EDA REPORT

1. The dataset contains structured payroll information including employee demographics, job roles, salary components, attendance, leave records, tax slabs, and attrition status.
2. Net salary distribution is slightly right-skewed, indicating that most employees earn within a moderate salary range while a small group earns significantly higher salaries.
3. Employee experience shows a strong positive relationship with net salary, confirming experience as a key compensation driver.
4. Salary variation is observed across different roles, with managerial and technical roles earning higher average salaries.
5. Department-wise analysis reveals noticeable salary differences, suggesting varying budget allocations and role importance.
6. Attendance percentage is negatively related to unpaid leave count, indicating attendance directly impacts leave behavior.
7. Employees with higher total leaves tend to have lower attendance percentages.
8. Attrition is more common among employees with lower experience levels and lower attendance.
9. Employees with lower salary growth per year of experience show a higher likelihood of attrition.
10. Correlation analysis shows net salary is strongly influenced by experience, allowances, and role.
11. Attrition has a negative correlation with both salary and attendance.
12. Anomaly detection identifies a small percentage of records with unusually high salaries or allowances, indicating potential payroll errors or fraud cases.