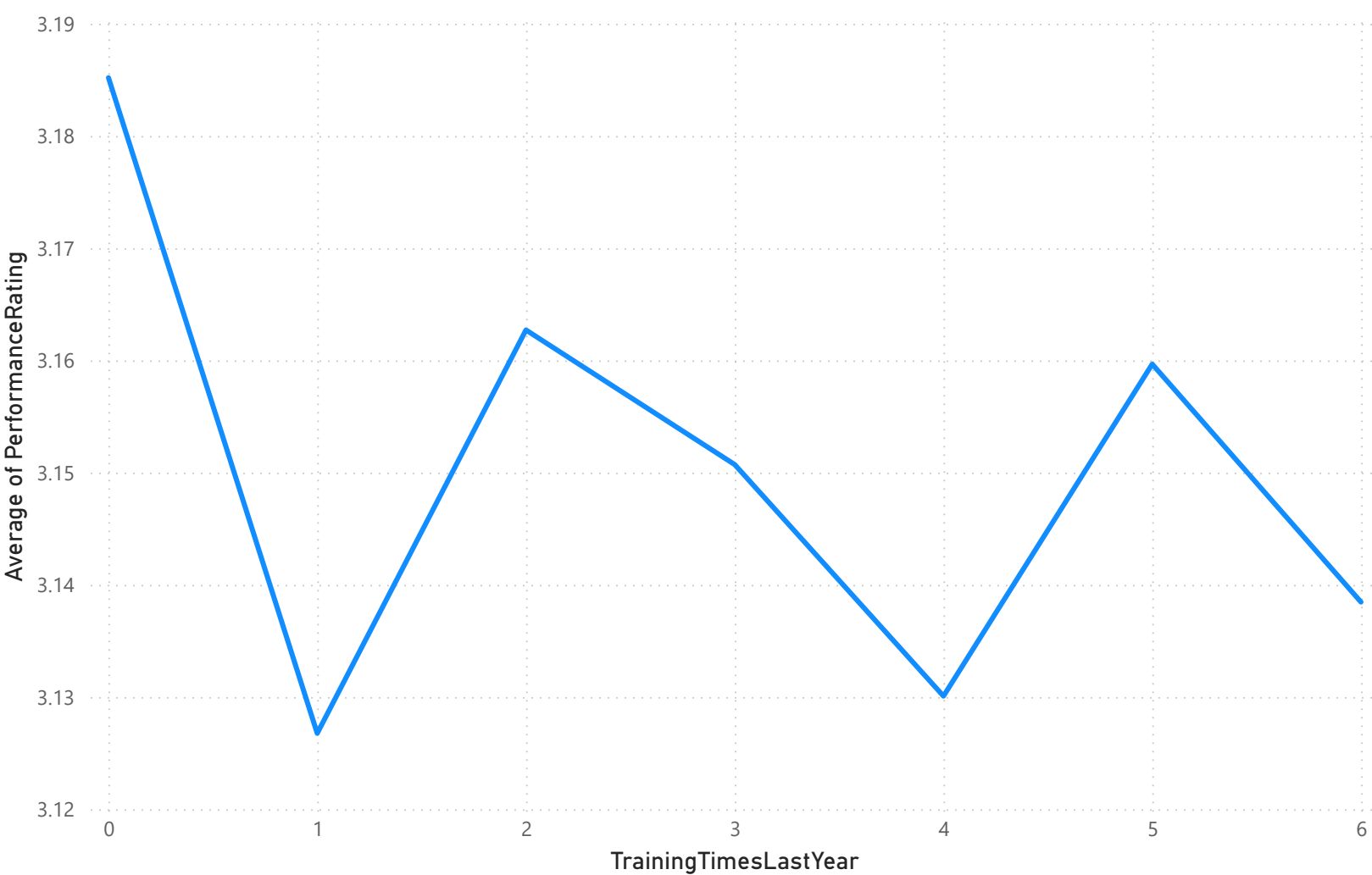


Average of PerformanceRating by RelationshipSatisfaction



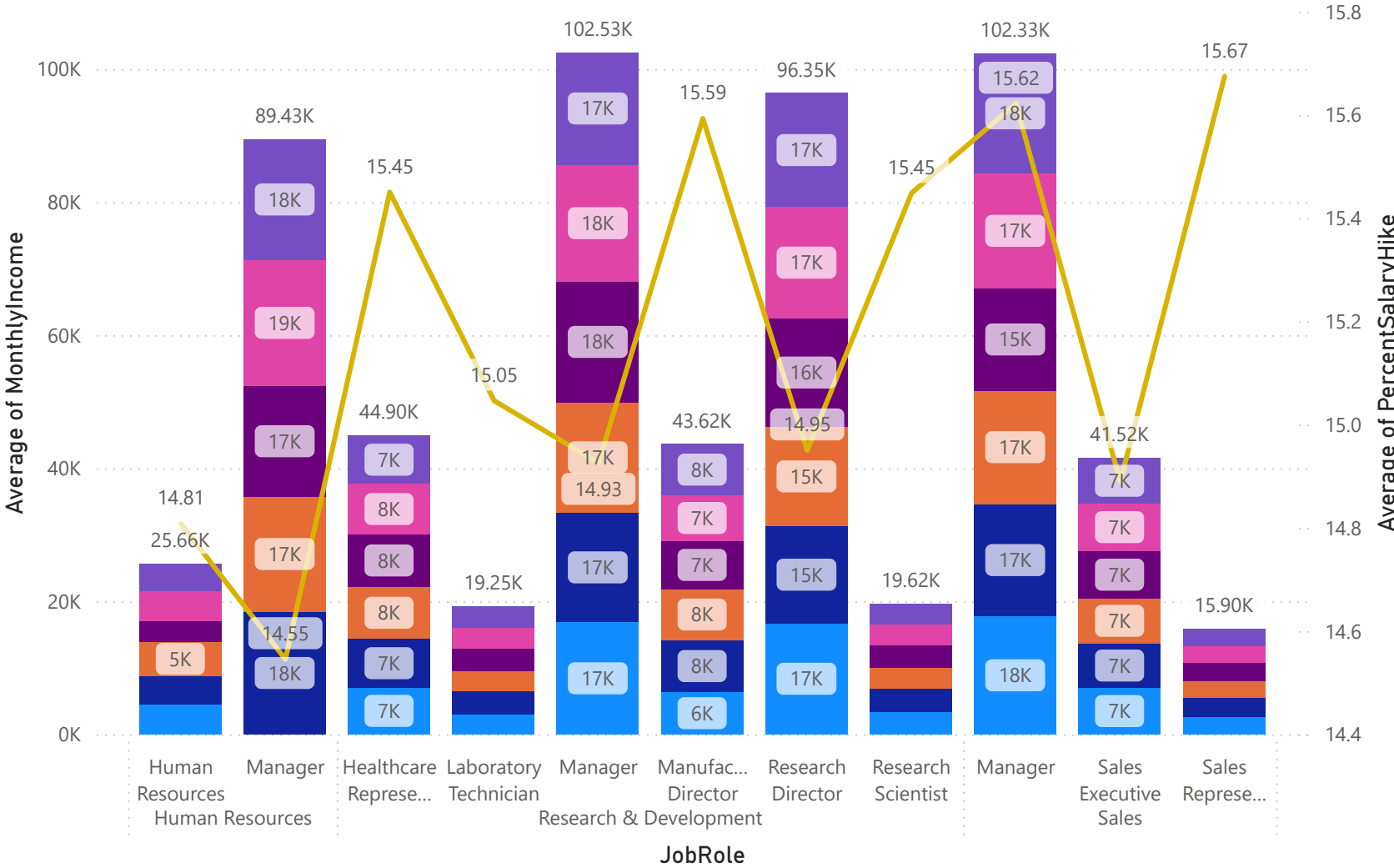
TrainingTimesLastYear	Average of PerformanceRating
6	3.14
5	3.16
4	3.13
3	3.15
2	3.16
1	3.13
0	3.19
Total	3.15

