

IBM Employee Data - Attrition Report

Compensation and Benefits

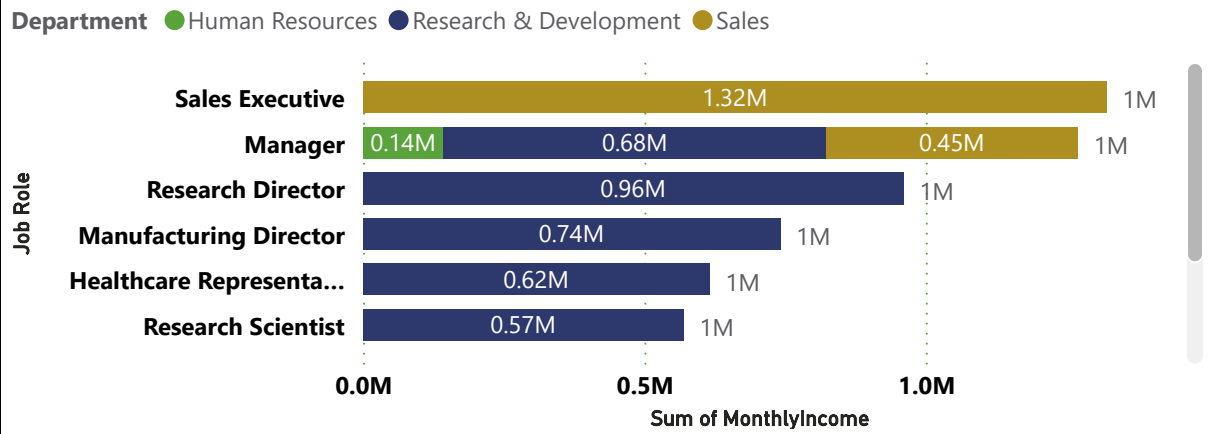
- 1. Females have lower Attrition compared to Males.
- 2. Research & Development has lowest Attrition while Sales had highest.
- 3. Over Time has direct positive impact on Attrition.

