

# Employee Attrition Analysis using MySQL

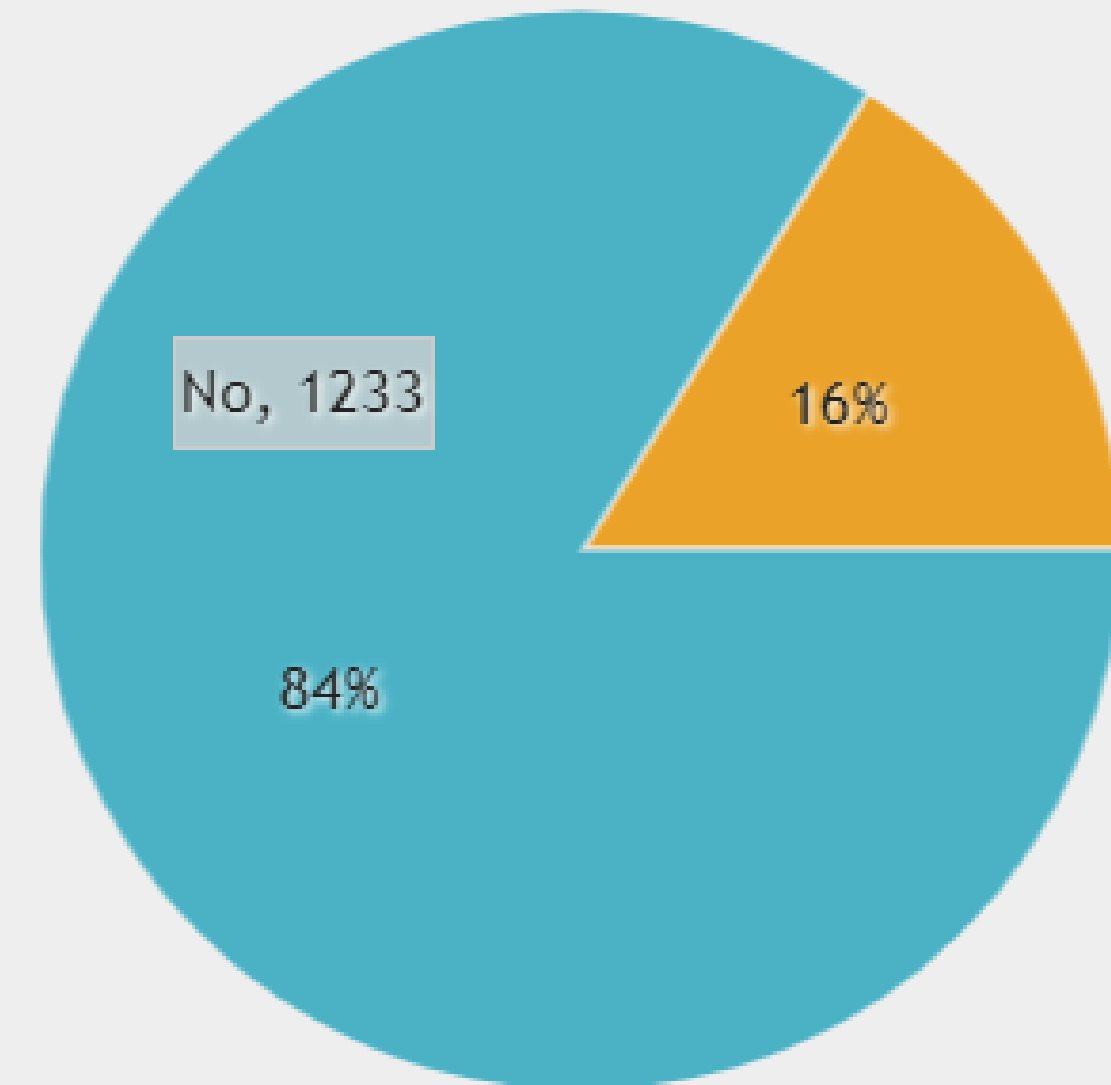
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## Average Age of Employess

```
SELECT AVG (Age) AS AverageAge  
from hr_employee_attrition;
```