Average of PerformanceRating by TrainingTimesLastYear



Average of MonthlyIncome and Average of PercentSalaryHike by Department, JobRole and Gender\_marital

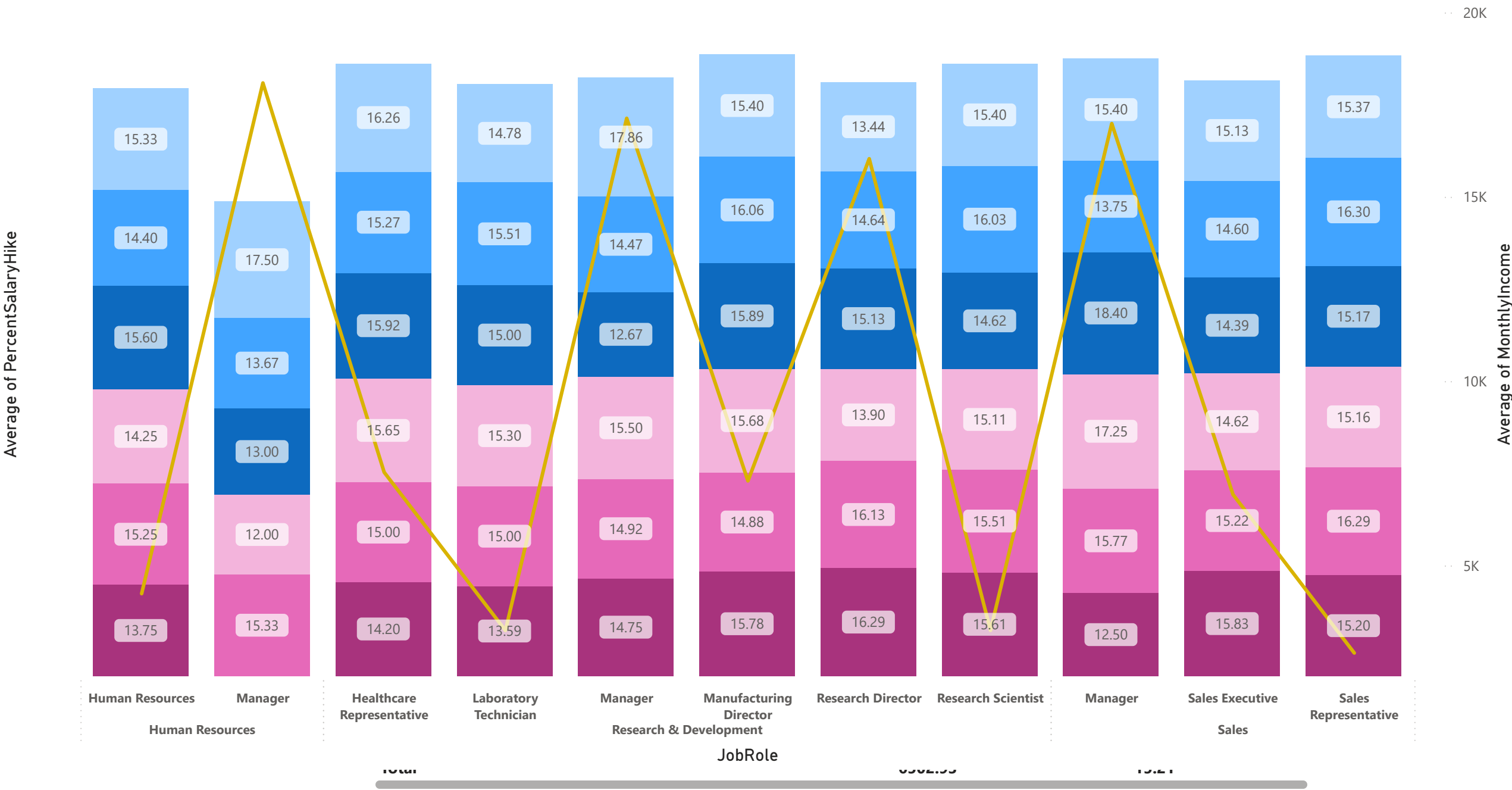
Gender\_marital Female-Divorced Female-Married Female-Single Male-Divorced Male-Married Male-Single Average of Per...





