

# 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.

Compensation and Benefits

Work Environment and Culture

Job Satisfaction and Engagement

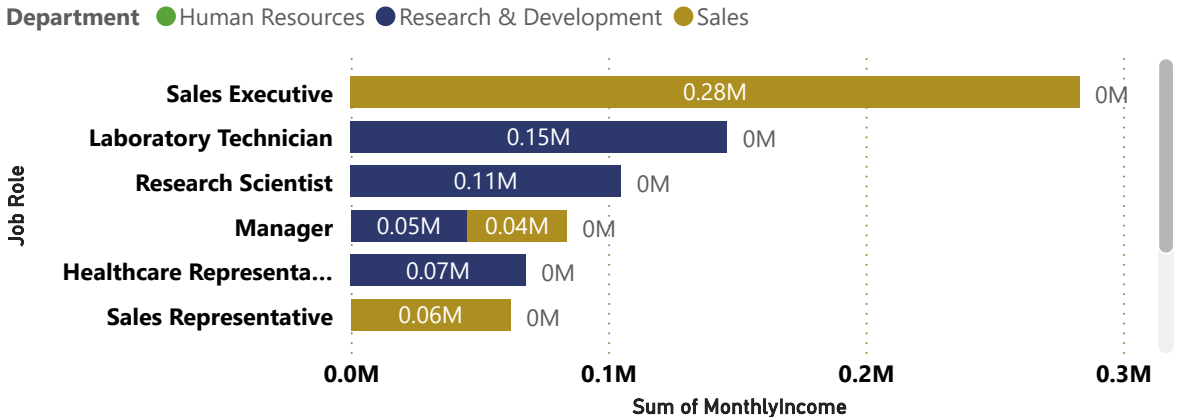
Visuals in Tables

179  
Total

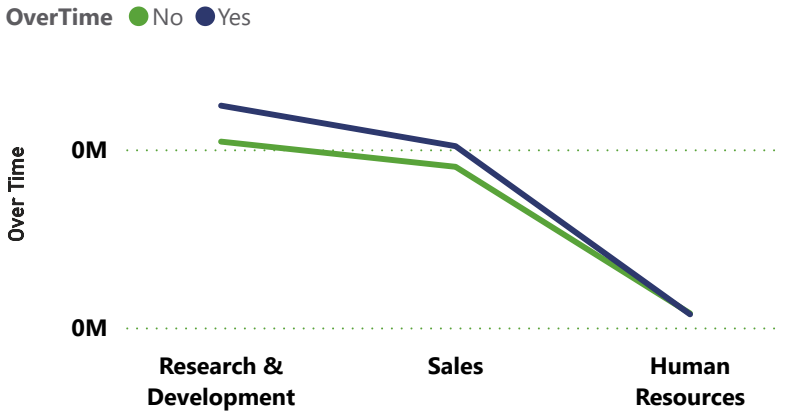
108  
Male

71  
Female

