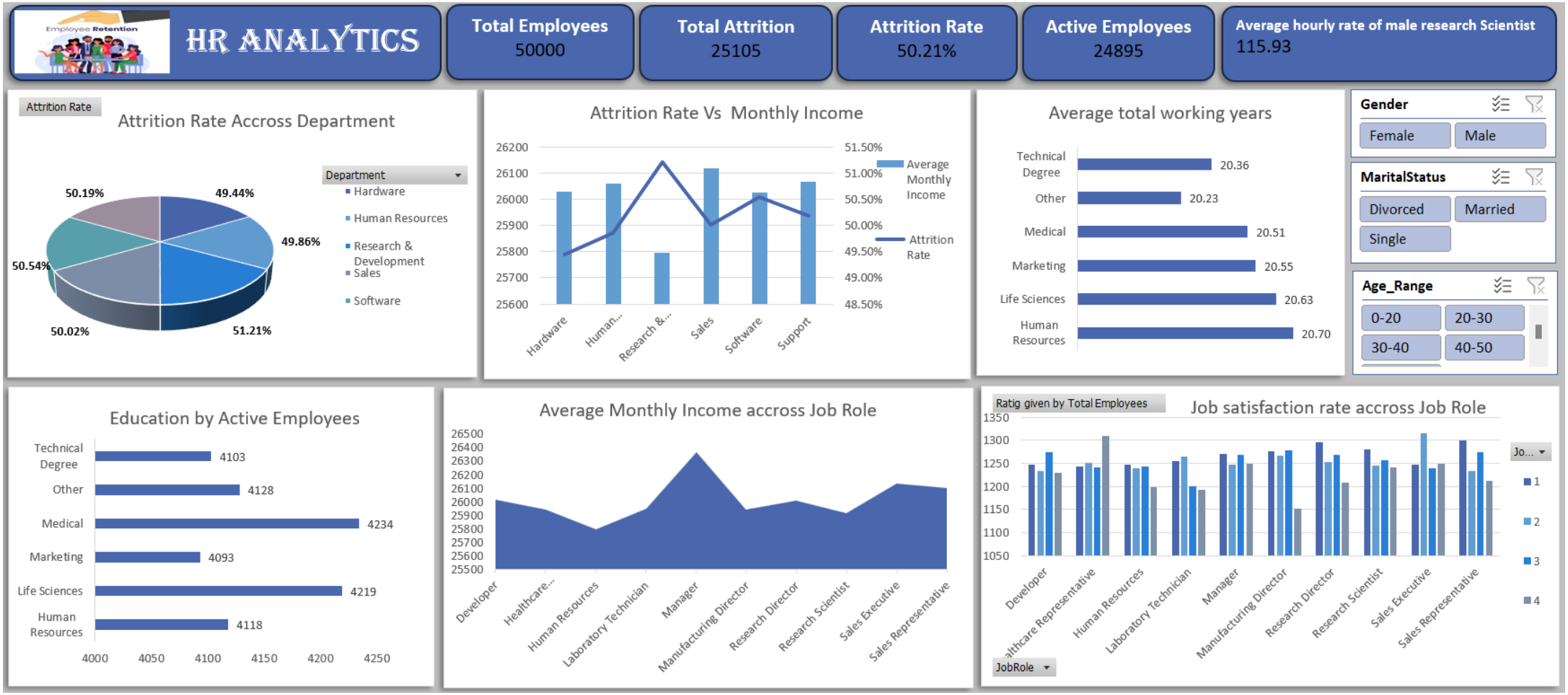
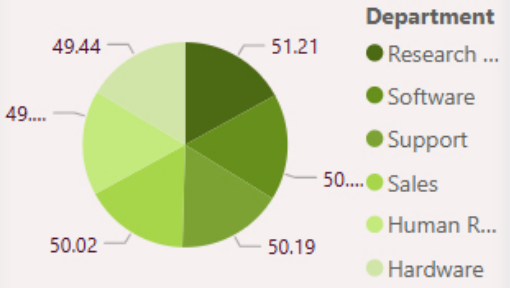