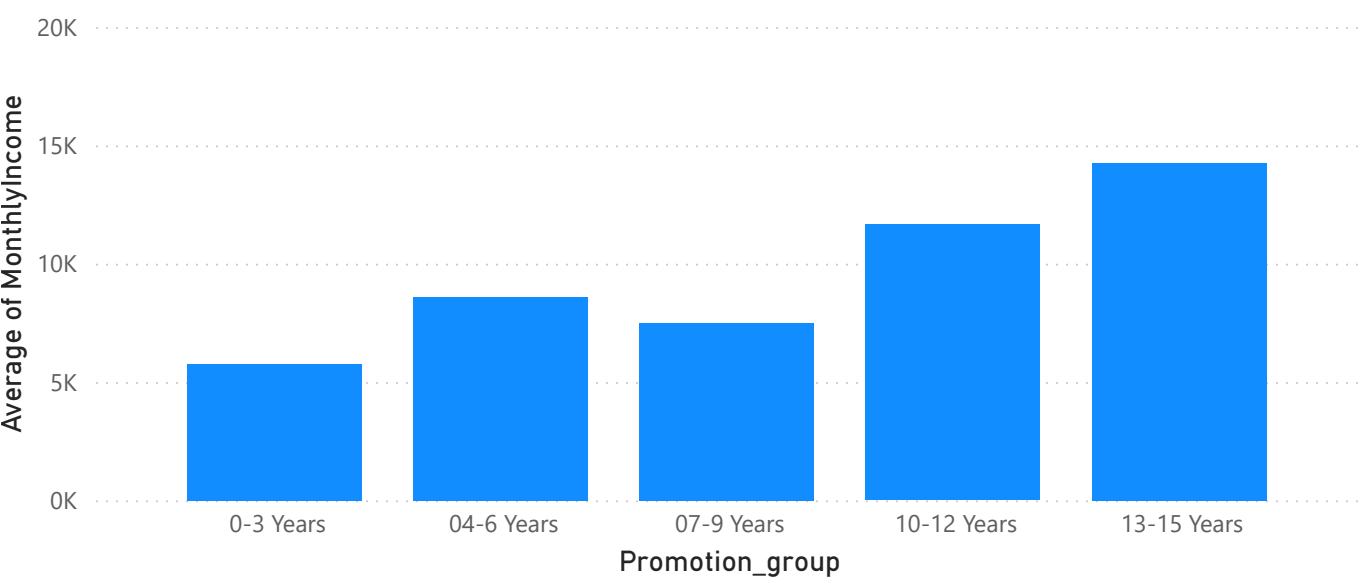
Average of PercentSalaryHike and Average of MonthlyIncome by Department, JobRole and Gender\_marital

Gender\_marital Female-Divorced Female-Married Female-Single Male-Divorced Male-Married Male-Single Average of MonthlyIncome



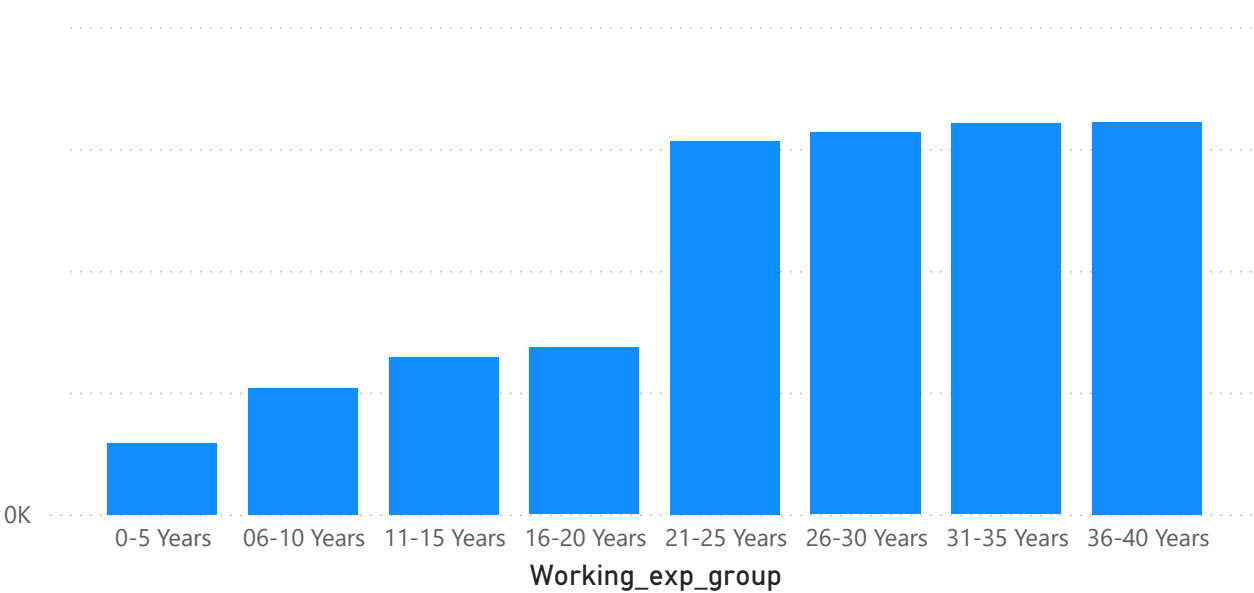
Promotion_group	1	2	3	4	5	Total
0-3 Years	2769.74	5499.74	9784.95	15431.20	19080.53	5760.30
04-6 Years	3002.39	5484.96	10215.62	16201.75	19408.27	8589.08
07-9 Years	2919.64	5627.95	9411.81	15885.44	19293.50	7506.15
10-12 Years	3122.00	5246.80	9666.88	14558.00	19435.38	11655.65
13-15 Years	2743.00	4541.00	10372.11	15566.23	19128.50	14250.69
Total	2786.92	5502.28	9817.25	15503.78	19191.83	6502.93

