HR Analytics Employee Attrition & Performance

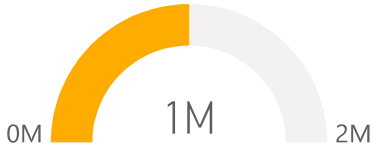
No of Entries	Active Employees	Number of Employees Left
1.47K	1K	237

Attrition Analysis

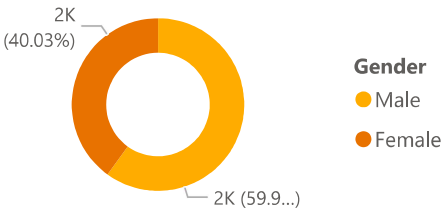
Retention Analysis

Performance Analysis

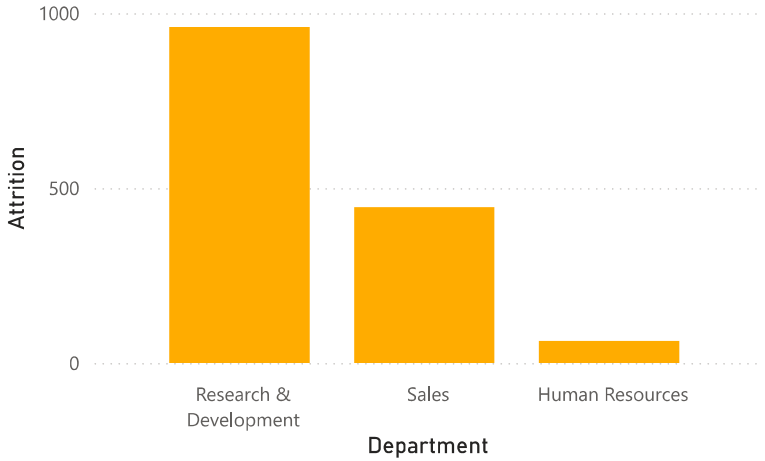
Daily Rate



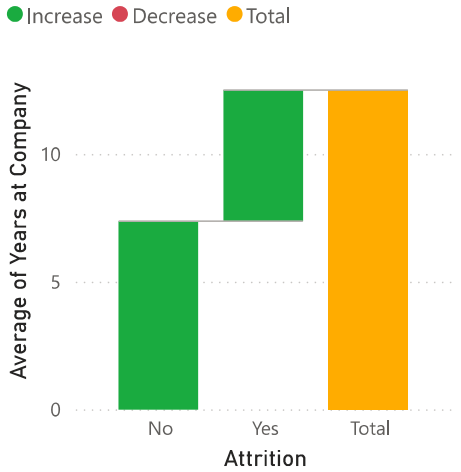
Work Life Balance by Gender



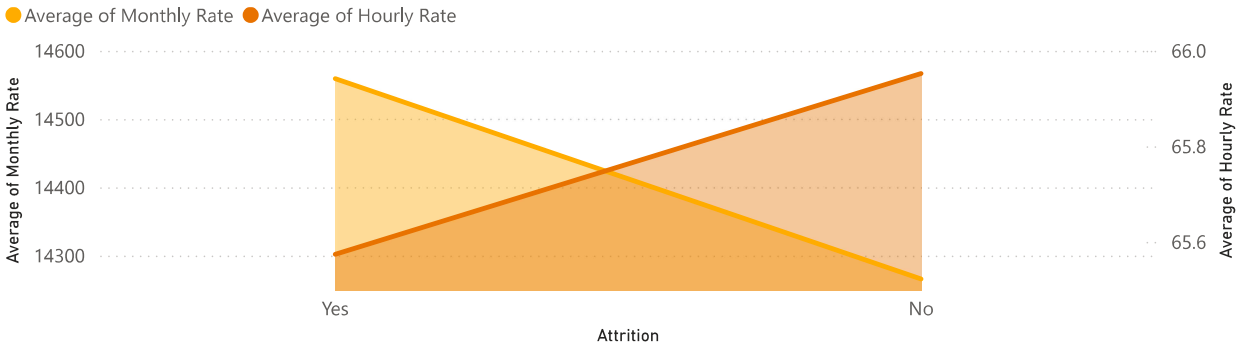
Attrition by Department



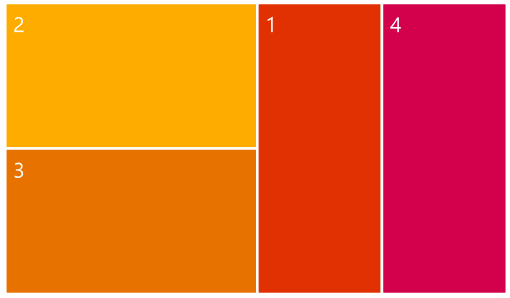
Average of Years at Company by Attrition



Average of Monthly Rate and Average of Hourly Rate by Attrition



Average of Job Level by Job Satisfaction



IBM

Attrition Analysis

Home | Retention Analysis | Performance Analysis