879
Total

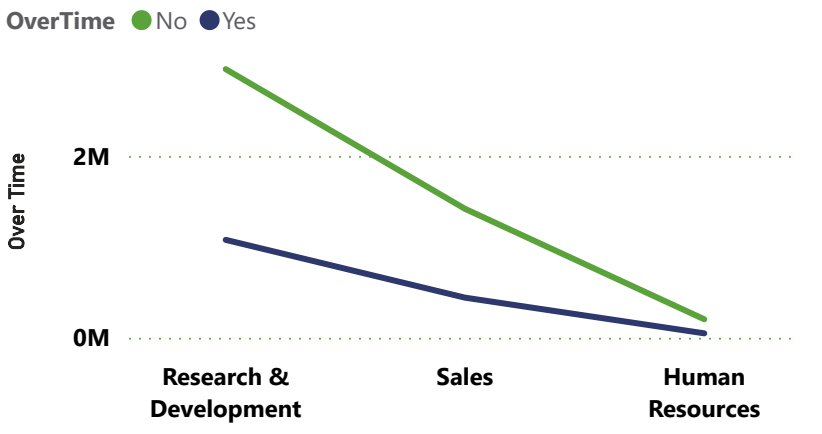
512
Male

367
Female

Monthly Income by Job Role and Department



Over Time by Department

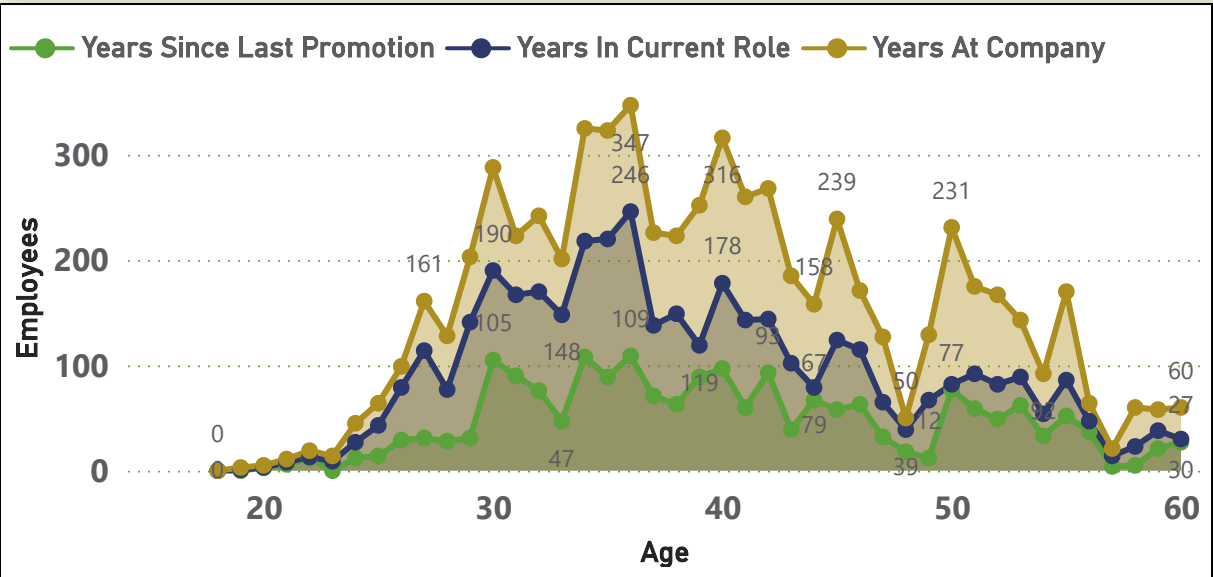


Attrition

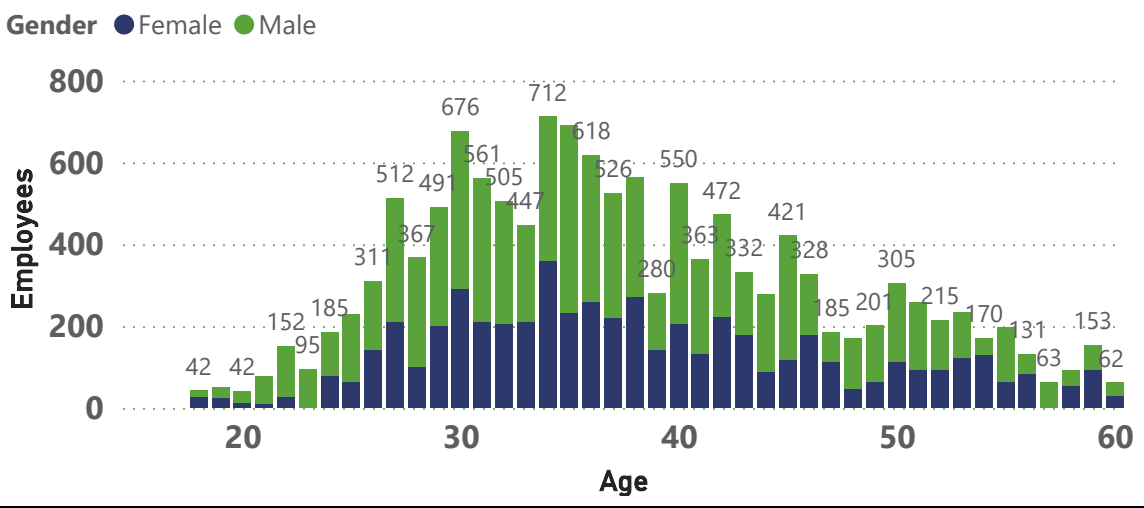
Select all

0

1



Percent Salary Hike by Age and Gender

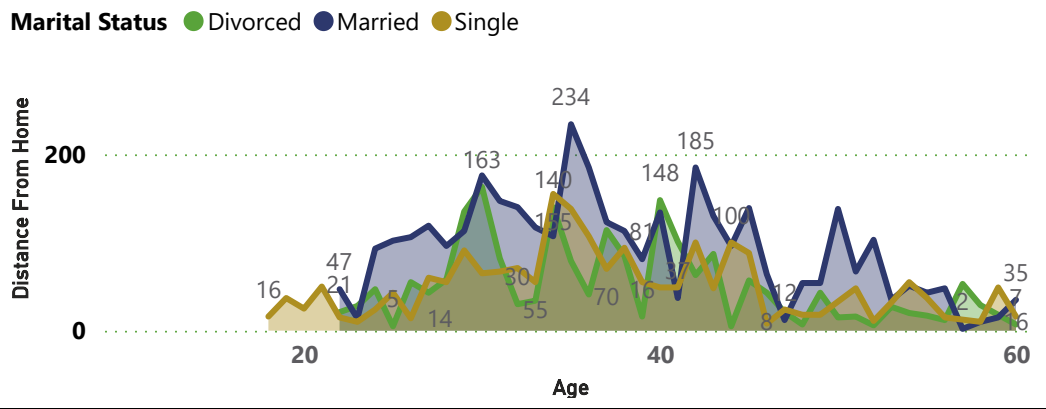


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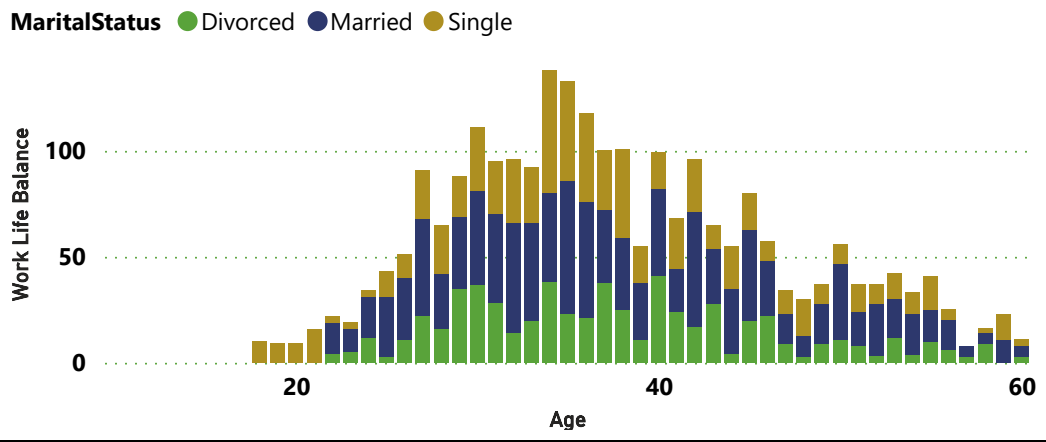
Work Environment and Culture