Average of MonthlyIncome by Promotion\_group



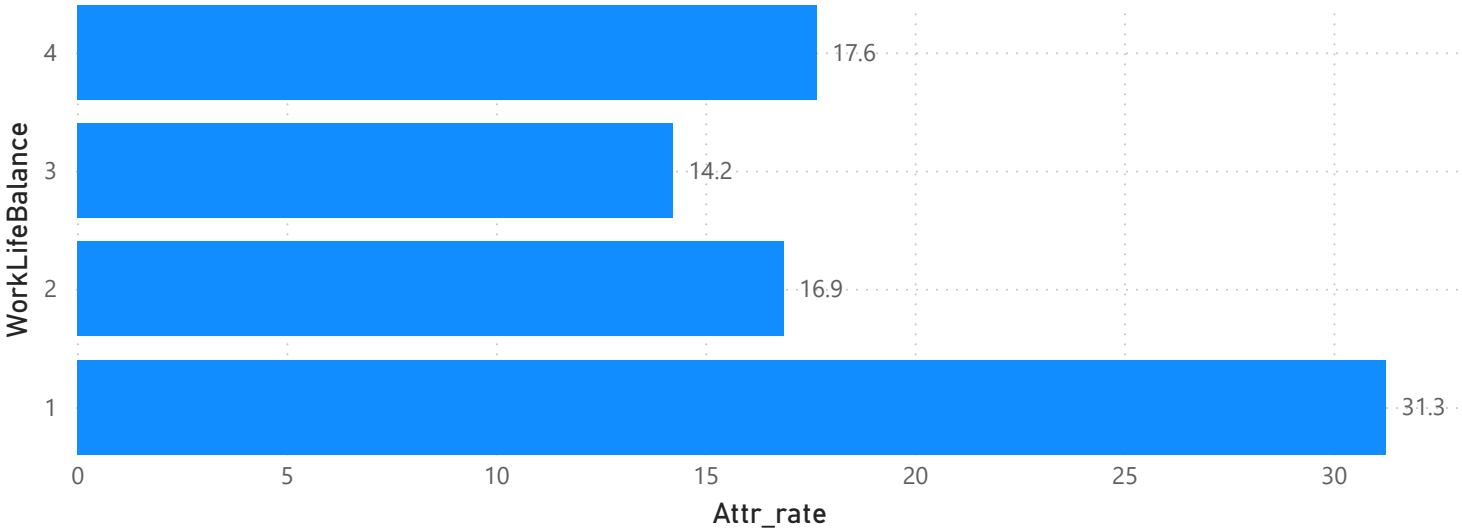
Working_exp_group	Average of MonthlyIncome
0-5 Years	2937.63
06-10 Years	5189.75
11-15 Years	6469.10
16-20 Years	6848.85
21-25 Years	15334.02
26-30 Years	15667.81
31-35 Years	16040.27
36-40 Years	16100.23
Total	6502.93

Average of MonthlyIncome by Working\_exp\_group



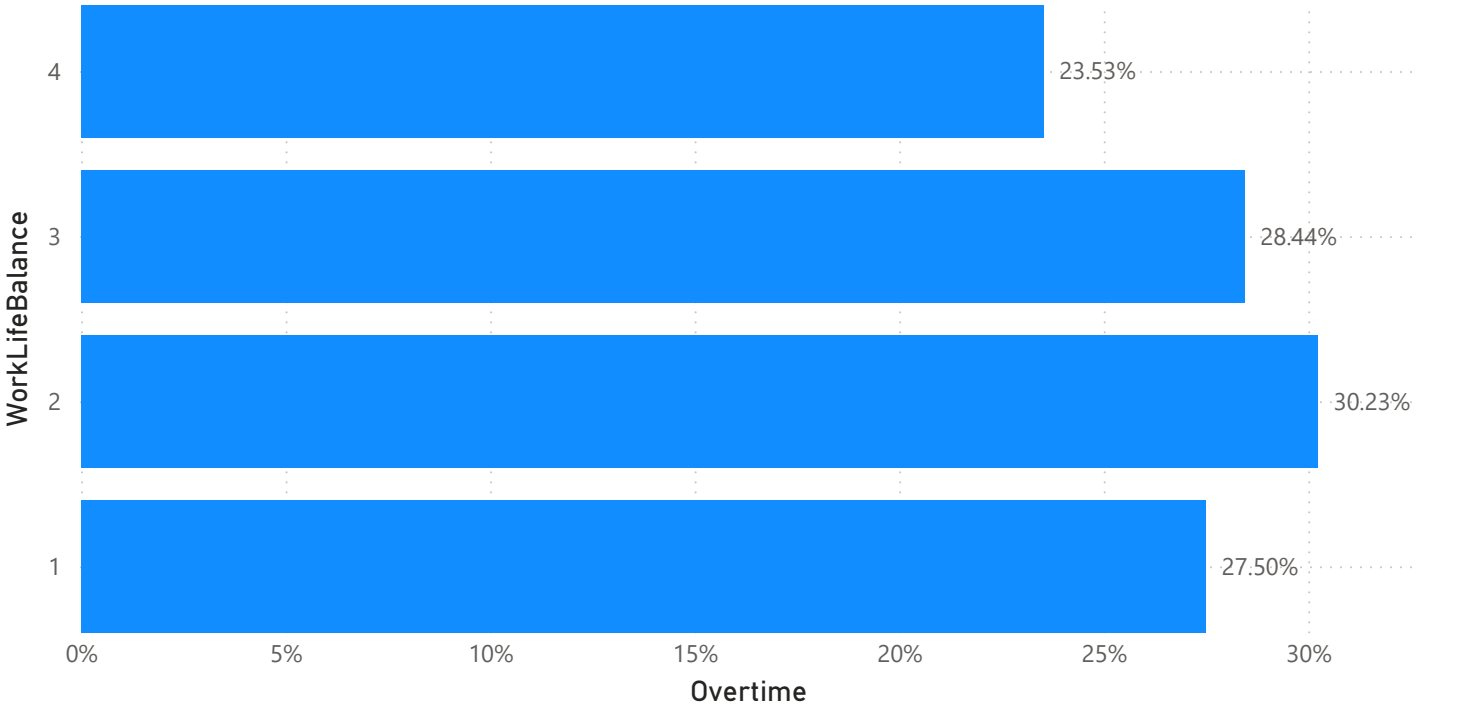
WorkLifeBalance	Attr_rate
1	31.25
2	16.86
3	14.22
4	17.65
<b>Total</b>	<b>16.12</b>