HR ANALYTICS
Total Employees
50000
Total Attrition
25105
Attrition Rate
50.21%
Active Employees
24895
Average hourly rate of male research Scientist
115.93
Attrition Rate
Attrition Rate Accross Department
50.19%
49.44%
49.86%
50.54%
50.02%
51.21%
Department
Hardware
Human Resources
Research & Development
Sales
Software
Attrition Rate Vs Monthly Income
26200
26100
26000
25900
25800
25700
25600
51.50%
51.00%
50.50%
50.00%
49.50%
49.00%
48.50%
Average Monthly Income
Attrition Rate
Hardware
Human...
Research &...
Sales
Software
Support
Average total working years
Technical Degree
20.36
Other
20.23
Medical
20.51
Marketing
20.55
Life Sciences
20.63
Human Resources
20.70
Gender
Female
Male
MaritalStatus
Divorced
Married
Single
Age_Range
0-20
20-30
30-40
40-50
Education by Active Employees
Technical Degree
4103
Other
4128
Medical
4234
Marketing
4093
Life Sciences
4219
Human Resources
4118
4000
4050
4100
4150
4200
4250
Average Monthly Income accross Job Role
26500
26400
26300
26200
26100
26000
25900
25800
25700
25600
25500
Developer
Healthcare...
Human Resources
Laboratory Technician
Manager
Manufacturing Director
Research Director
Research Scientist
Sales Executive
Sales Representative
Ratig given by Total Employees
Job satisfaction rate accross Job Role
1350
1300
1250
1200
1150
1100
1050
Jo...
1
2
3
4
Developer
althcare Representative
Human Resources
Laboratory Technician
Manager
Manufacturing Director
Research Director
Research Scientist
Sales Executive
Sales Representative
JobRole

HR Analytics

Attrition Rate	Total Employees	Attrition Count	Active Employees	Average Hourly Rate for Male Research Scientist
50.21	50K	25.11K	25K	114.45