Total Attrition	Attrition Rate
237	0.16

Age Group
- [ ] <25
- [ ] 25-34
- [ ] 35-49
- [ ] 50+

EducationField
- [ ] Human Resources
- [ ] Life Sciences
- [ ] Marketing
- [ ] Medical
- [ ] Other

1.

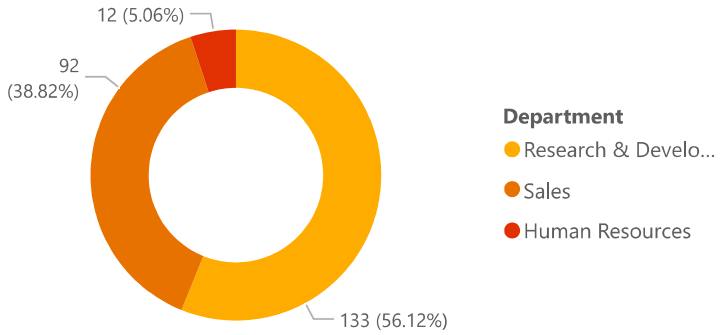
1. Average of Monthly Income and total Employees left are negatively correlated with each other.

2. Male accounted for 63.29% of Employees left.

3. Average of Monthly Income and Employees left diverged the most when the Gender was Female, when Average of Monthly Income were 6,599.57 higher than Employees left.

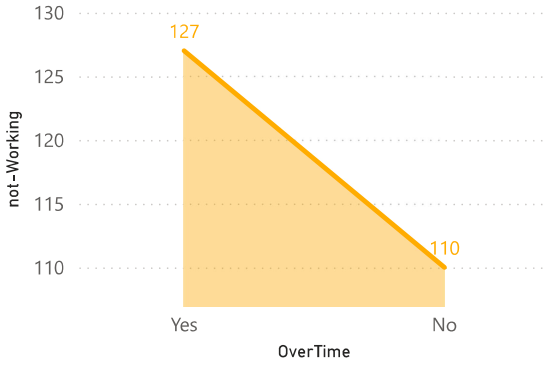
4. Research & Development had the highest Attrition at 133, followed by Sales at 92 and Human Resources at 12.

