

## Objective

Help an organization to improve employee performance and improve employee retention by creating a HR Analytics dashboard.

## Sample Questions

1. What is the overall attrition rate in the company?
2. How many employees in total are included in the dataset?
3. What is the average attrition rate across different categories?
4. What is the average number of years employees have spent at the company?
5. What is the average salary of employees in the dataset?
6. Which education field has the highest attrition rate?
7. What are the attrition rates for different age groups?
8. Which job role has the highest attrition count?
9. How does attrition vary across different salary slabs?
10. What is the distribution of attrition based on years at the company?
11. What is the attrition rate for male and female employees?
12. What is the attrition count and rate for each job role?
13. How does attrition vary based on years at the company?
14. Are there any specific patterns or trends in attrition that can be identified?

## Final conclusion

1. Count of Employees: The total count of employees in the dataset is 1470.
2. Attrition Rate: The attrition rate is calculated to be 16.1%, indicating that 16.1% of employees in the dataset have left the company.
3. Attrition Count: The total number of attrition cases is 237.
4. Average Rate: The average attrition rate across all categories is 37, suggesting that, on average, 37 employees leave the company.

5. Average Years: The average number of years employees have spent at the company is 7.0.
6. Average Salary: The average salary is reported as 6.5K, indicating the average salary level of employees in the dataset.
7. Attrition by Education: The attrition distribution by education shows that 38% of attrition cases are from the medical field, followed by 27% from Life Sciences, 15% from Marketing, and 14% from Technical.
8. Attrition by Age: The attrition count by age group reveals that the highest attrition occurs in the age group of 26-35, with 116 cases. This is followed by 44 cases in the 18-25 age group, 43 cases in the 36-45 age group, 26 cases in the 46-55 age group, and 8 cases in the 55+ age group.
9. Attrition by Job Role: The job roles with the highest attrition counts are Laboratory Technician (62 cases), Sales Executive (57 cases), Research Scientist (47 cases), Sales Representative (33 cases), and Human Resources (12 cases).
10. Attrition by Salary Slab: The attrition count by salary slab indicates that the majority of attrition cases (163) are in the salary slab up to 5k. There are 49 cases in the 5k-10k salary slab, 20 cases in the 10k-15k salary slab, and 5 cases in the 15k+ salary slab.
11. Attrition by Years at Company: Employees with 0-5 years of tenure have the highest attrition count (59 cases), followed by 5-10 years (19 cases) and 10+ years (18 cases).
12. Attrition by Gender: Male employees have a higher attrition count (140 cases) compared to female employees (79 cases).