### Monthly Income by Job Role and Department



### Over Time by Department

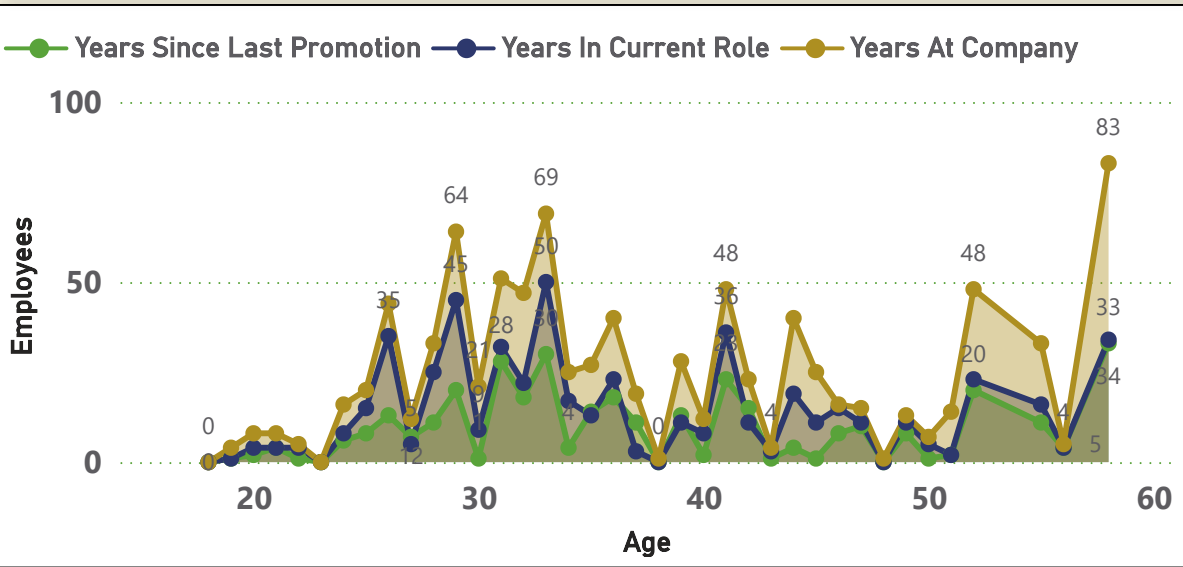


Attrition ☒

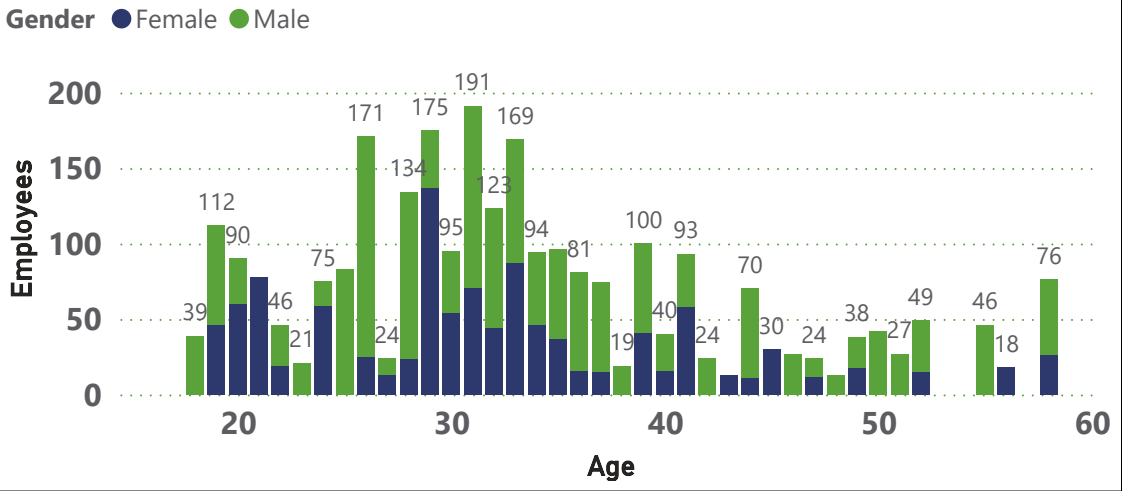
☒ Select all

☐ 0

☐ 1



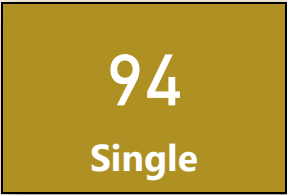
### Percent Salary Hike by Age and Gender



