

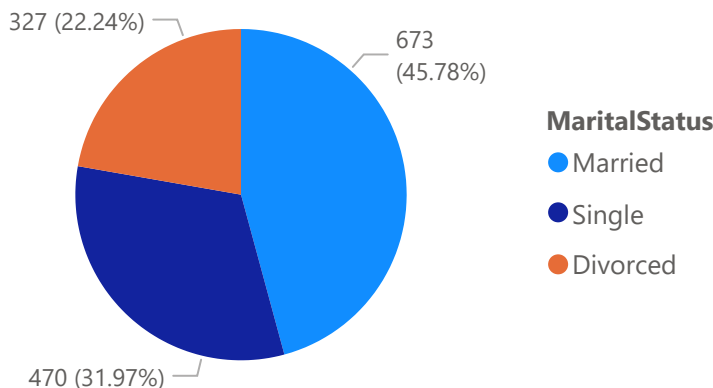
Business Intelligence analysis for Employee Attrition

In this Analysis we will see :

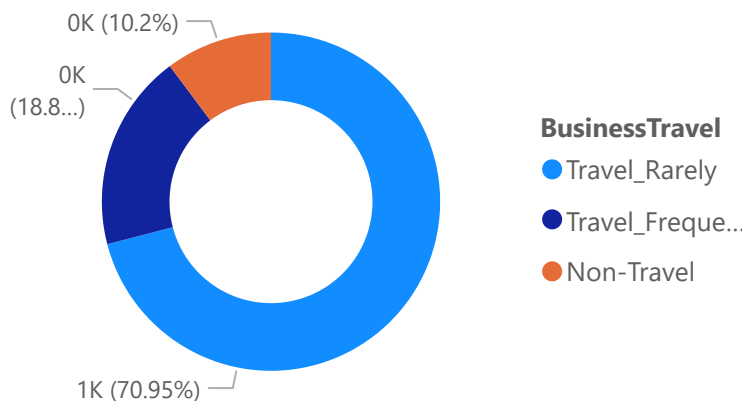
Attrition by
Department ,
Role,
Education
Field.