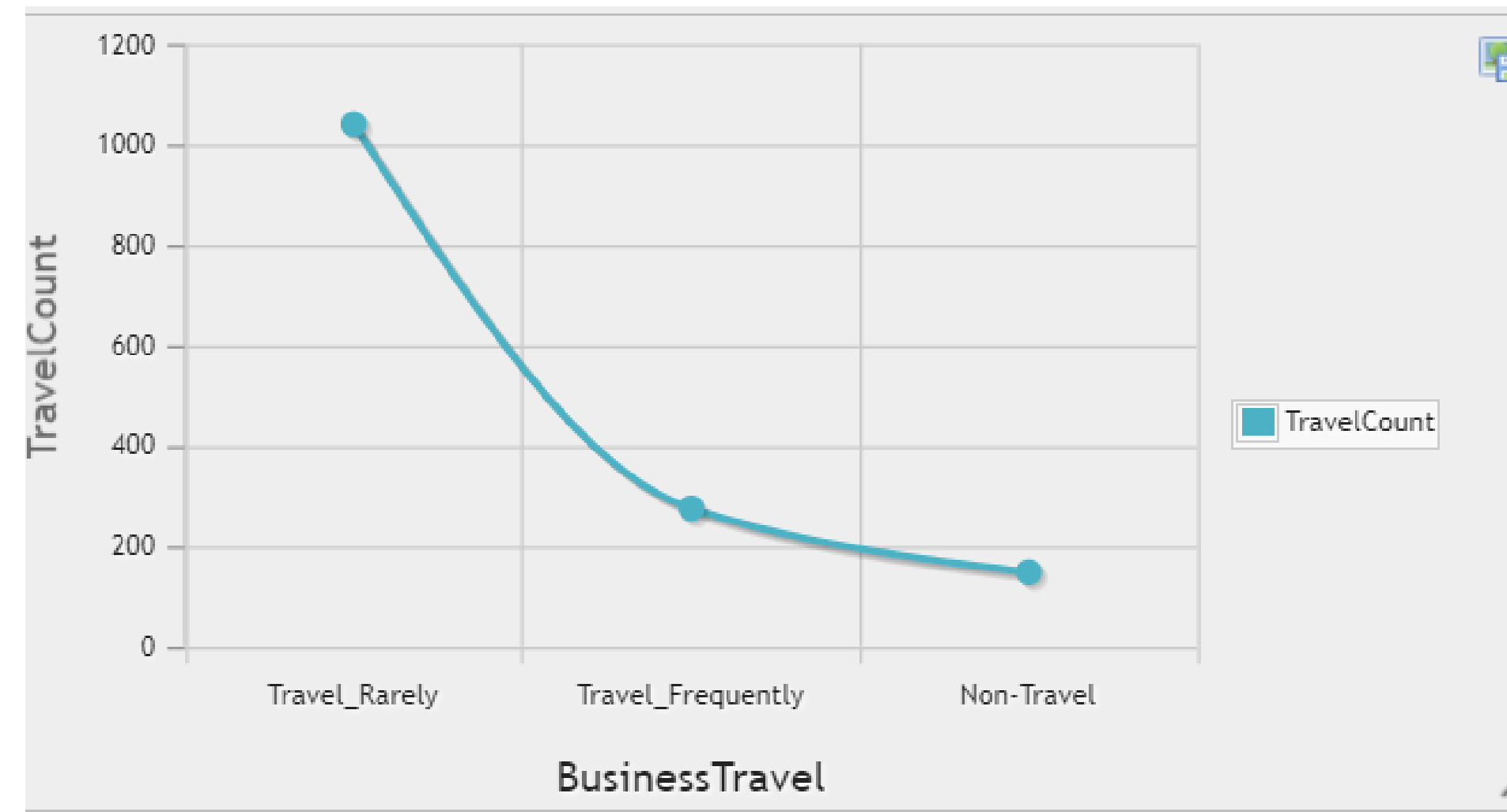
The SQL query calculates the average age of employees in the "hr\_employee\_attrition" table and assigns it the alias "AverageAge." This code provides a single value that represents the average age of all employees in the dataset, offering a summary statistic for the dataset's age distribution.



## Find the most common business travel type

```
SELECT BusinessTravel, COUNT(*) AS  
TravelCount  
FROM hr_employee_attrition  
GROUP BY BusinessTravel  
ORDER BY TravelCount DESC;
```

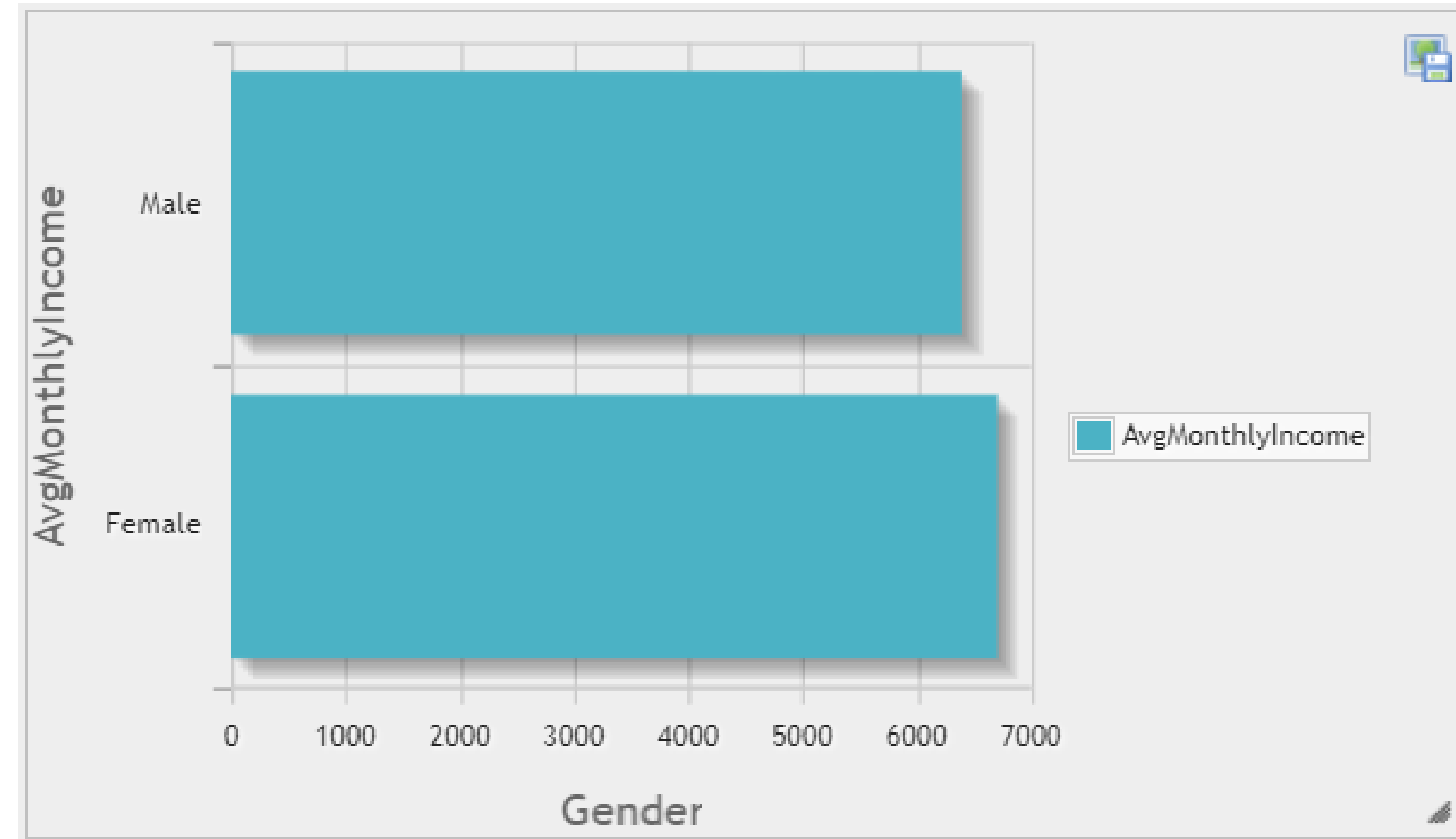
This SQL query retrieves and counts the occurrences of each unique business travel type in the "hr\_employee\_attrition" table. It then arranges the results in descending order based on the count, so the most common business travel type appears at the top. This code helps identify the business travel type that is most frequently reported among employees in the dataset, providing insights into travel patterns.