Attr\_rate by WorkLifeBalance



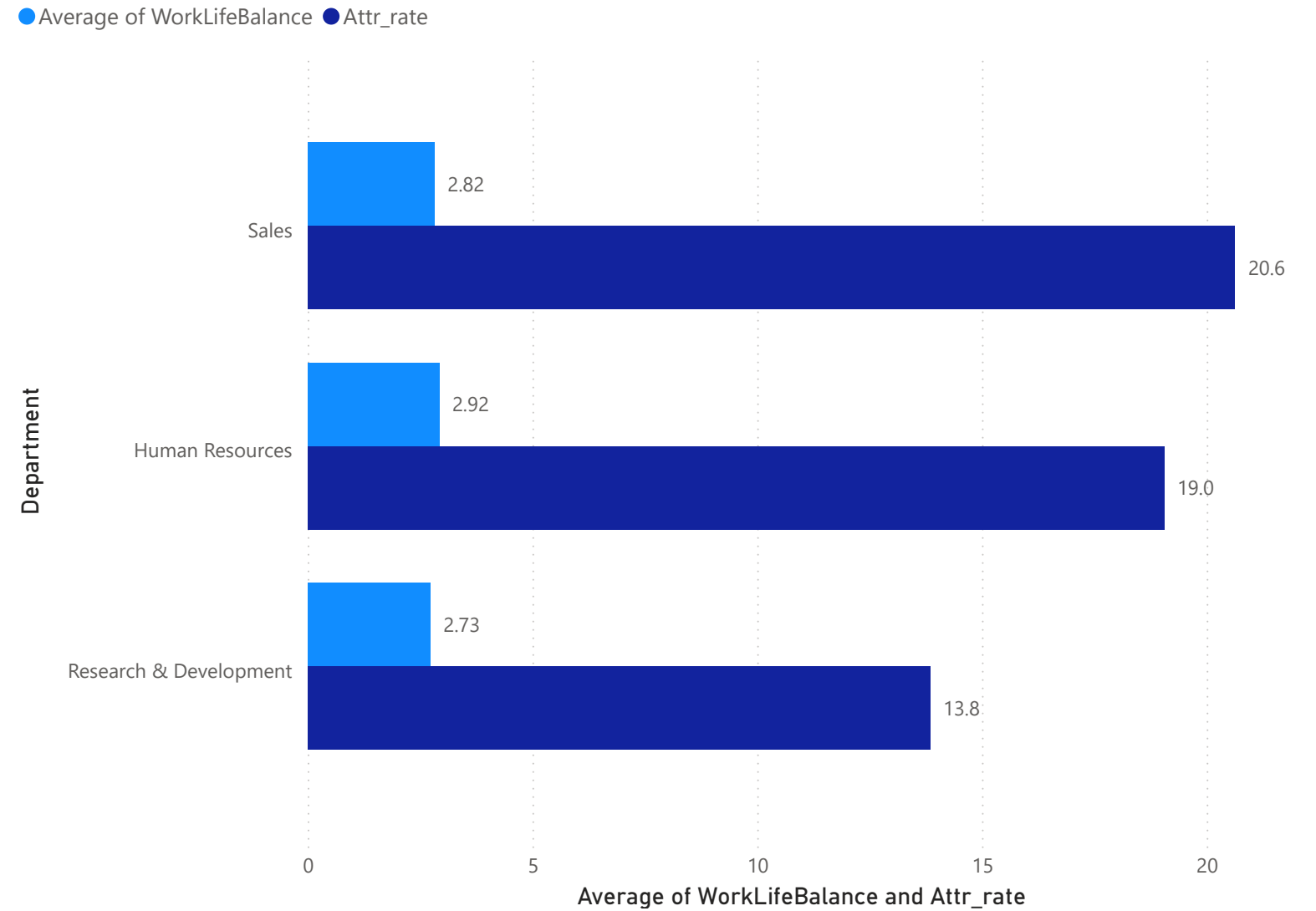
WorkLifeBalance	Overtime	Attr_rate
1	27.50%	31.25
2	30.23%	16.86
3	28.44%	14.22
4	23.53%	17.65
<b>Total</b>	<b>28.30%</b>	<b>16.12</b>

Overtime by WorkLifeBalance



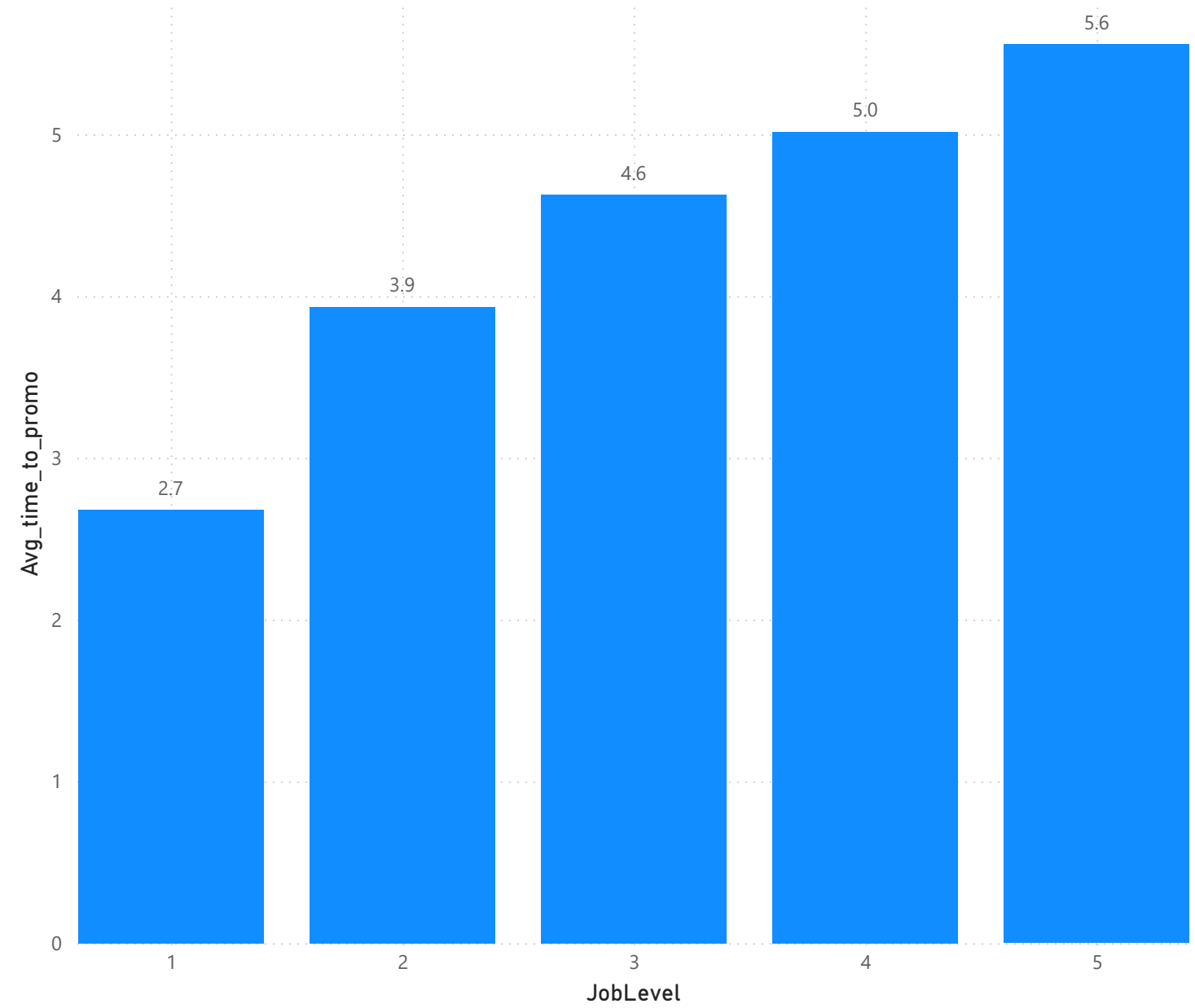
Department	WorkLifeBalance	Attr_rate
Sales	1	37.50
Research & Development	1	31.67
Human Resources	2	28.57
Sales	2	23.53
Sales	4	23.08
Human Resources	3	21.43
Sales	3	18.12
Research & Development	4	15.38
Research & Development	2	13.62
Research & Development	3	11.83
Human Resources	4	10.00
<b>Total</b>		<b>16.12</b>