Potential Reasons
for Leaving

Sum of EmployeeCount by MaritalStatus



Sum of EmployeeCount by BusinessTravel



1470

Sum of EmployeeCount

2.73

Average of JobSatisfaction

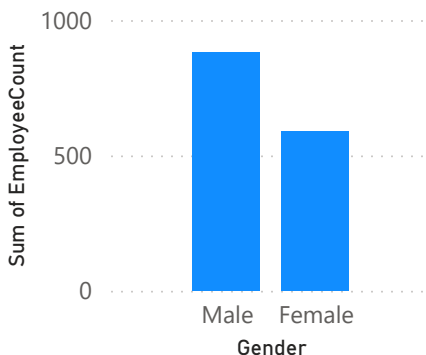
237

Count of Attrition

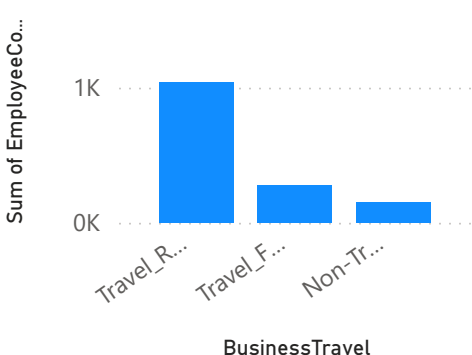
3.15

Average of PerformanceRating

Sum of EmployeeCount by Gender



Sum of EmployeeCount by BusinessTravel



Next

Attrition By Department

Department



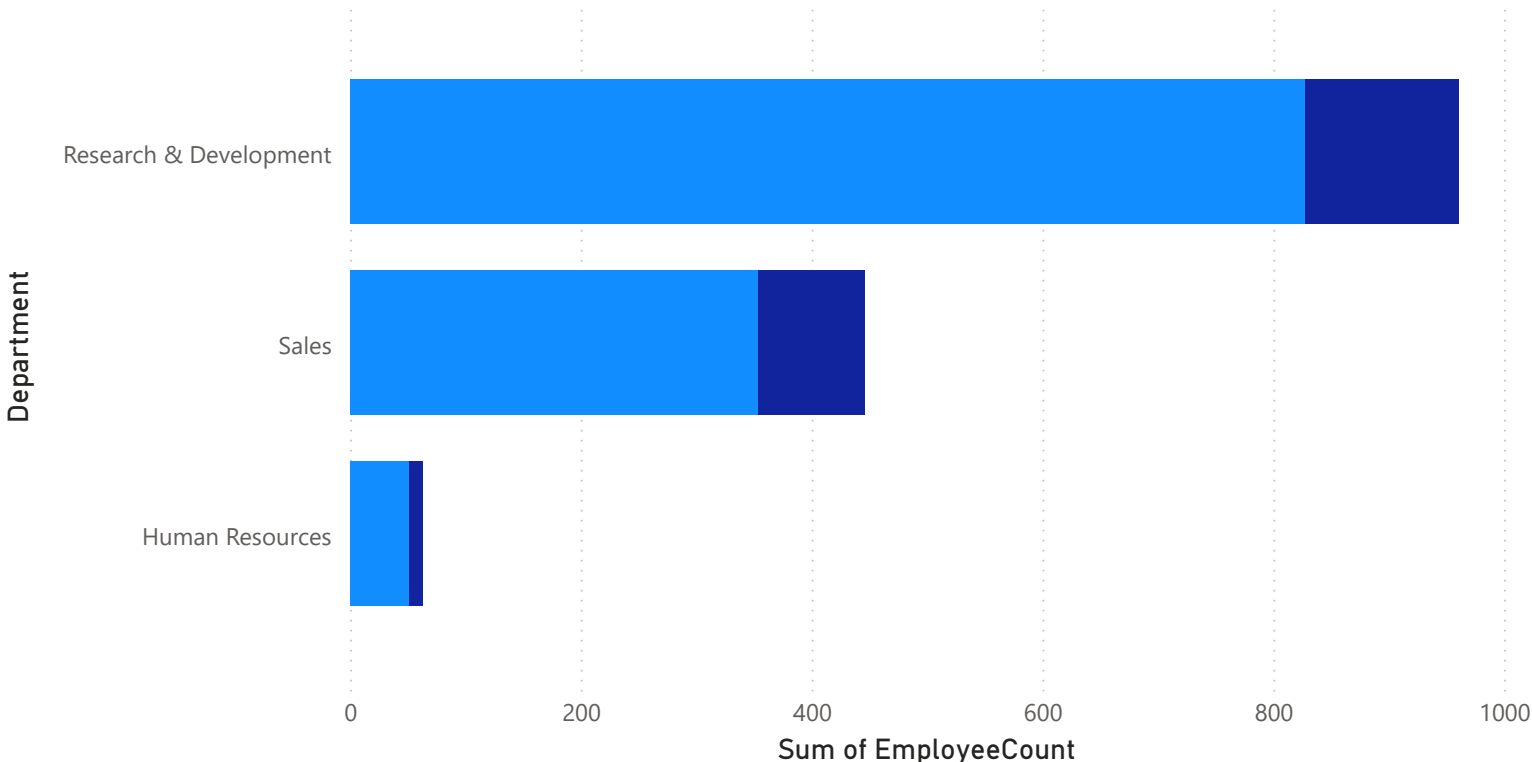
Human Resources

Research & Development

Sales

Sum of EmployeeCount by Department and Attrition

Attrition ●No ●Yes



Gender



Female

Male

Next

Here as you can see turnover rates in each department :

Departement	Turnover Rate
Human Resources	19.04%
Sales	20.62%
Research and Development	13.83%