## Calculate the average monthly income by gender:

```
SELECT Gender, AVG(MonthlyIncome) as  
AvgMonthlyIncome  
from hr_employee_attrition  
GROUP BY Gender;
```

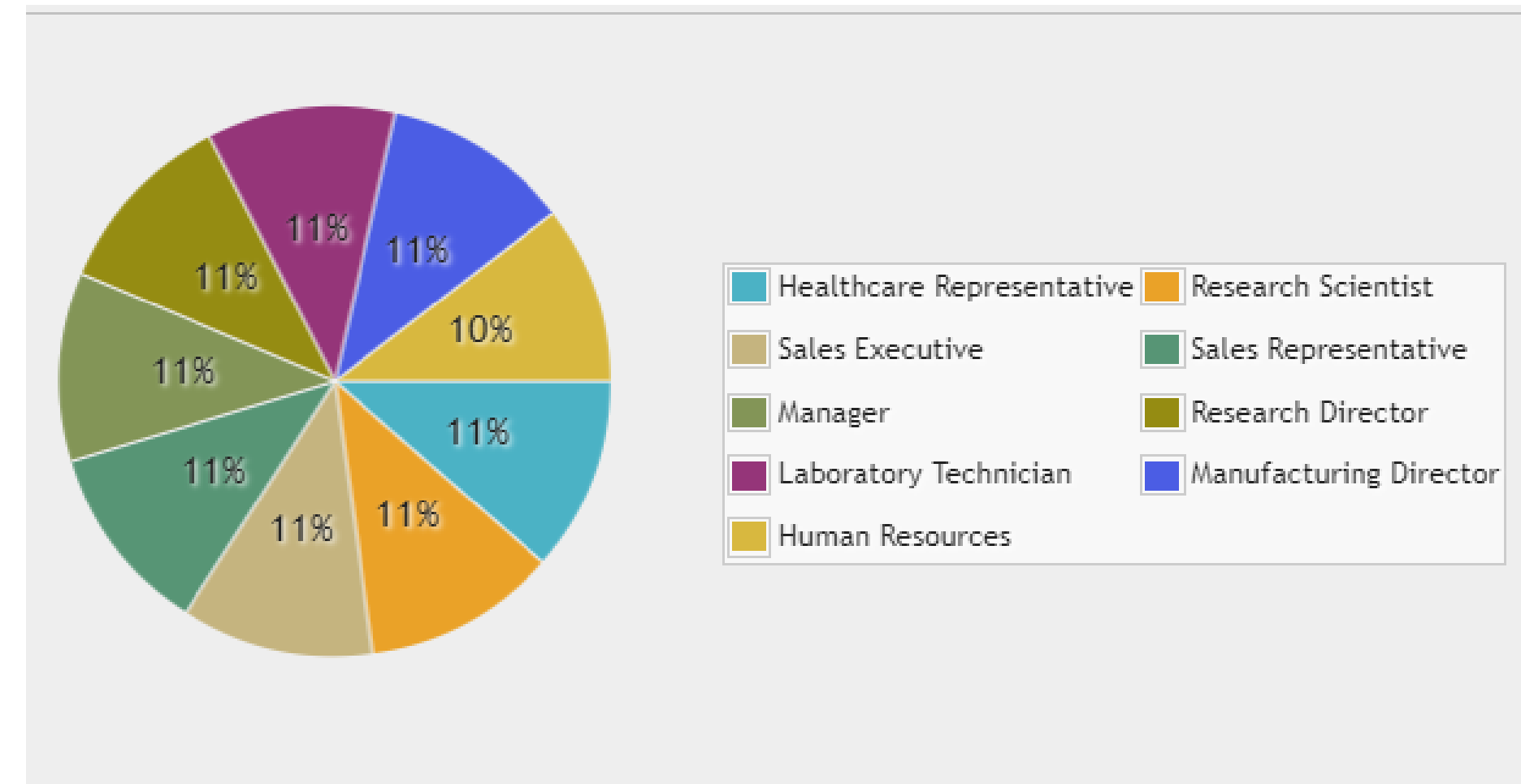
This SQL query calculates and presents the average monthly income categorized by gender in the "hr\_employee\_attrition" table. It groups the data by gender and calculates the average monthly income for each group, assigning it the alias "AvgMonthlyIncome." This code provides insights into the income disparity between different genders within the dataset.



## Identify the top 5 job roles with the highest average job satisfaction:

```
SELECT JobRole, AVG(JobSatisfaction) as  
AvgJobSatisfaction  
from hr_employee_attrition  
GROUP by JobRole  
ORDER by AvgJobSatisfaction DESC;
```

This SQL query identifies the top 5 job roles with the highest average job satisfaction in the "hr\_employee\_attrition" table. It groups the data by job role, calculates the average job satisfaction for each role, and then orders the results in descending order based on average job satisfaction. This code helps pinpoint the job roles that have the highest job satisfaction levels among employees.



## Find the department with the monthly income:

```
SELECT Department, MonthlyIncome AS  
MonthlyIncome  
FROM hr_employee_attrition  
GROUP BY Department  
ORDER BY MonthlyIncome DESC;
```

The given SQL query selects the "Department" and "MonthlyIncome" columns from the "hr\_employee\_attrition" table, grouping the data by department. It then arranges the results in descending order based on the monthly income.