Average of WorkLifeBalance and Attr\_rate by Department

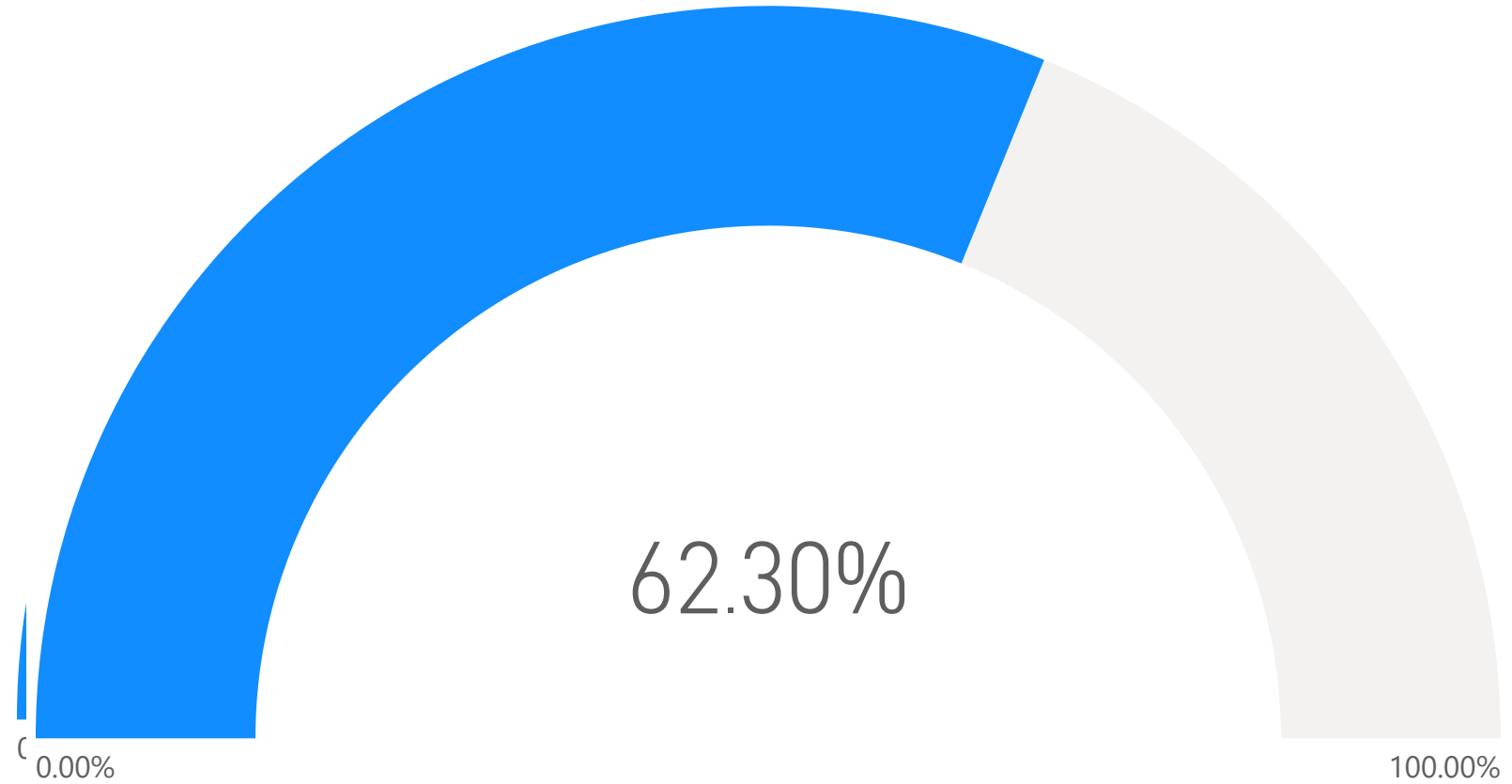


Avg_time_to_promo	JobLevel
5.56	5
5.02	4
4.63	3
3.93	2
2.68	1
3.77	

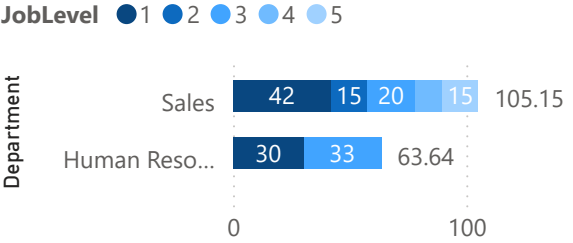
Avg\_time\_to\_promo by JobLevel



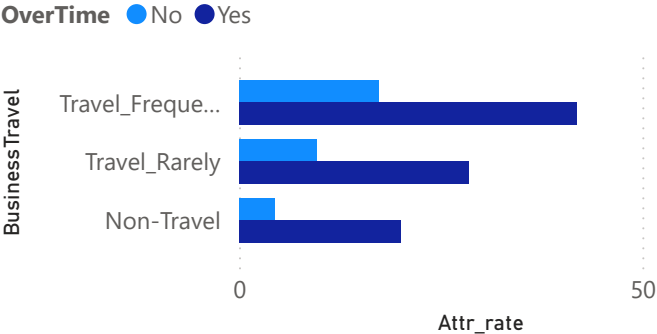
Share\_high\_tenure



Attr\_rate by Department and JobLevel



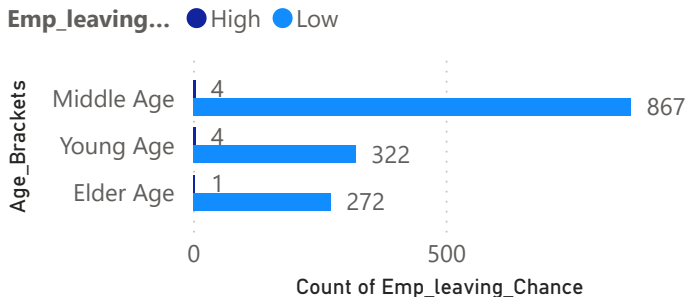
Attr\_rate by BusinessTravel and OverTime



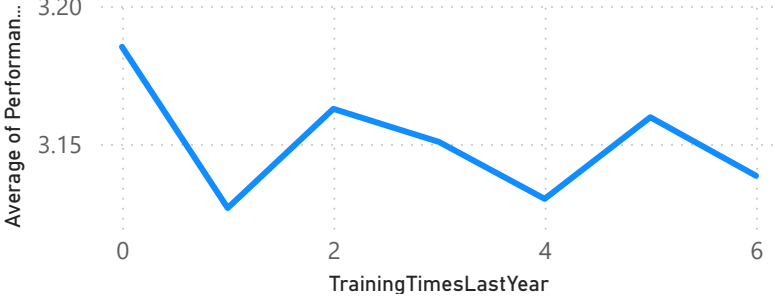
Count of Emp\_leaving\_Chance by Emp\_leaving\_Chance



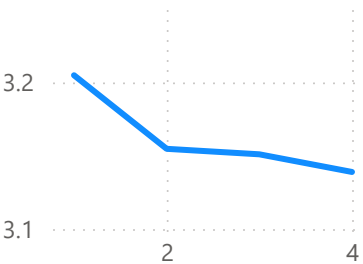
Count of Emp\_leaving\_Chance by Age\_Brackets and Emp\_leaving\_Chance



