**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.