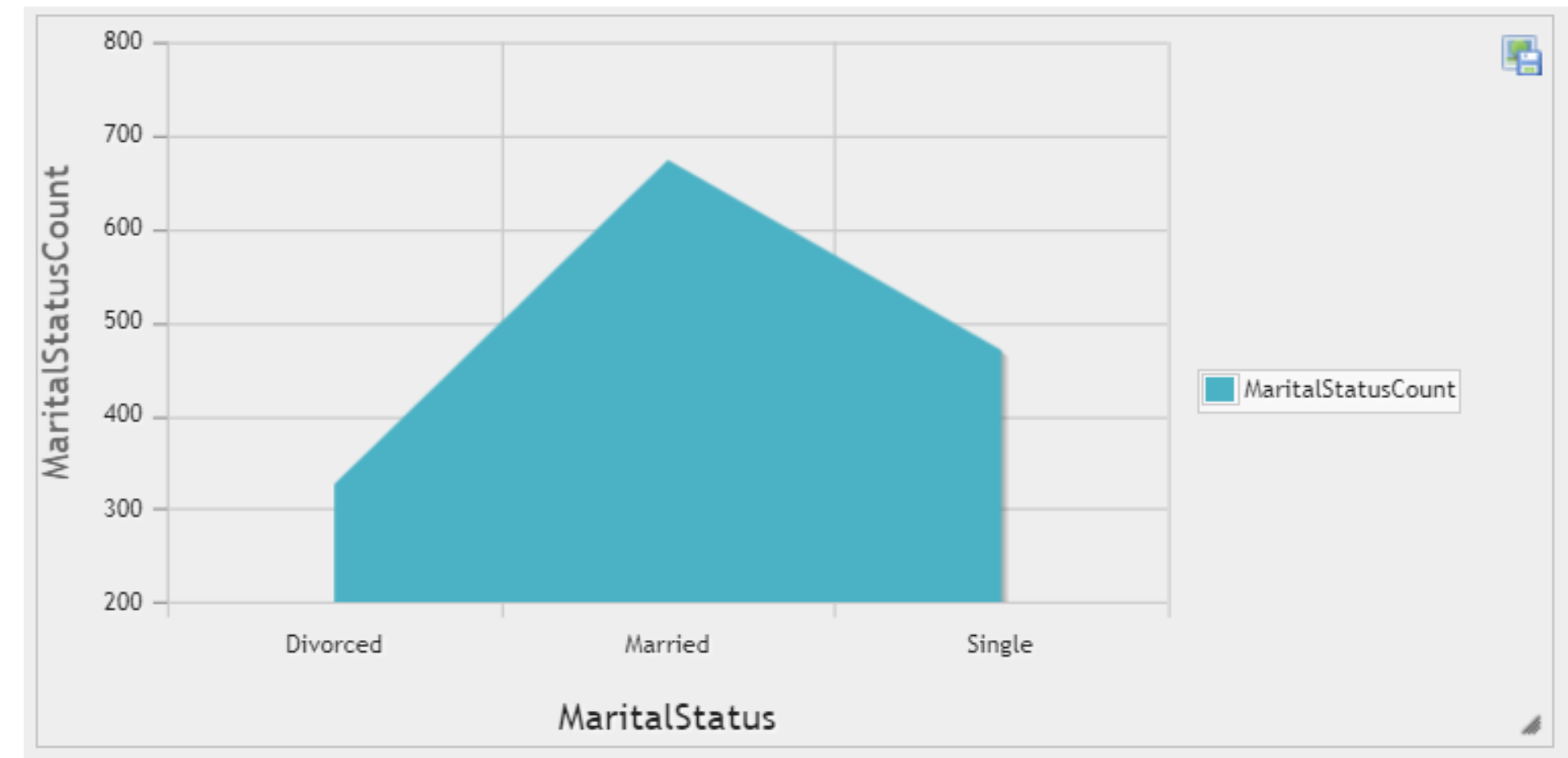




## Count the number of employees in each marital status category:

```
SELECT    MaritalStatus,    COUNT(*)    AS  
MaritalStatusCount  
FROM hr_employee_attrition  
GROUP BY MaritalStatus;
```

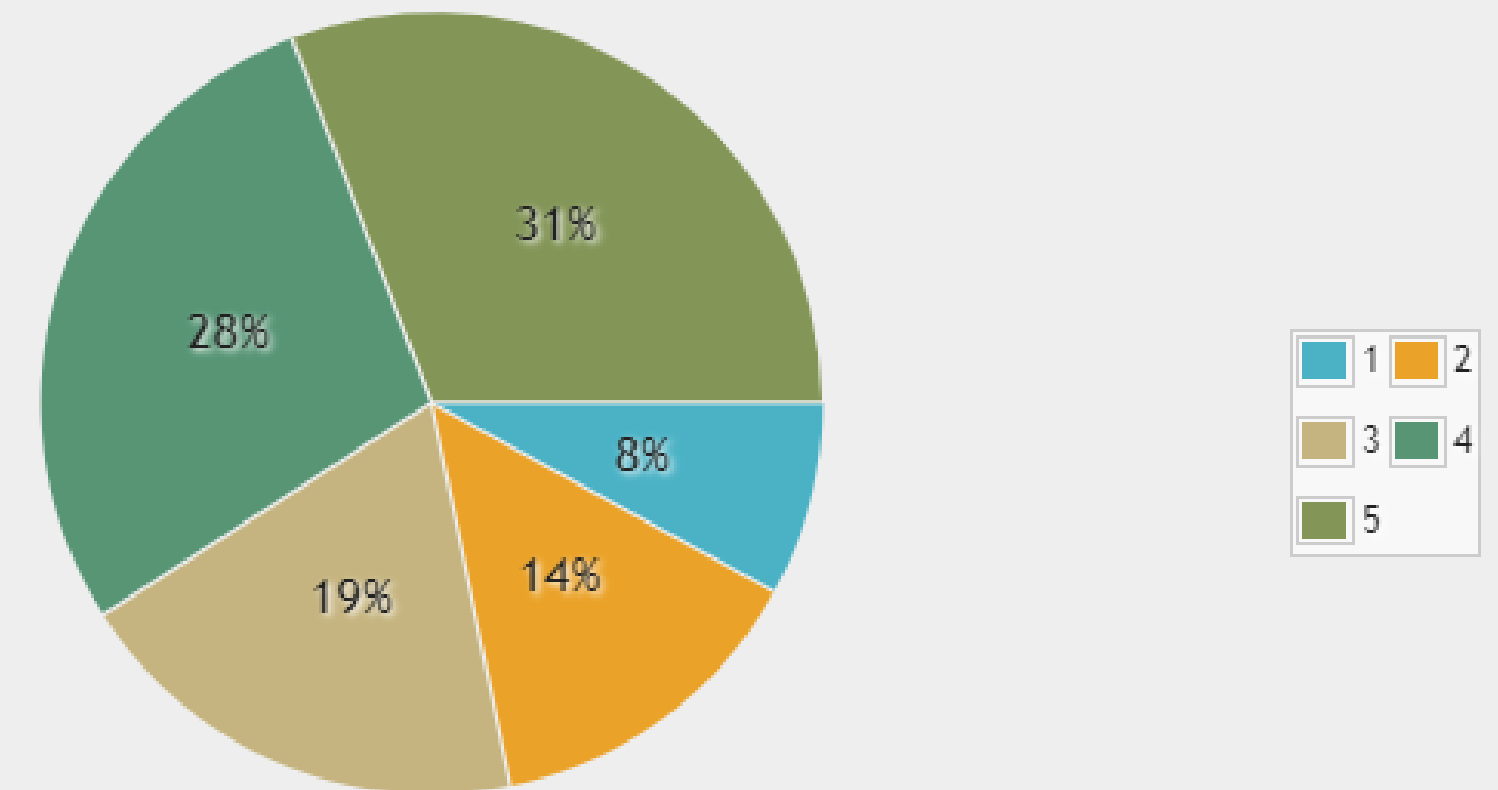
The provided SQL query counts the number of employees in each marital status category from the "hr\_employee\_attrition" table. It groups the data by "MaritalStatus" and assigns the count for each category the alias "MaritalStatusCount." This query offers a summary of how many employees fall into each marital status category, providing insights into the distribution of marital statuses among the employees.