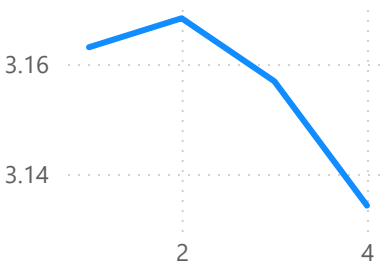
Average of PerformanceRating by TrainingTimesLastYear



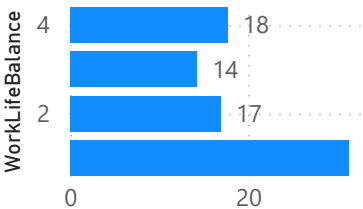
Average of PerformanceRating by JobInvolvement



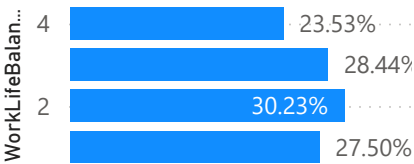
Average of PerformanceRating by RelationshipSatisfaction



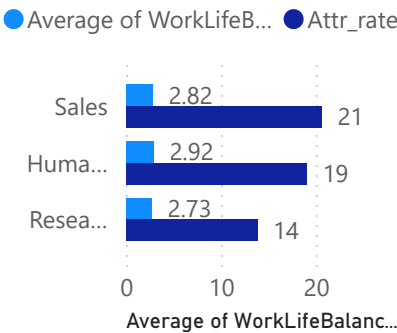
Attr\_rate by WorkLifeBalance



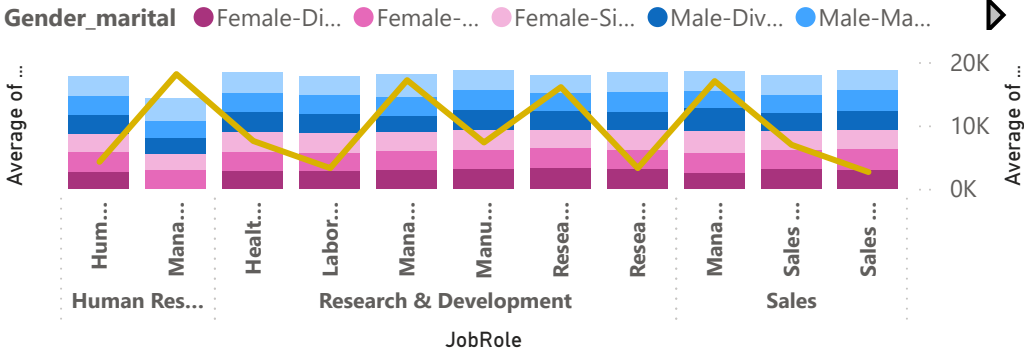
Overtime by WorkLifeBalance



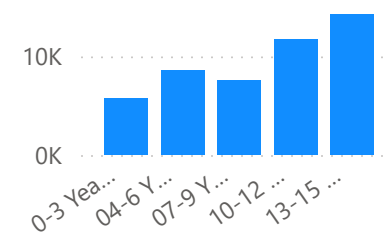
Average of WorkLifeBalance and Attr\_rate by Department



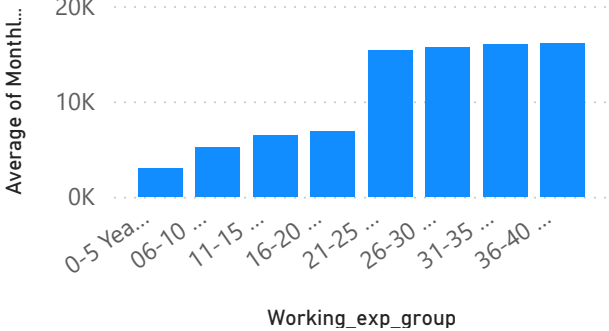
Average of PercentSalaryHike and Average of MonthlyIncome by Department, JobRole and Gender\_marital