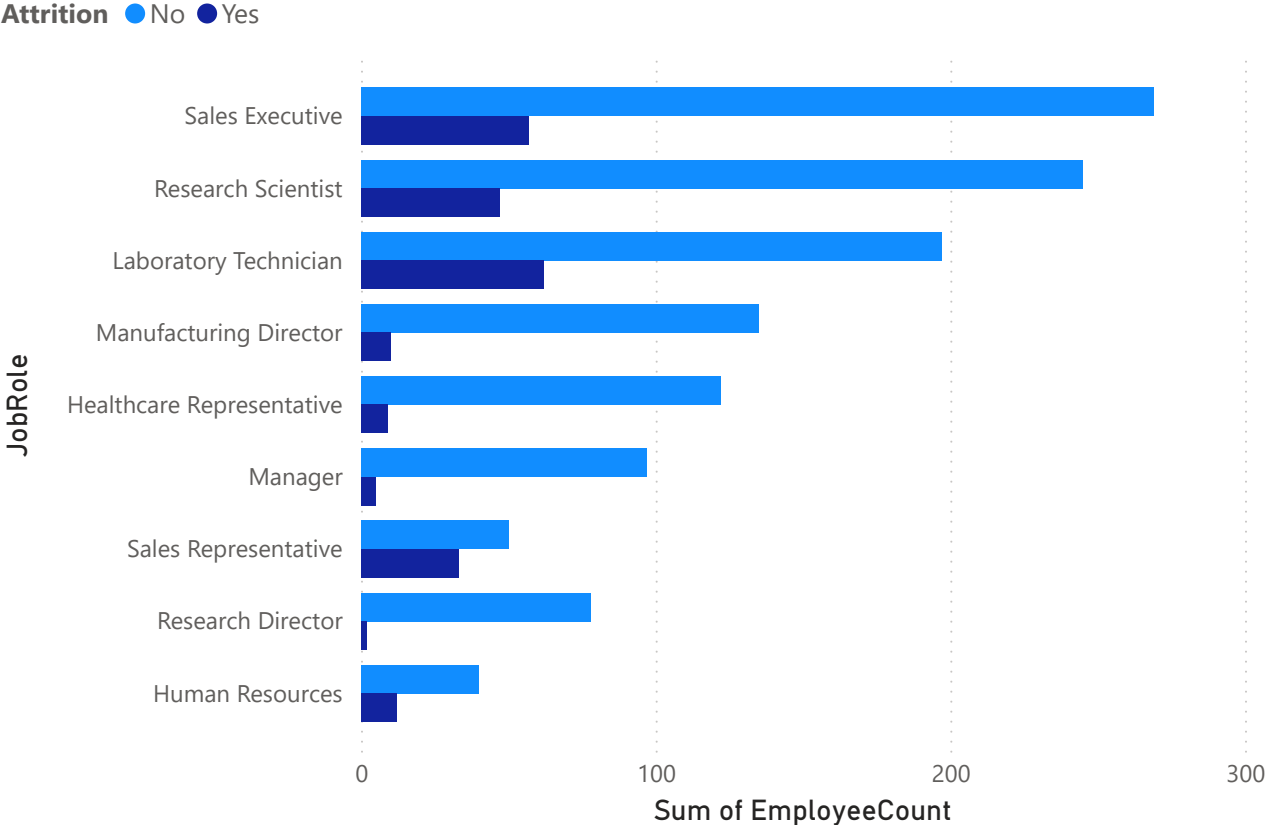
As you can see there is not much difference between the departments , but the one with the highest turnover rate is : the **Sales** department .

Attrition By Roles

JobRole

Healthcare Representative	Research Director
Human Resources	Research Scientist
Laboratory Technician	Sales Executive
Manager	Sales Representative
Manufacturing Director	

Sum of EmployeeCount by JobRole and Attrition



Gender

Female
Male

Next

Here as you can see turnover rates in each JobRole :

JobRole	Attrition Rate
Healthcare Representative	6.87%
Human Resources	23.07%
Laboratory Technician	23.93%
Manager	4.9%
Manufacturing Director	6.89%
Research Director	2.5%
Research Scientist	16.09%
Sales Executive	17.48%
Sales Representative	39.75%

As you can see a couple of job roles are in danger of attrition more than others , but the one with the highest turnover rate is : the **Sales Representative** Job Role .