## Calculate the average years at the company by job level:

```
SELECT JobLevel, AVG(YearsAtCompany)  
AS AvgYearsAtCompany  
FROM hr_employee_attrition  
GROUP BY JobLevel;
```

This SQL query calculates the average number of years that employees have spent at the company, categorized by their job level, in the "hr\_employee\_attrition" table. It groups the data by "JobLevel" and calculates the average "YearsAtCompany" for each group, assigning it the alias "AvgYearsAtCompany." This query provides insights into how the average tenure at the company varies among different job levels.

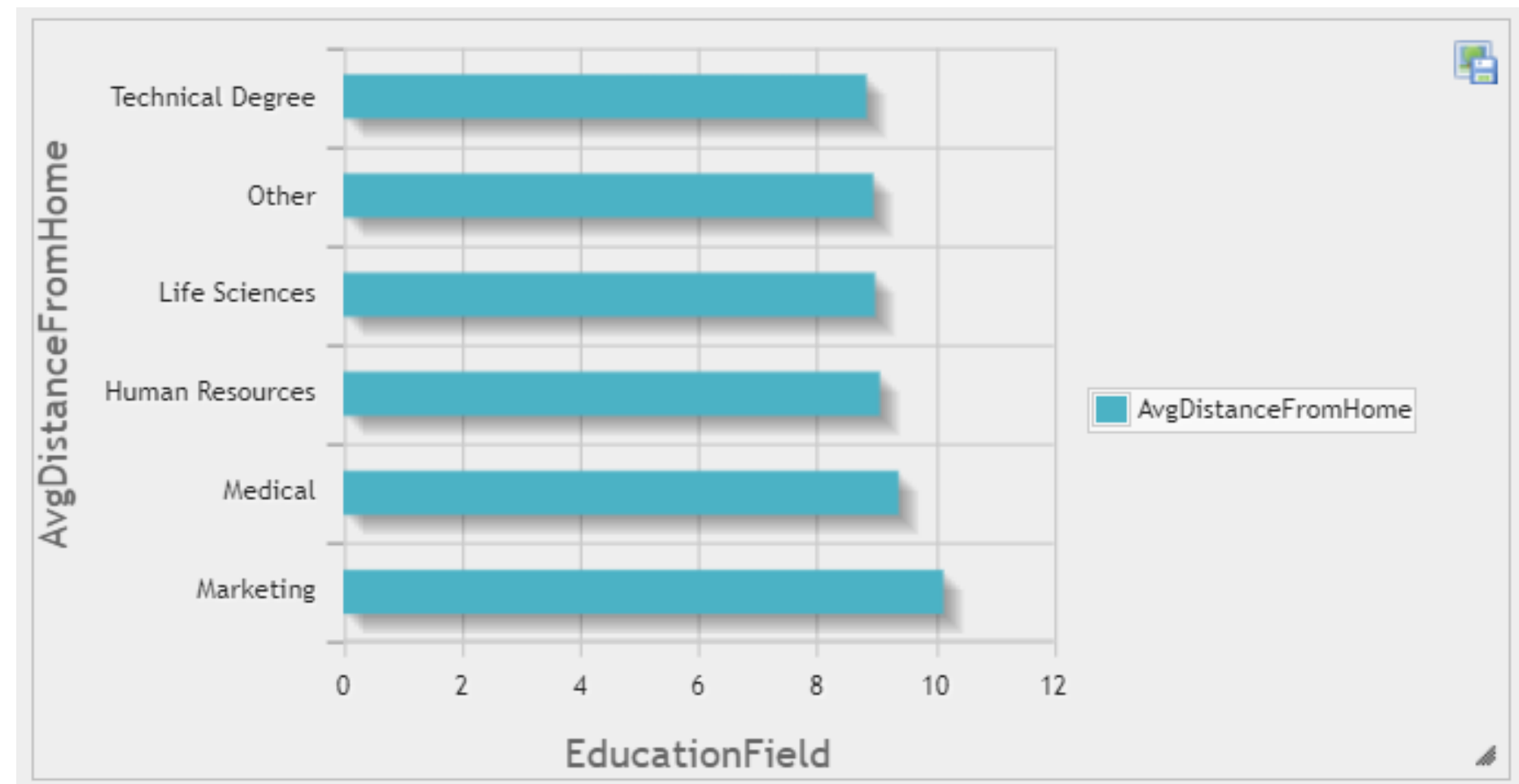




## Identify the top 5 education fields with the highest average distance from home:

```
SELECT EducationField, AVG(DistanceFromHome)  
AS AvgDistanceFromHome  
FROM hr_employee_attrition  
GROUP BY EducationField  
ORDER BY AvgDistanceFromHome DESC;
```