Attrition Rate by Department



Age_Range

0-20 | 20-30 | 30-40 | 40-50 | 50-60

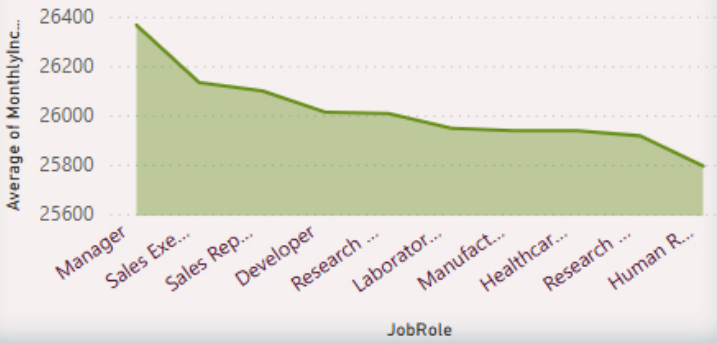
Gender

Female | Male

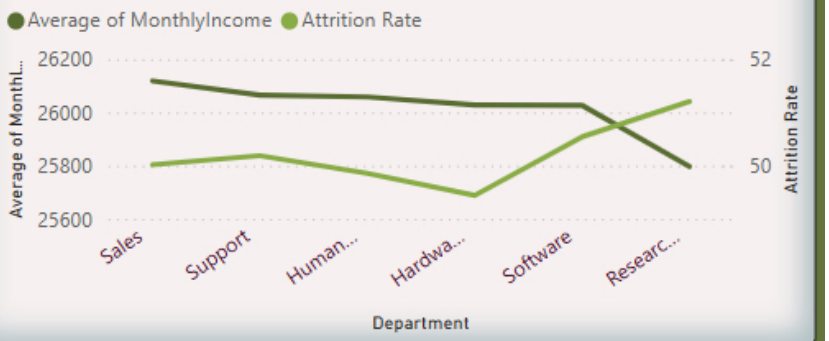
Marital Status

Divorced | Married | Single

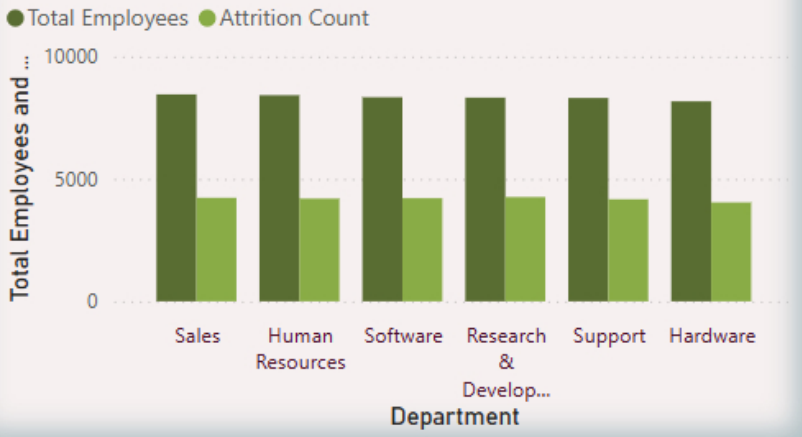
Average Monthly Income by Job Role



Average of MonthlyIncome and Attrition Rate by Department



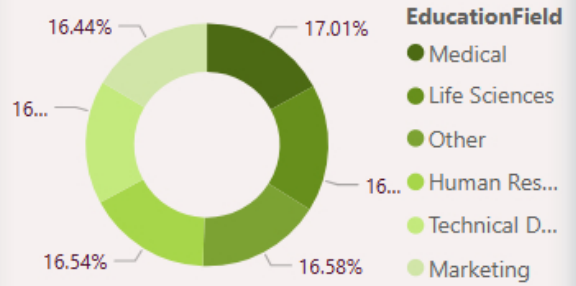
Total Employees and Attrition Count by Department



Work life balance across Job Role

JobRole	1	2	3	4	Total
Developer	596	609	647	622	**2474**
Healthcare Representative	627	641	612	629	**2509**
Human Resources	619	598	603	616	**2436**
Laboratory Technician	619	609	632	575	**2435**
Manager	614	630	647	606	**2497**
Manufacturing Director	573	683	599	634	**2489**
Research Director	609	651	627	607	**2494**
Research Scientist	605	667	661	634	**2567**
Sales Executive	642	643	595	626	**2506**
Sales Representative	650	598	588	652	**2488**
Total	**6154**	**6329**	**6211**	**6201**	**24895**

Active Employees by EducationField



```sql
# KPI  2..Avearage_Hourly_Rate for Male Research Scientist
SELECT JobRole,AVG(HourlyRate) AS Avearage_Hourly_Rate
FROM hr_1
WHERE JobRole = "Research Scientist"
AND Gender = "Male";

# KPI 3..Attrition rate Vs Monthly income stats
SELECT hr_1.Department,
ROUND(AVG(hr_2.MonthlyIncome),2) AS Monthly_Income,
CONCAT(ROUND(SUM(AttritionCount)*100.0/COUNT(*),2),"%") AS Attrition_Rate
FROM  hr_1
JOIN hr_2  ON hr_1.EmployeeNumber=hr_2.EmployeeID
GROUP BY hr_1.Department;

# KPI 4.. Job Role Vs Work life balance
SELECT hr_1.JobRole,ROUND(AVG(hr_2.WorkLifeBalance),2) AS Work_Life_Balance
FROM hr_1
JOIN  hr_2 ON hr_1.EmployeeNumber=hr_2.EmployeeID
GROUP BY hr_1.JobRole;
```

```sql
# Highest Monthly Incomme For all Department

SELECT
    t.Department,
    t.MonthlyIncome AS Highest_Income
FROM (
    SELECT
        hr_1.Department,
        hr_2.MonthlyIncome,
        DENSE_RANK() OVER (PARTITION BY hr_1.Department ORDER BY hr_2.MonthlyIncome DESC) AS rnk
    FROM hr_1
    JOIN hr_2 ON hr_1.EmployeeNumber = hr_2.EmployeeID
) AS t
WHERE t.rnk = 1;
```

```sql
# Attrition Rate for Age Range

SELECT CASE
WHEN Age BETWEEN 0 AND 20 THEN "0-20"
WHEN Age BETWEEN 21 AND 30 THEN "20-30"
WHEN Age BETWEEN 31 AND 40 THEN "30-40"
WHEN Age BETWEEN 41 AND 50 THEN "40-50"
WHEN Age BETWEEN 51 AND 60 THEN "50-60"
ELSE "60+" END AS Age_Range,COUNT(*) AS Total_Employees,
CONCAT(ROUND(SUM(AttritionCount)*100.0/COUNT(*),2),"%") AS Attrition_Rate
FROM hr_1
GROUP BY Age_Range
ORDER BY Age_Range ASC;
```