Attrition By Education Field

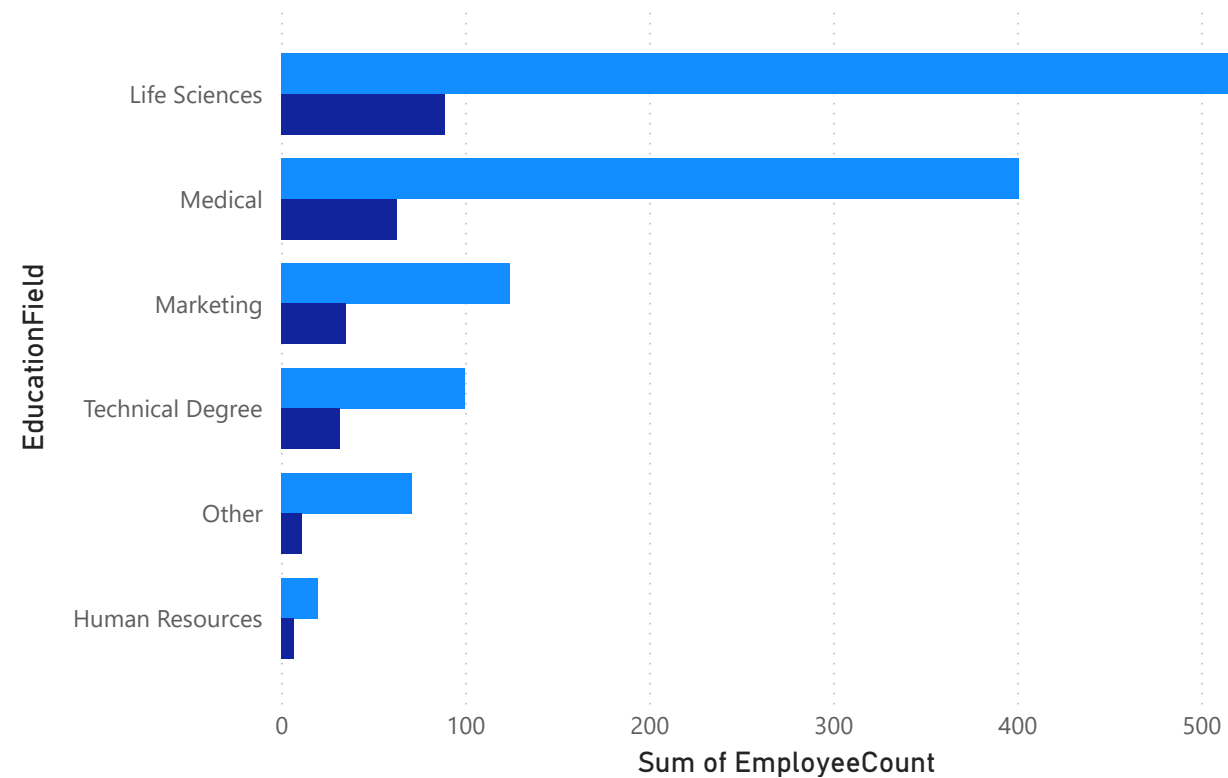
EducationField



Human Resources	Medical
Life Sciences	Other
Marketing	Technical Degree

Sum of EmployeeCount by EducationField and Attrition

Attrition ● No ● Yes



Gender



Female
Male

Next

Here as you can see turnover rates in each Education Field :

Education Field	Attrition Rate
Human Resources	25.92%
Life Sciences	14.68%
Marketing	22.01%
Medical	13.57%
Other	13.41%
Technical Degree	24.24%

As you can see a couple of Education Fields are in danger of attrition more than others , but the one with the highest turnover rate is : the **Human Resources** Education Field .