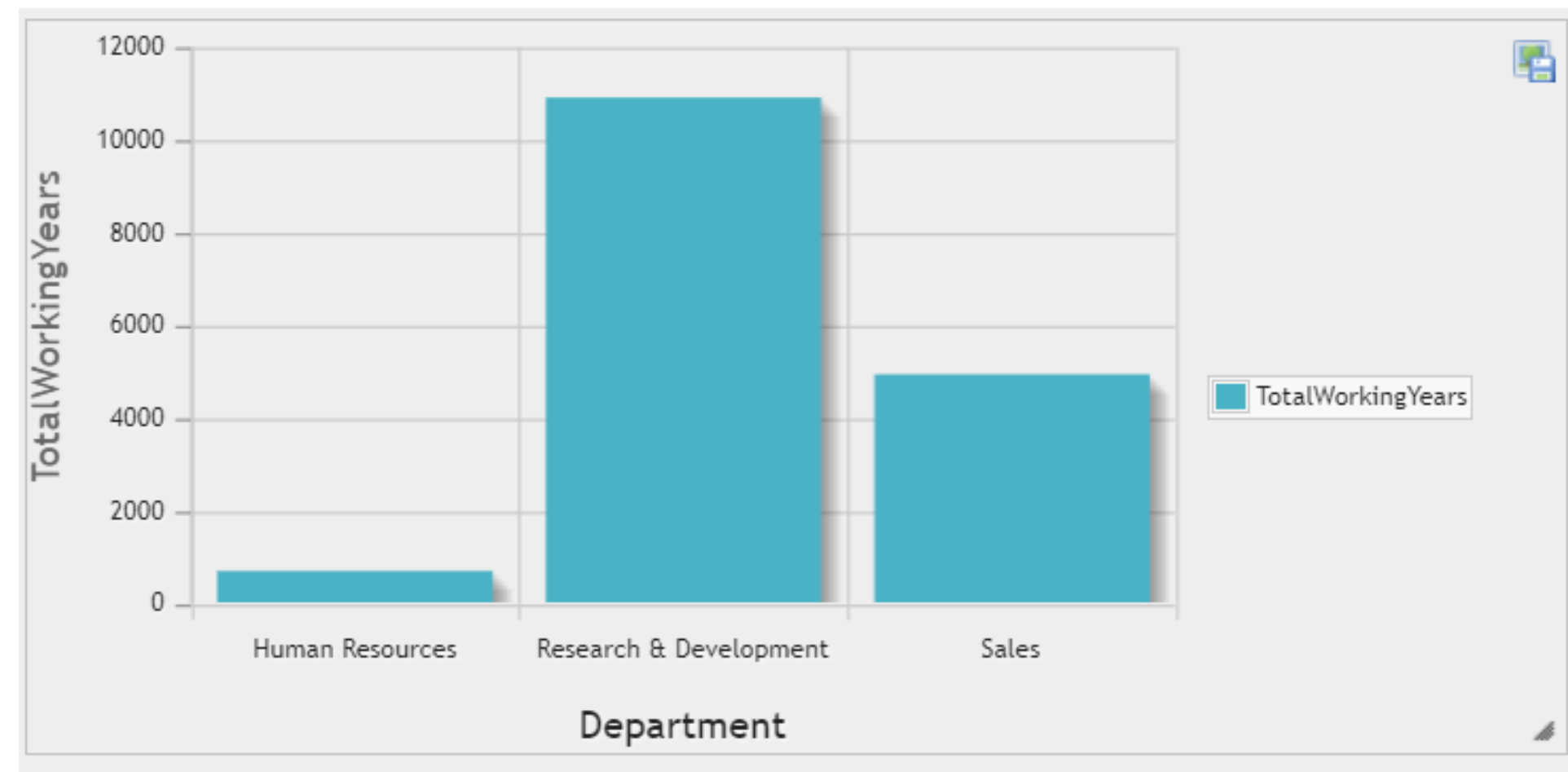
This SQL query identifies the top 5 education fields with the highest average distance from home among employees in the "hr\_employee\_attrition" table. It groups the data by "EducationField," calculates the average "DistanceFromHome" for each field, and then arranges the results in descending order based on the average distance from home. This query helps you pinpoint the education fields where employees tend to have a higher average distance between their homes and the workplace.



## Calculate the total working years by department:

```
SELECT Department, SUM(TotalWorkingYears) AS  
TotalWorkingYears  
FROM hr_employee_attrition  
GROUP BY Department;
```