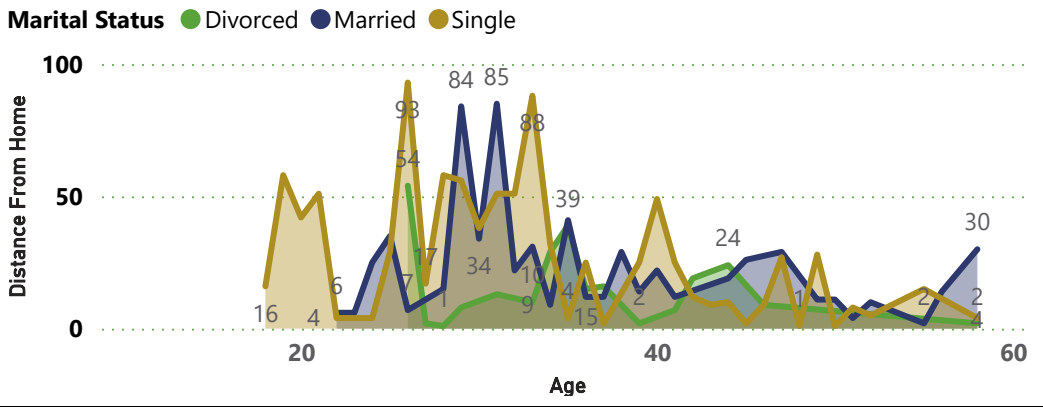
# IBM Employee Data - Attrition Report

## Work Environment and Culture

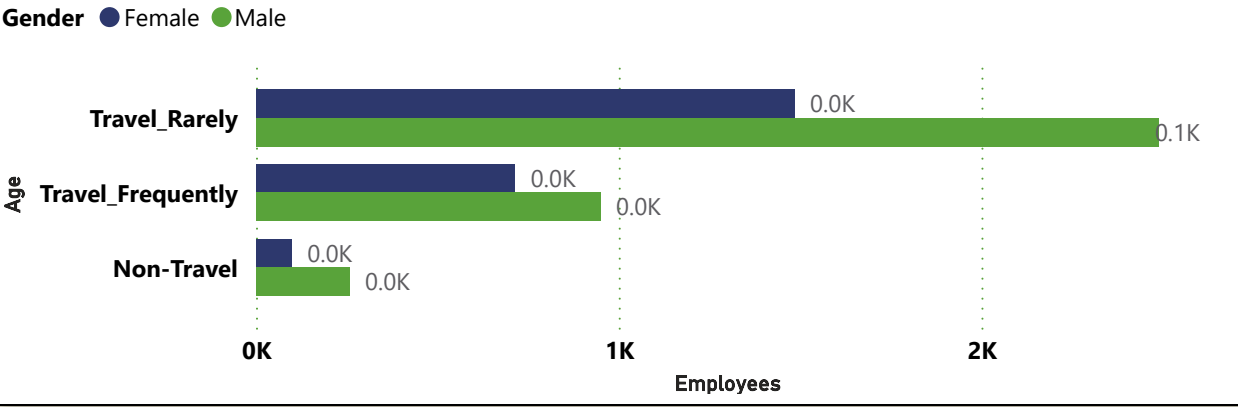
- 1. **Married** individuals have the **strongest negative impact**, followed by divorced and then single individuals.
- 2. Employees who **travel rarely** have the **strongest negative impact**.
- 3. Higher **Environment Satisfaction, Relationship Satisfaction, and Job Involvement** significantly **reduces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



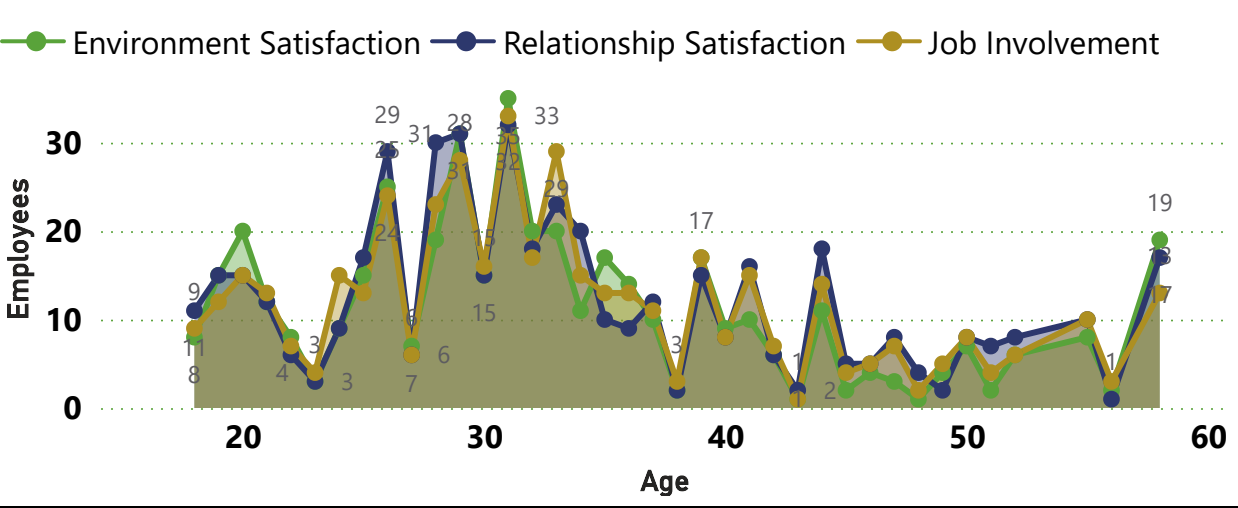
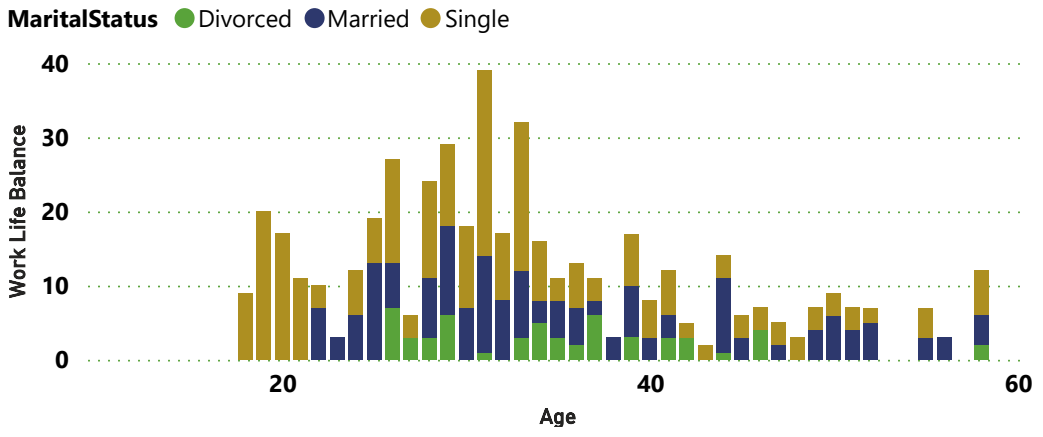
Distance from Home by Age and Marital Status