Next

Attrition By Job Satisfaction

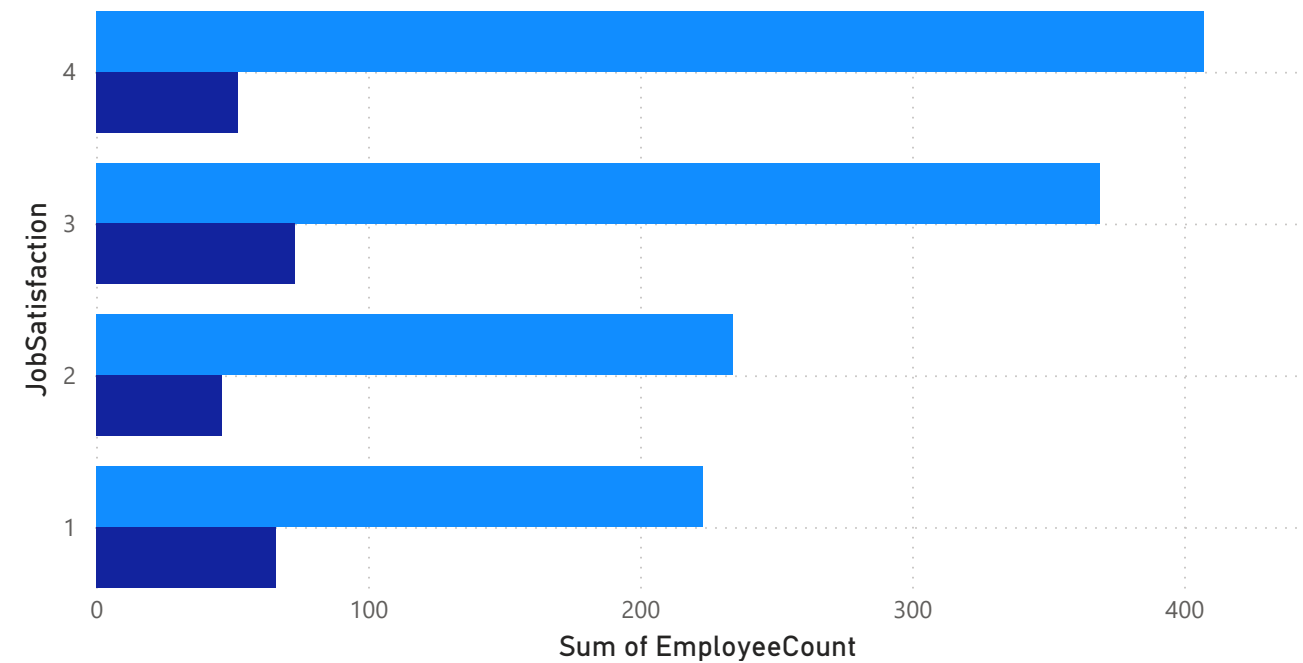
JobRole



Healthcare Representative	Research Director
Human Resources	Research Scientist
Laboratory Technician	Sales Executive
Manager	Sales Representative
Manufacturing Director	

Sum of EmployeeCount by JobSatisfaction and Attrition

Attrition ● No ● Yes



Gender



Female
Male

If we consider 1 unsatisfied, we have 237 people who left or their work was terminated, 27.84% of them were unsatisfied by their environment.

Next

Attrition By Environment Satisfaction

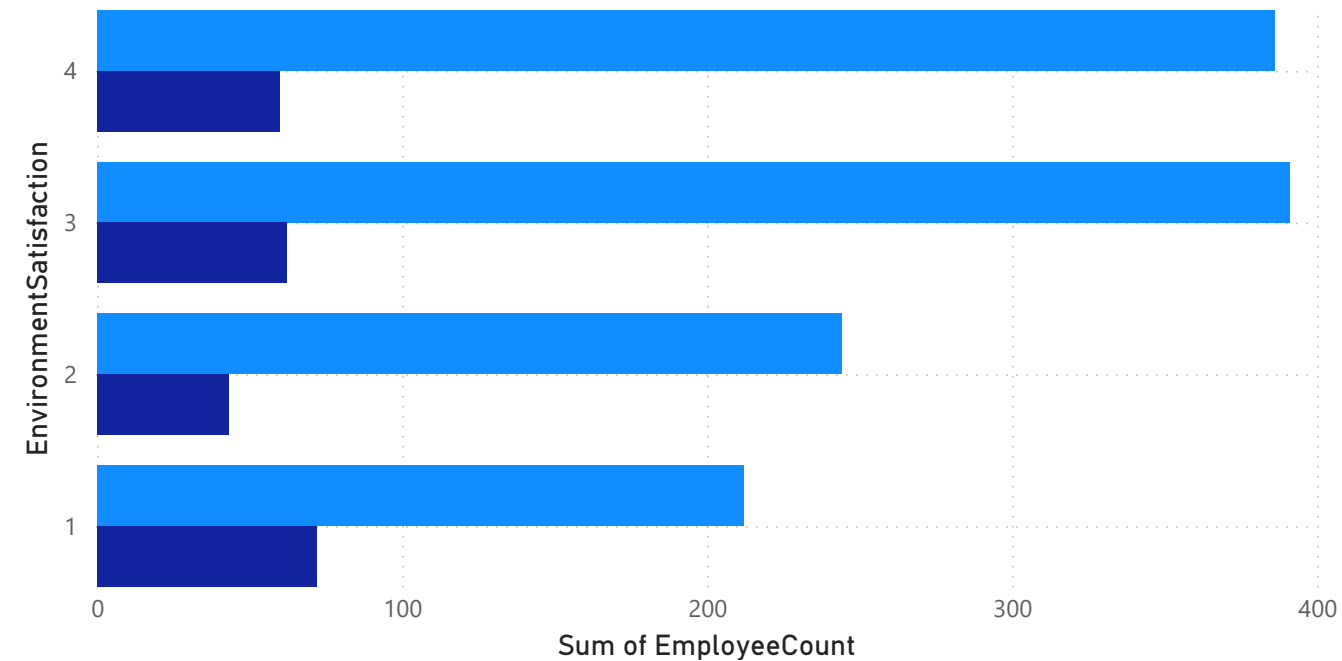
JobRole



Healthcare Representative	Research Director
Human Resources	Research Scientist
Laboratory Technician	Sales Executive
Manager	Sales Representative
Manufacturing Director	