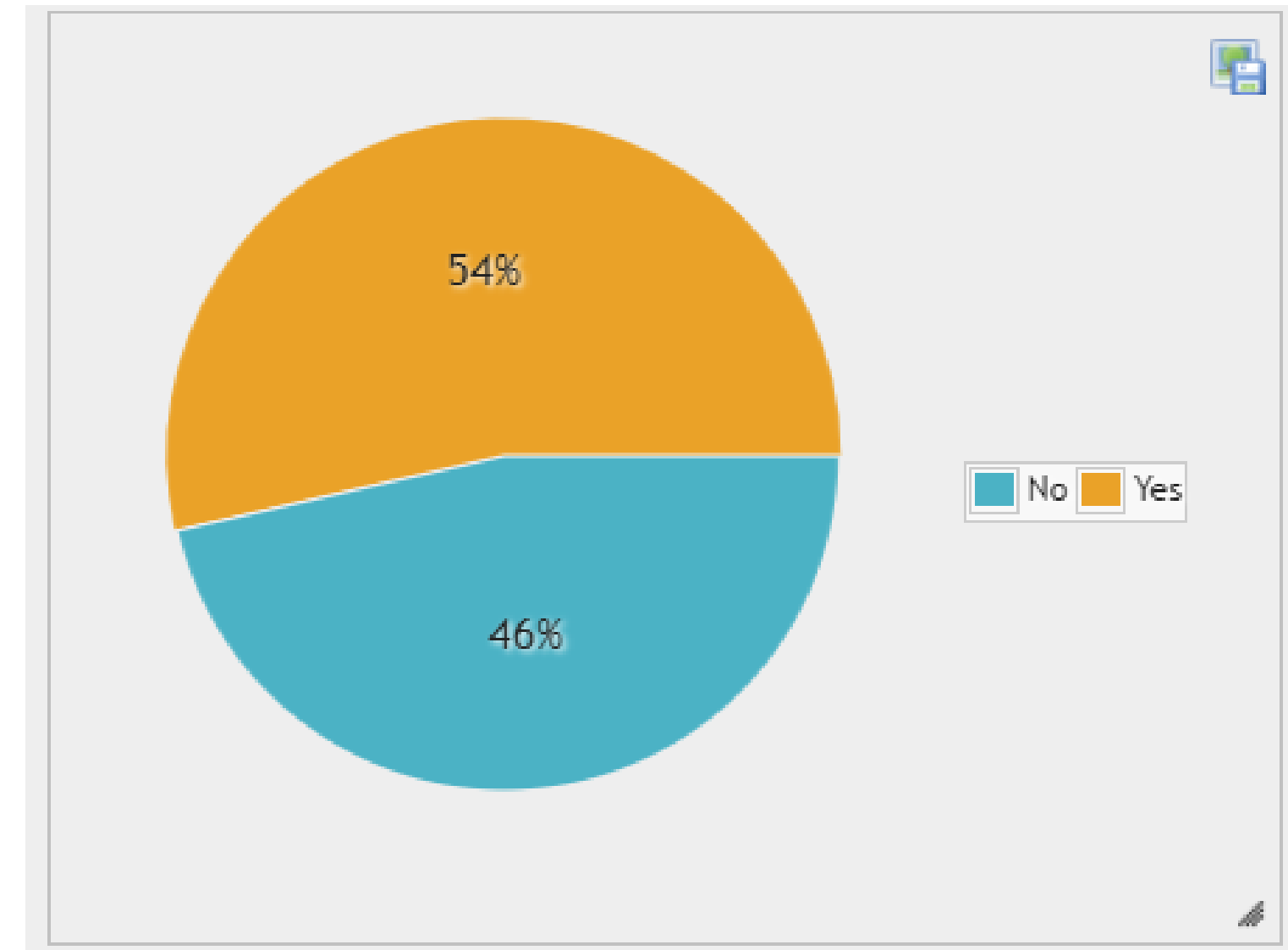
The SQL query calculates the total working years for employees in each department within the "hr\_employee\_attrition" table. It uses the SUM function to aggregate the "TotalWorkingYears" for each department. The results are grouped by department, and the alias "TotalWorkingYears" is assigned to the aggregated values.



## ● Count the number of employees who work overtime and have attrition:

```
SELECT OverTime, Attrition, COUNT(*) AS Count  
FROM hr_employee_attrition  
WHERE Attrition = 'Yes'  
GROUP BY OverTime, Attrition;
```

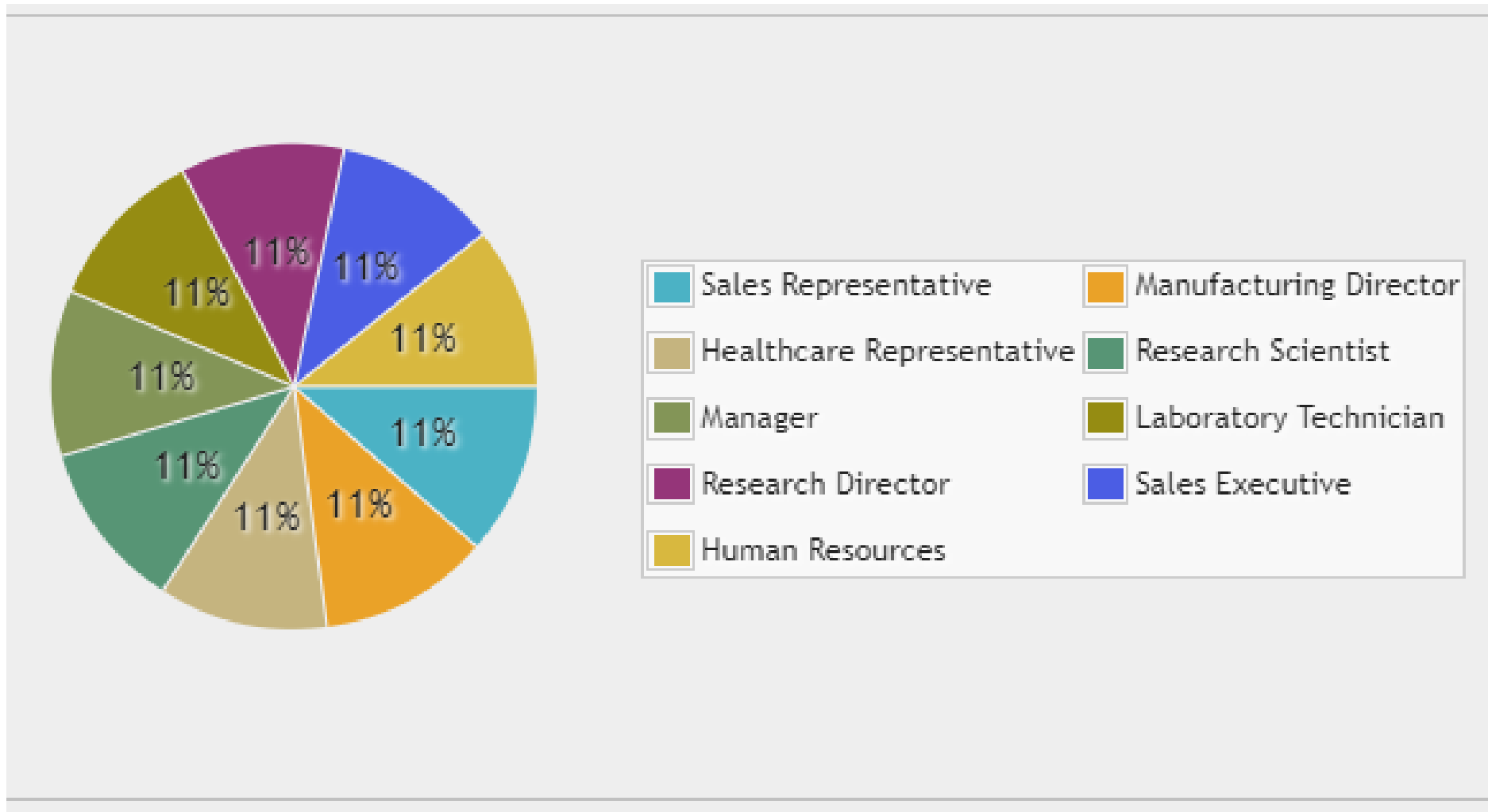
The SQL query counts the number of employees who work overtime and have experienced attrition (left the company). It selects the "OverTime" and "Attrition" columns and assigns the count of such employees the alias "Count." The query filters the data to only include cases where attrition is 'Yes,' and then groups the results by both the "OverTime" and "Attrition" columns. This query helps to determine how many employees who work overtime have left the company, broken down by their attrition status.