Attrition of Employees Influenced by Department

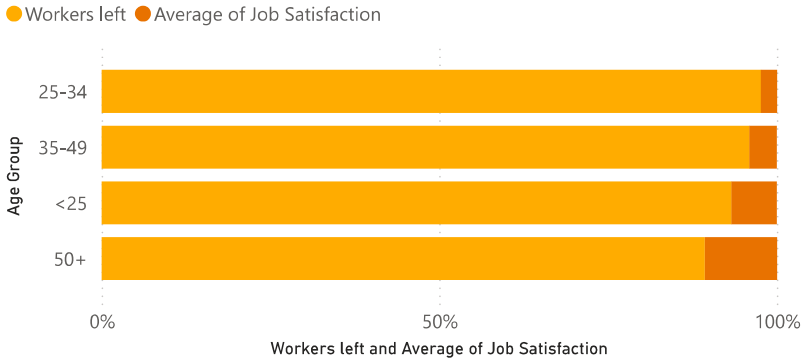


Lay-off of Employees on Average Monthly Income

More Layoffs Among Overtime Workers



Workers left on Job Satisfaction



IBM Retention Analysis

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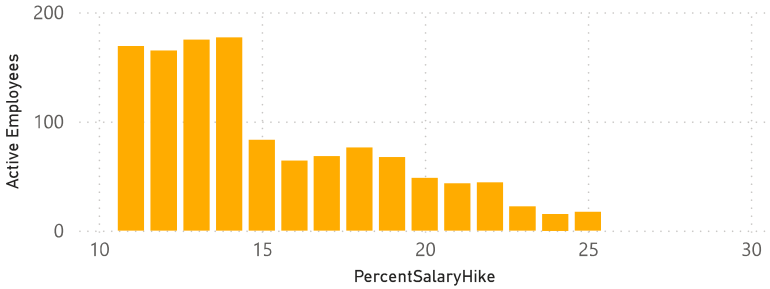
Job Satisfaction Level
- 1
- 2
- 3
- 4

