

Comparison and Overview of datasets

Attrition by Age:

First dataset: Stronger between 25 and 35 years. After 40 years, employees tend to stay longer. Young employees may need attractive career plans and mentoring programs to improve retention.

Second dataset:

- **Confirms:** early career employees face challenges that influence attrition.
- **Adds:** that attrition at later ages could be due to retirement or job dissatisfaction.

Insight: Companies should target younger employees with career plans and ensure job satisfaction for senior employees to prevent later-career attrition.

Education and Attrition:

First dataset: Highly educated employees may leave for better opportunities.

Second dataset: Confirms: Highly educated employees still leave despite higher salaries.

Insight: Companies should offer career advancement programs and engaging projects to retain highly educated employees.

Distance from Home:

First dataset: Employees living further away tend to have higher attrition, especially in certain roles.

Second dataset: Adds : Entry-Level with longer distances show high attrition. Senior employees with long commutes have lower attrition.

Insight: Companies should implement telework policies for who live far away and Offer transportation benefits to reduce the impact of distance, especially for young and senior employees.

Monthly Income:

First dataset: Employees with a higher level of education earn more but also have higher attrition (even with higher salaries). This may indicate that highly qualified employees have more opportunities elsewhere. → **Promotions**

Second dataset: Adds: Attrition is slightly higher for lower education levels. Employees with **0 promotions** have the highest attrition.

Insight: Employees who receive more promotions are likely to stay longer.

Job Satisfaction and Recognition:

First dataset: 'JobSatisfaction' and 'EnvironmentSatisfaction' have negative correlation with attrition (-0.10, not so high). A lack of satisfaction increases attrition.

Second dataset:

- **Confirms:** Employees with "average" satisfaction (level 3) have the highest attrition. Highly satisfied employees (level 4) are more likely to stay.

- **Adds:** Employees with low **recognition** have the highest attrition. Very high recognition reduces attrition significantly.

Insight: Retention efforts should focus not only on improving job satisfaction but also on other factors like career growth, work-life balance, and recognition. This is confirmed by the second dataset.