Business Travel by Age



Work Life Balance by Age and Marital Status



# IBM Employee Data - Attrition Report

## 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

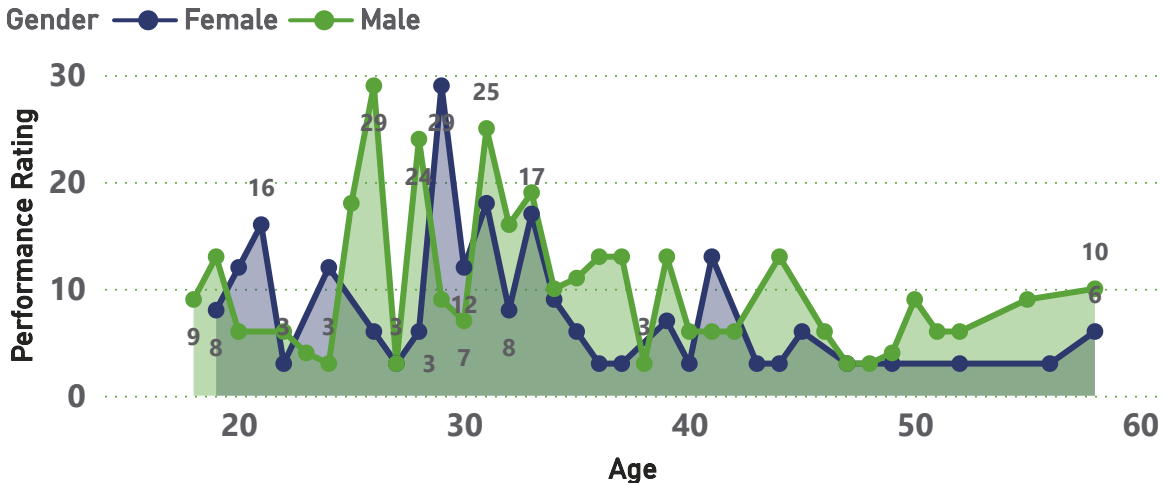
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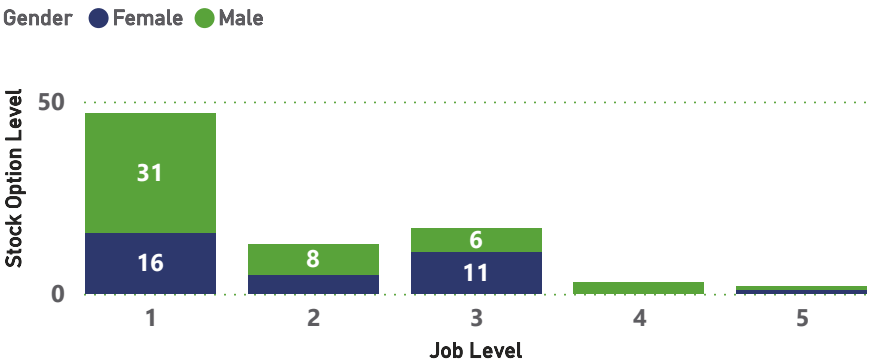
Ask a question about your data