Gender
- Female
- Male

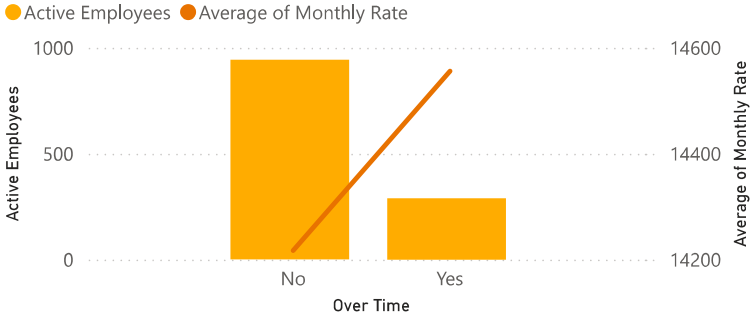
Age Group
- <25
- 25-34
- 35-49
- 50+

Active Employees	Retention Rate
1K	0.84

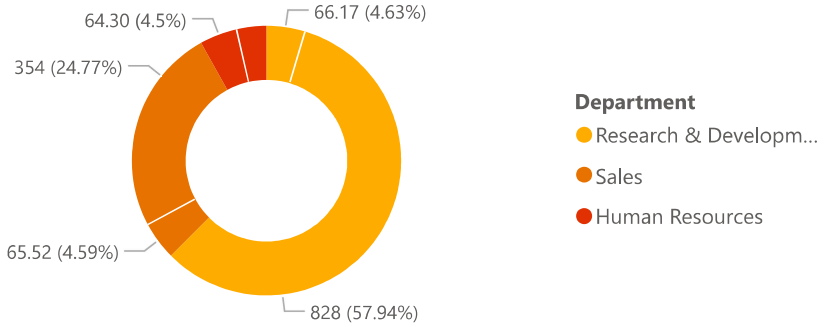
Percent Salary Hike of Active Employees



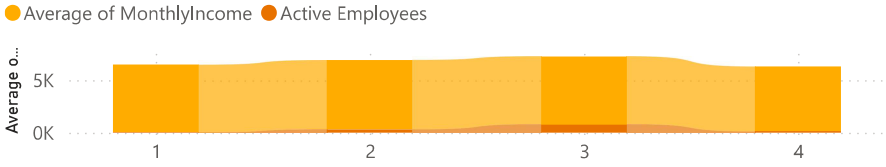
Average Monthly Rate based on Over Time



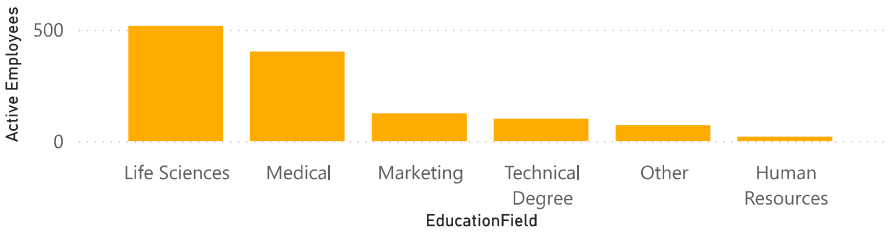
Rate of Active Employees in Hours



Average Monthly Income based on Job Involvement



Active Employees in different educational field



IB Performance Analysis

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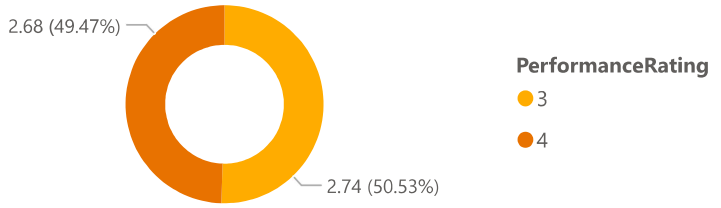
3.15
Average Performance Rating

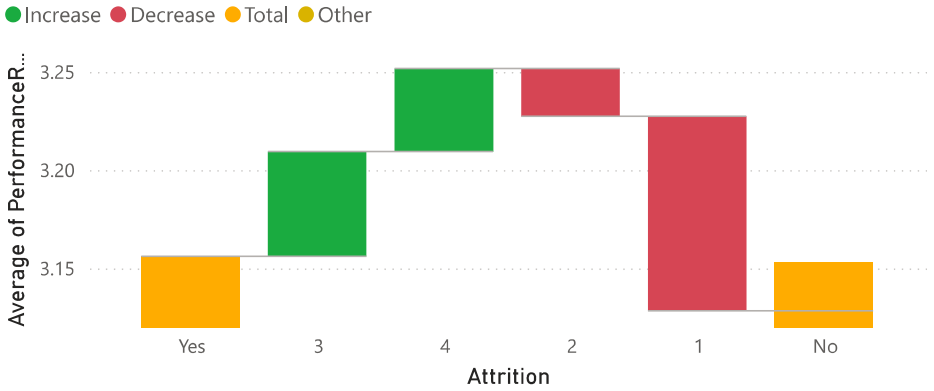
4
Max Rating

3
Min Rating

Job Involvement and PerformanceRating

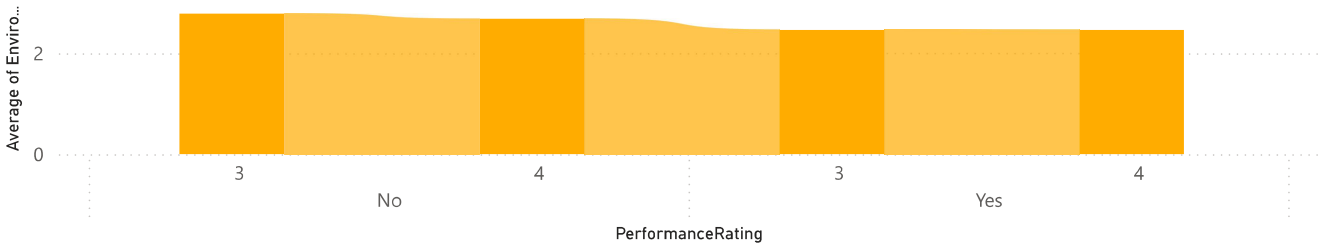


Attrition Status based on Job Satisfaction



Education Field	Average Rating
Human Resources	3.11
Life Sciences	3.16
Marketing	3.13
Medical	3.16
Other	3.17
Technical Degree	3.13
Total	**3.15**

Attrition Status Environment Satisfaction



No in PerformanceRating 3 made up 26.82% of Average of EnvironmentSatisfaction.

Average Average of EnvironmentSatisfaction was higher for 3 (2.63) than 4 (2.57).cv

Average of EnvironmentSatisfaction for 3 and 4 diverged the most when the Attrition was No, when 3 were .10 higher than 4.

Job Involvement for 3 (2.74) was higher than 4 (2.68).

Filters

- Job Level: All
- Gender: All
- Age Group: All
- OverTime: All
- JobRole: All