## ● Identify the top 5 job roles with the highest average percent salary hike:

```
SELECT  JobRole,  AVG(PercentSalaryHike)  AS  
AvgPercentSalaryHike  
FROM hr_employee_attrition  
GROUP BY JobRole  
ORDER BY AvgPercentSalaryHike DESC;
```

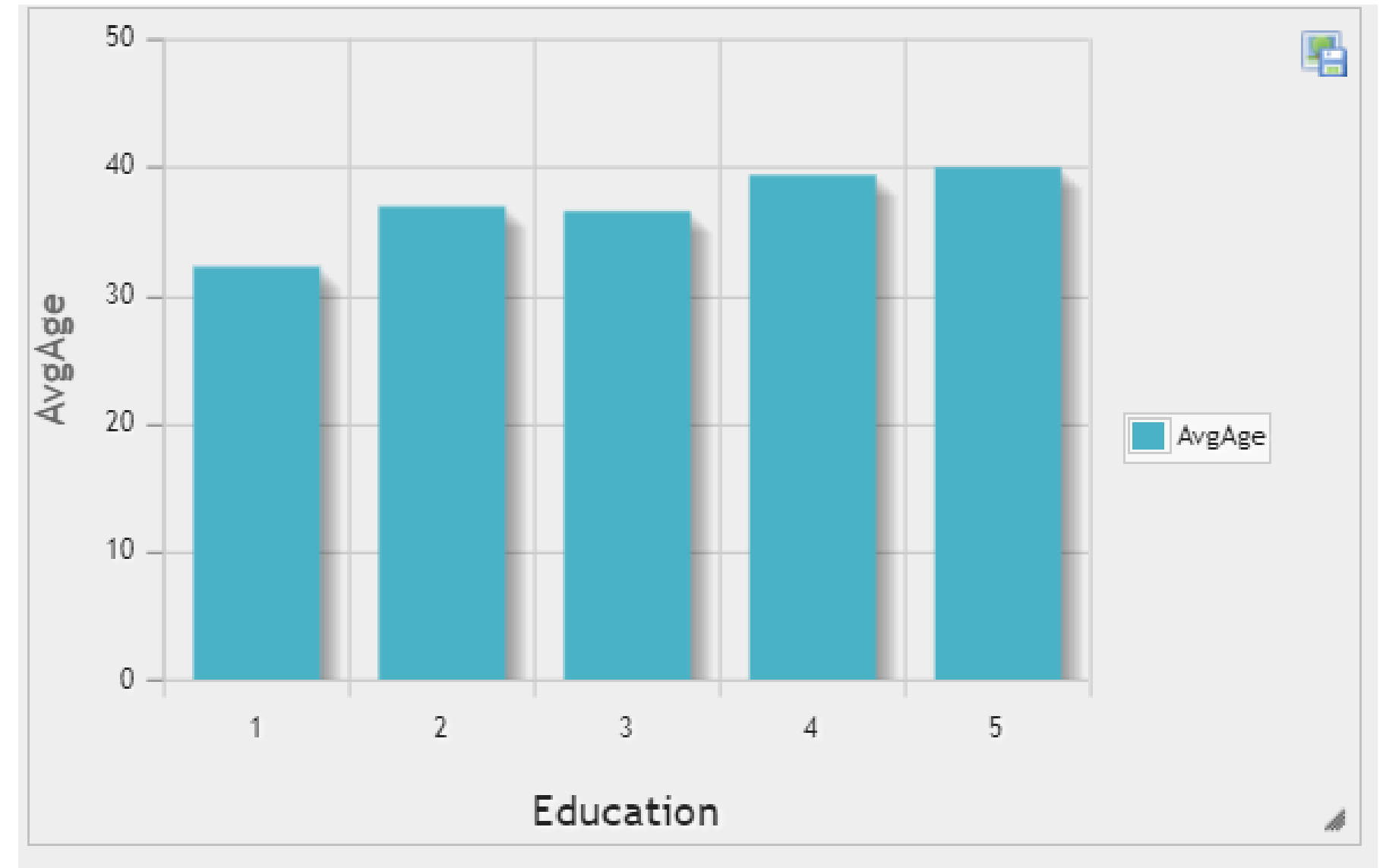
This SQL query identifies the top 5 job roles with the highest average percentage salary hike among employees in the "hr\_employee\_attrition" table. It groups the data by "JobRole," calculates the average "PercentSalaryHike" for each role, and then arranges the results in descending order based on the average percentage salary hike. This query helps to pinpoint the job roles where employees have experienced the highest average salary increases.



- **Calculate the average age of employees by education level:**
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```
SELECT Education, AVG(Age) AS AvgAge  
FROM hr_employee_attrition  
GROUP BY Education;
```

The SQL query calculates the average age of employees, categorized by their education level, in the "hr\_employee\_attrition" table. It uses the AVG function to determine the average "Age" for each education level and assigns it the alias "AvgAge." This query helps in understanding how the average age differs among employees with various education levels, providing insights into the workforce's age distribution in relation to education.



# Get in Touch



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