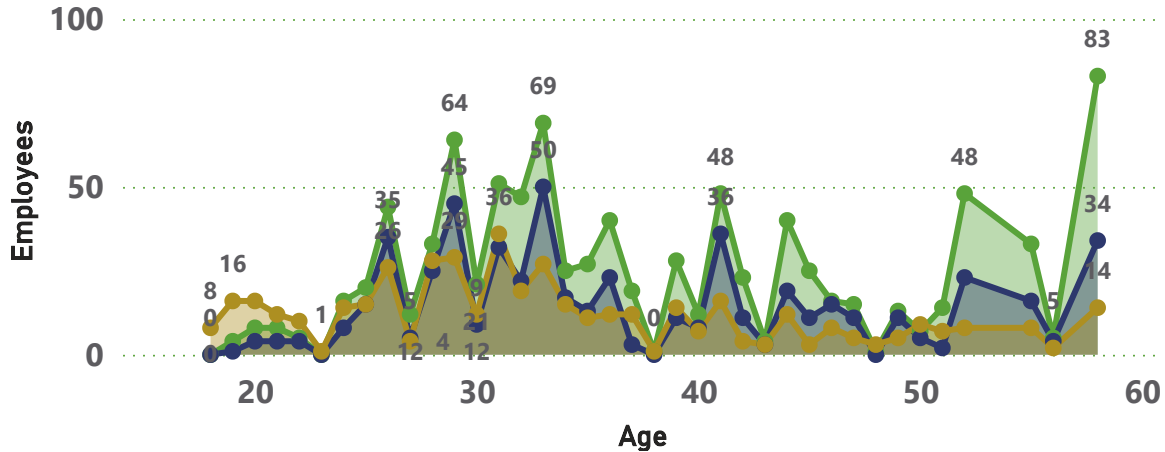
### Performance Rating by Age



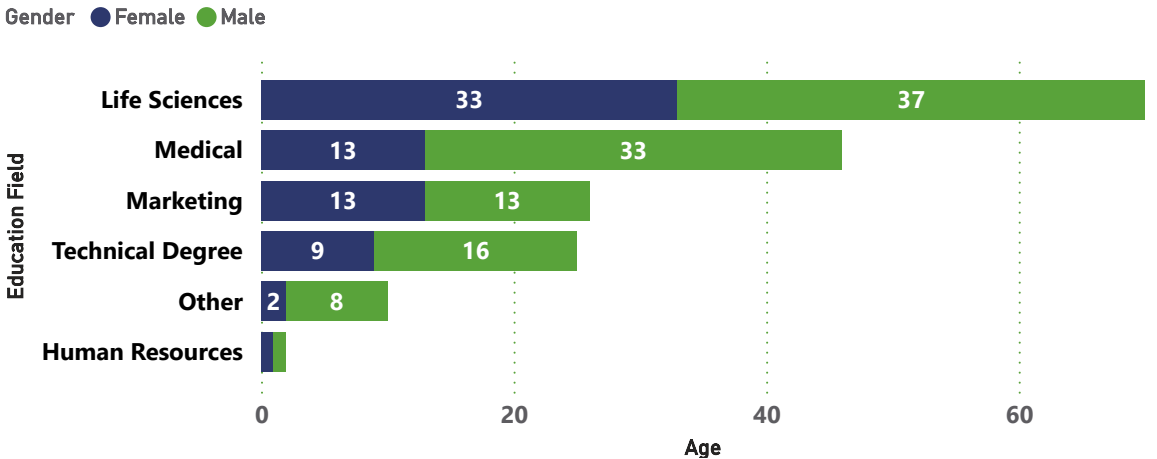
### Stock Option Level by Job Level and Gender



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



### Education Field by Age and Gender



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