

## Comparison and Overview of Datasets

### Attrition by Age:

- **First Dataset:** There is a stronger attrition rate among employees aged 25 to 35. After the age of 40, employees tend to stay longer.
- **Insight:** Young employees may benefit from attractive career plans and mentoring programs to enhance retention.
- **Second Dataset:** Confirms that early-career employees face challenges influencing attrition. It also indicates that attrition at later ages may result from retirement or job dissatisfaction.
- **Overall Insight:** Companies should focus on developing career plans for younger employees while ensuring job satisfaction for senior employees to mitigate later-career attrition.

### Education and Attrition:

- **First Dataset:** Highly educated employees may leave for better opportunities.
- **Second Dataset:** Confirms that highly educated employees continue to 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, particularly in specific roles.
- **Second Dataset:** Adds that entry-level employees with longer commutes show high attrition, while senior employees with long commutes have lower attrition.
- **Insight:** Companies should implement telework policies for employees living far away and offer transportation benefits to mitigate the impact of distance, especially for younger and senior employees.

### Monthly Income:

- **First Dataset:** Employees with a higher level of education earn more but also exhibit higher attrition rates (even with higher salaries). This suggests that highly qualified employees have more opportunities elsewhere, particularly for promotions.
- **Second Dataset:** Adds that attrition is slightly higher among employees with lower education levels, and those with no promotions experience the highest attrition.
- **Insight:** Employees who receive more promotions are likely to stay longer.

### Job Satisfaction and Recognition:

- **First Dataset:** There is a negative correlation between 'Job Satisfaction' and 'Environment Satisfaction' with attrition (-0.10, which is not very strong). A lack of satisfaction increases attrition.

- **Second Dataset:** Confirms that employees with "average" satisfaction (level 3) experience the highest attrition, while highly satisfied employees (level 4) are more likely to stay. It also adds that employees with low recognition have the highest attrition, whereas very high recognition significantly reduces attrition.
- **Insight:** Retention efforts should focus not only on improving job satisfaction but also on factors like career growth, work-life balance, and recognition, as confirmed by the second dataset.

### Final Conclusion:

Both datasets consistently highlight that flexibility in offering incentives and telework options is crucial for companies aiming to retain valuable employees. By addressing the diverse needs of different employee demographics—such as younger workers seeking career development and older employees valuing job satisfaction—companies can create a more supportive work environment. The data underscores that providing flexible telework arrangements not only mitigates issues related to distance and commuting but also enhances overall employee satisfaction and engagement. Therefore, organizations should prioritize these strategies to foster a loyal workforce and reduce attrition rates effectively.