- 1. **Married** individuals have the **strongest negative impact**, followed by divorced and then single individuals.
- 2. Employees who **travel rarely** have the **strongest negative impact**.
- 3. Higher **Environment Satisfaction**, **Relationship Satisfaction**, and **Job Involvement** significantly **reduces likelihood** of Attrition.

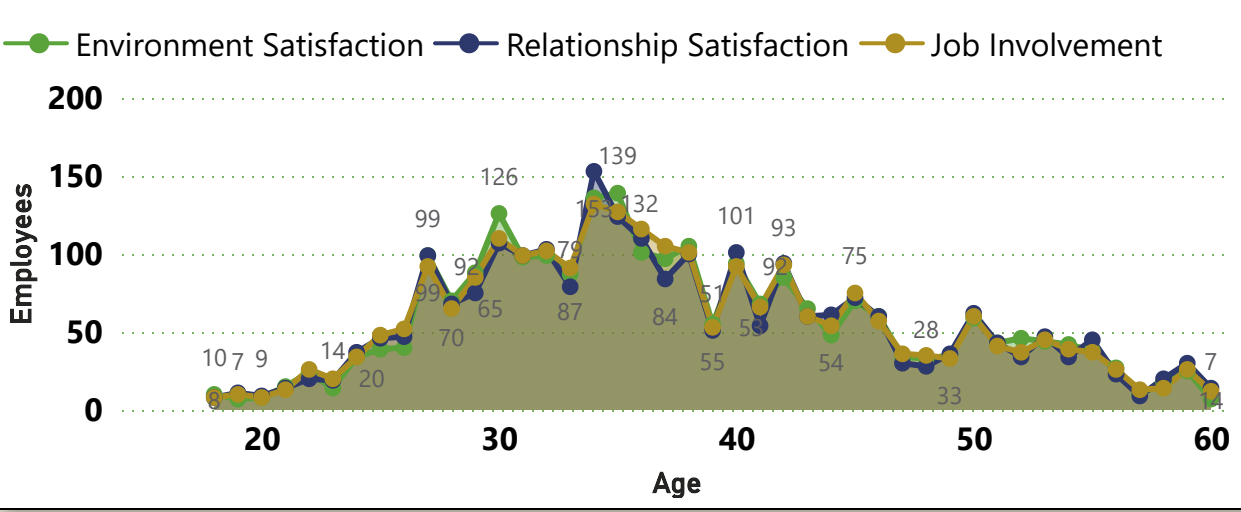
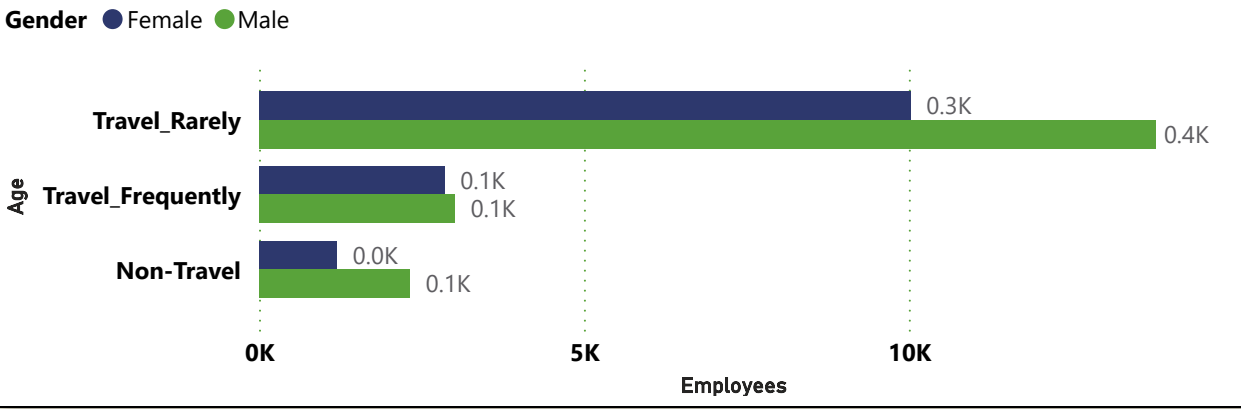
Distance from Home by Age and Marital Status