Sum of EmployeeCount by EnvironmentSatisfaction and Attrition

Attrition ● No ● Yes



Gender



Female
Male

If we consider 1 unsatisfied , we have 237 people who left or their work was terminated , 30.37% of them were unsatisfied by their environment.

Next

Attrition By Workload

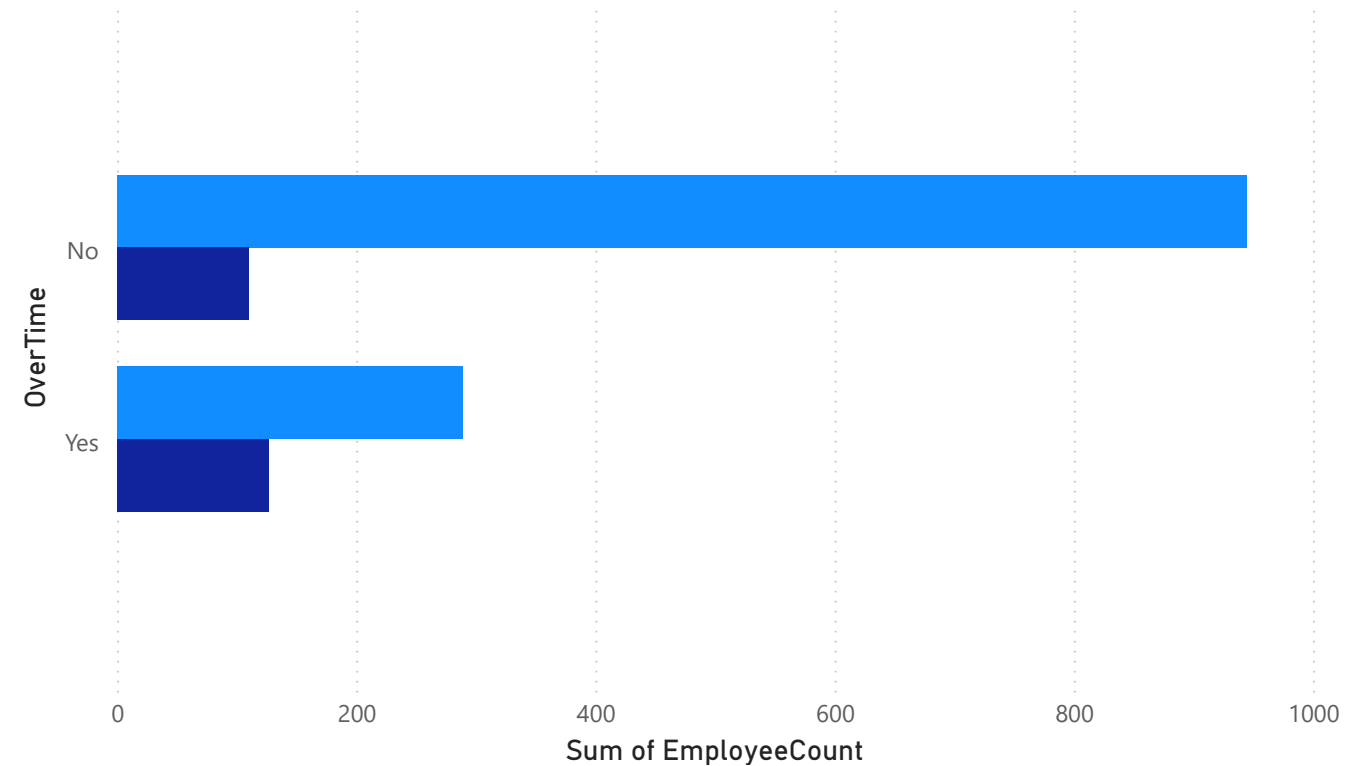
JobRole



Healthcare Representative	Research Director
Human Resources	Research Scientist
Laboratory Technician	Sales Executive
Manager	Sales Representative
Manufacturing Director	

Sum of EmployeeCount by OverTime and Attrition

Attrition ● No ● Yes



Gender



Female
Male

As we can see we have 237 people who left or their work was terminated, 53.58% of them worked overtime . So the workload is one of the reasons for attrition.