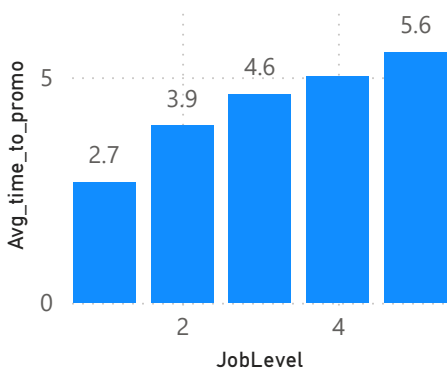
Average of MonthlyIncome by Promotion\_group



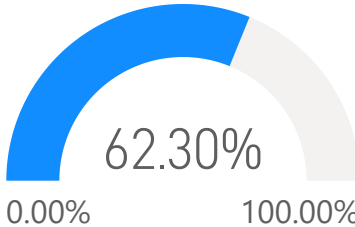
Average of MonthlyIncome by Working\_exp\_group



Avg\_time\_to\_promo by JobLevel



Share\_high\_tenure



# Attrition Intelligence Dashboard

Total Employees

1470

Attrition

237

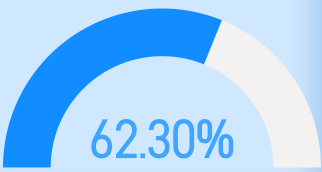
Attrition rate

16.12

Avg Monthly Income

6.50K

Share of high tenure



Gender\_marital

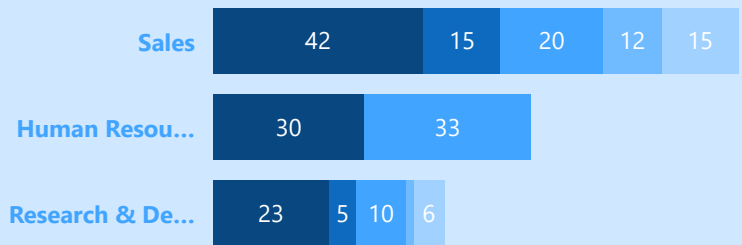
Female-Divorced

Female-Married

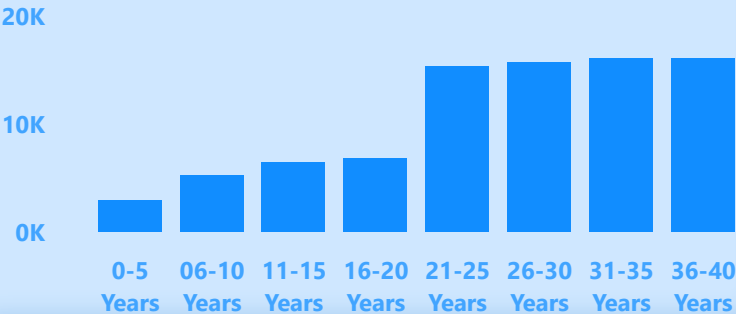
Department

All

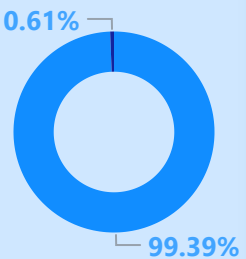
Attrition rate by Department and JobLevel



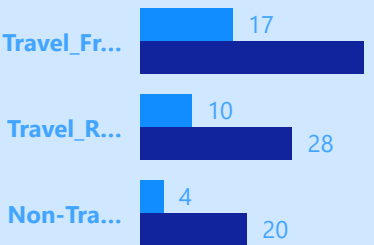
Avg Income by Experience



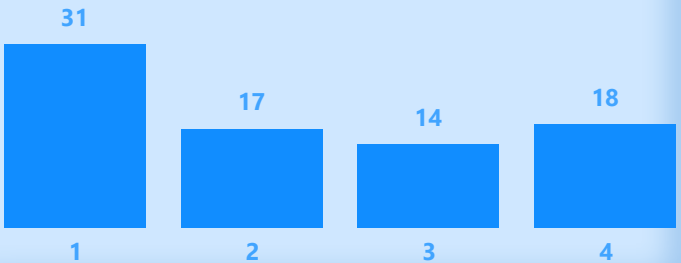
Emp Leaving Chance



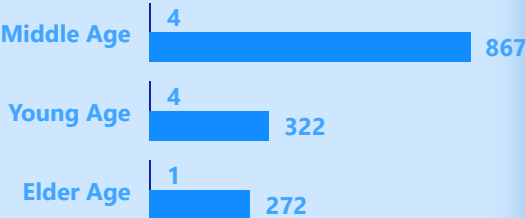
Attrition rate by Travel and OverTime



Attrition rate by WorkLifeBalance



Risk profile by Age Bracket



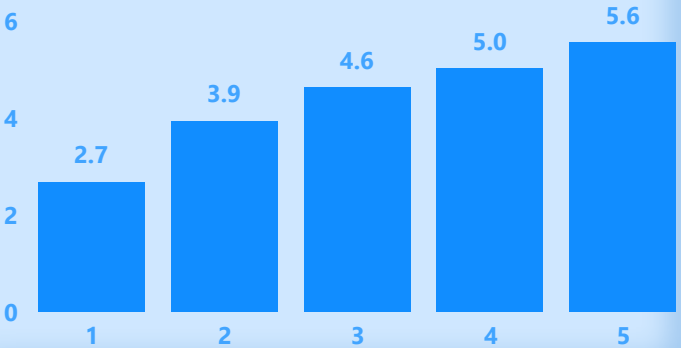
Avg Performance by TrainingTimeLastYear



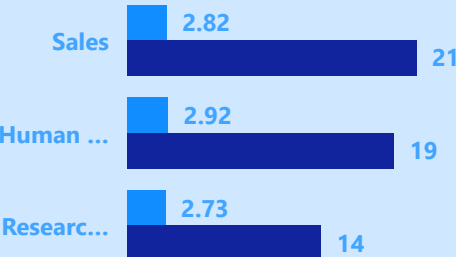
Avg of Performance by Relationship



Avg Promotion by JobLevel



Avg WorkLifeBalance & Attrition rate by Department



Avg Income by Department and Gender