Work Life Balance by Age and Marital Status



Business Travel by Age



Compensation and Benefits

Work Environment and Culture

Job Satisfaction and Engagement

Visuals in Tables

258
Single

402
Married

219
Divorced

Attrition

Select all

0

1

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Job Satisfaction and Engagement

Compensation and Benefits

Work Environment and Culture

Job Satisfaction and Engagement

- 1. Stock Option Level also significantly reduce the likelihood of attrition.
- 2. Job Satisfaction, Years in Current Role, and Performance Rating have notable negative impact on attrition.
- 3. Years at Company and Education have relatively smaller, but still negative, impact on attrition.

Attrition

Select all

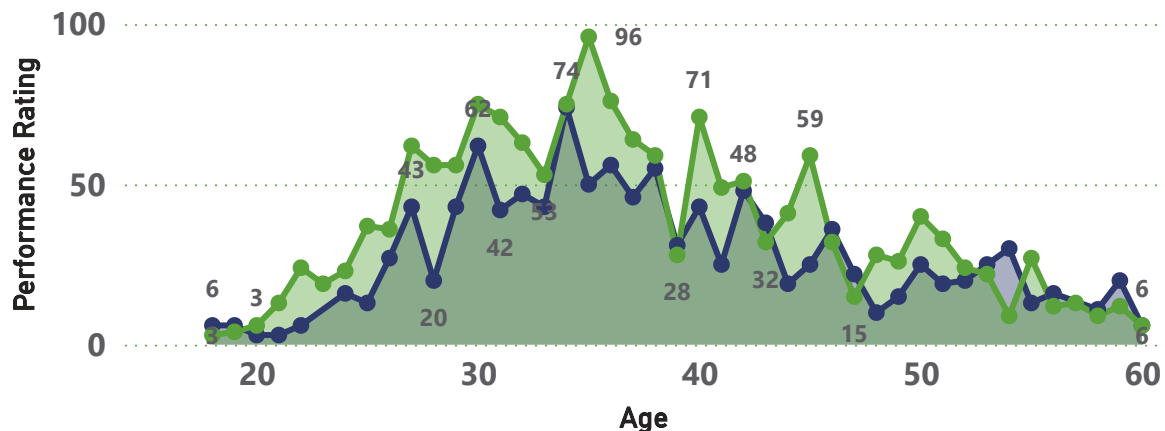
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Ask a question about your data