Next

Attrition By Career Growth

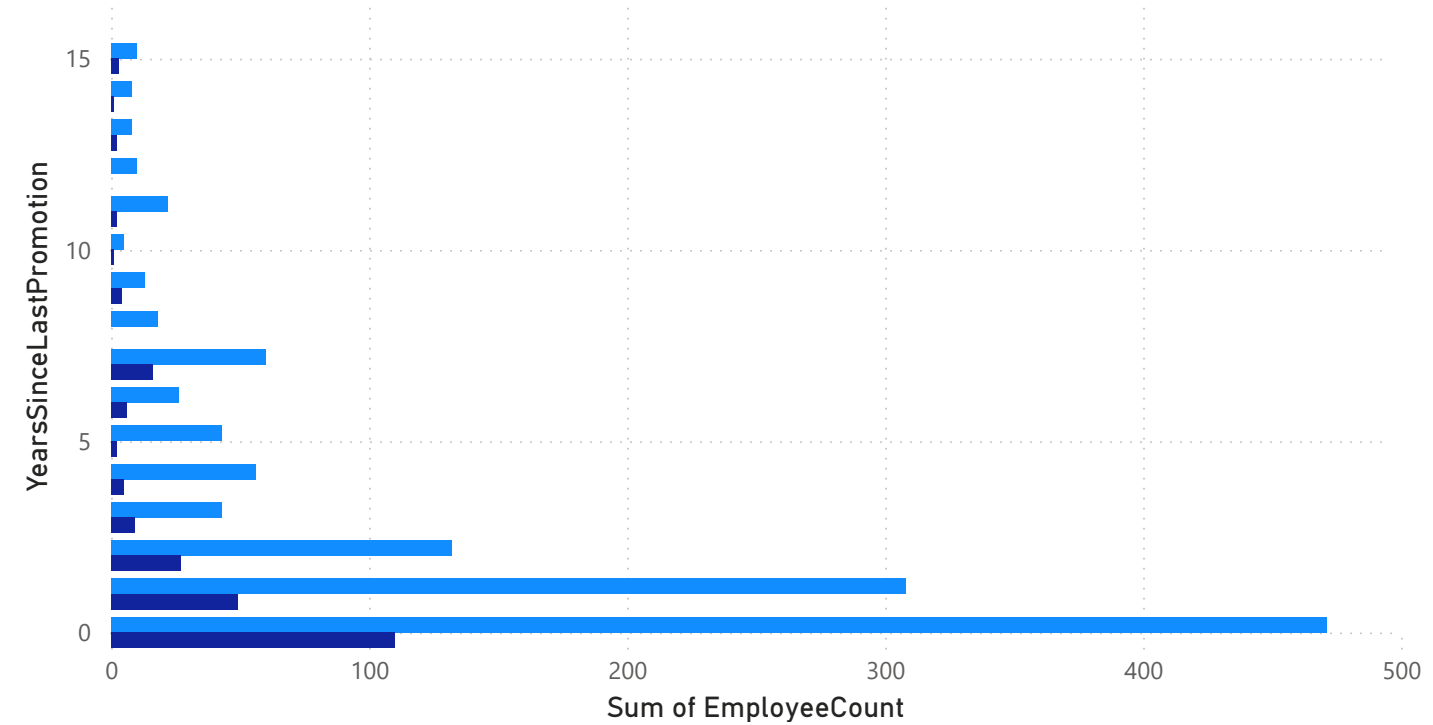
JobRole



Healthcare Representative	Research Director
Human Resources	Research Scientist
Laboratory Technician	Sales Executive
Manager	Sales Representative
Manufacturing Director	

Sum of EmployeeCount by YearsSinceLastPromotion and Attrition

Attrition ● No ● Yes



Gender



Female
Male

Next

Potential Reasons For leaving

Overtime

- The biggest reason is working overtime .
- 53.58% of the people that left .

Environment satisfaction

- The second reason is the environment satisfaction.
- 30.37% of the people that left .

Job satisfaction

- The third reason is the job satisfaction.
- 27.84% of the people that left .