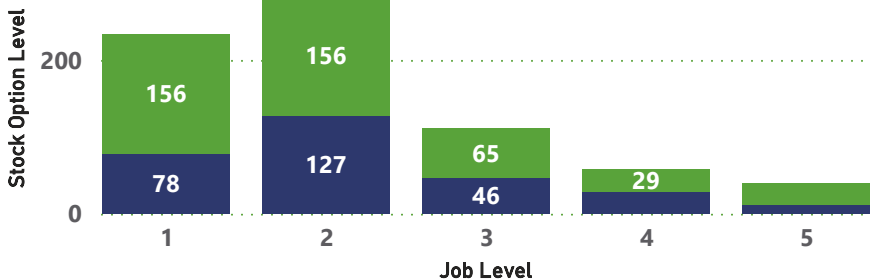
Performance Rating by Age

Gender ● Female ● Male

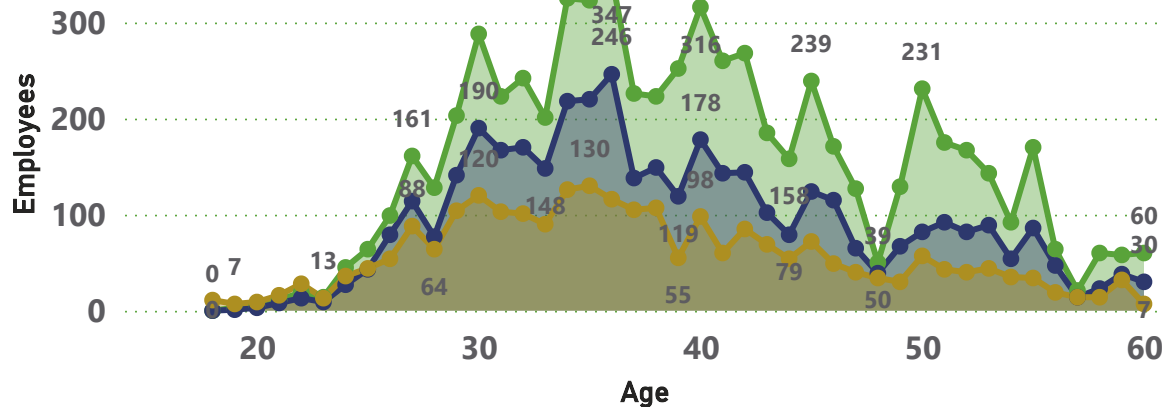


Stock Option Level by Job Level and Gender

Gender ● Female ● Male

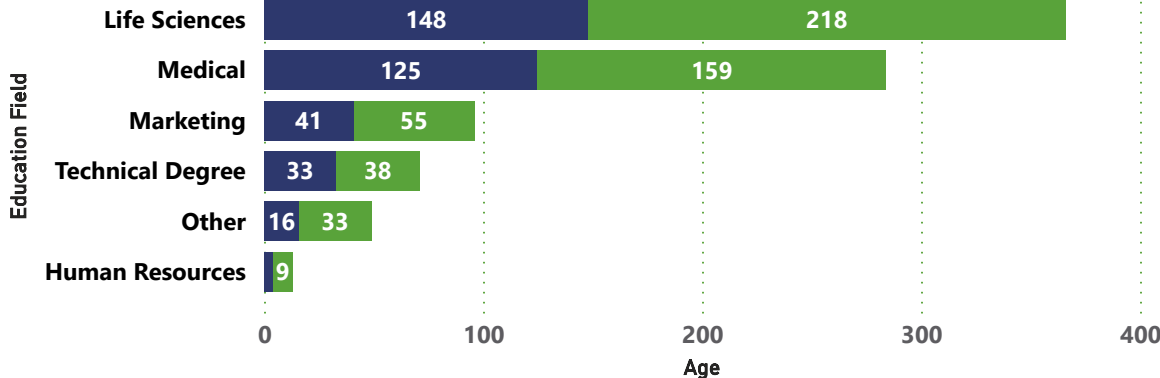


● Years At Company ● Years In Current Role ● Job Satisfaction



Education Field by Age and Gender

Gender ● Female ● Male



Attrition in Department with Job Role

Department	JobRole	Sum of MonthlyIncome	Sum of Attrition
Research & Development	Laboratory Technician	609239	49
Sales	Sales Executive	1604929	39
Research & Development	Research Scientist	674673	38
Sales	Sales Representative	151403	25
Research & Development	Healthcare Representative	683736	8
Research & Development	Manufacturing Director	795866	7
Human Resources	Human Resources	137199	6
Research & Development	Manager	725326	3
Research & Development	Research Director	999178	2
Sales	Manager	485457	2
Human Resources	Manager	143244	0
Total		7010250	179