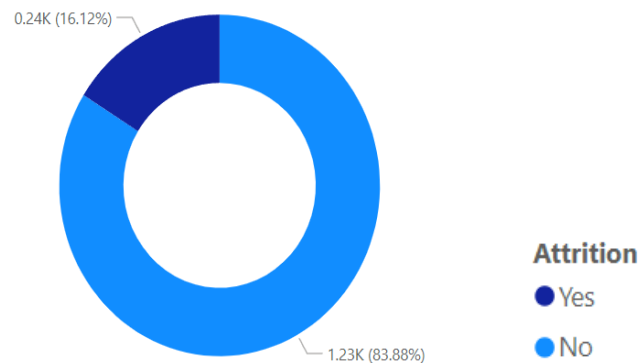


## General Information About Attrition and Count of Employees



Attrition	Count of Employees
No	1233
Yes	237

The data you provided, along with the donut chart, gives a clear picture of employee attrition in terms of Employees count. Here's a summary:

### Attrition Data:

- No Attrition: 1233 employees (83.88%)
- Yes Attrition: 237 employees (16.12%)

### Insights:

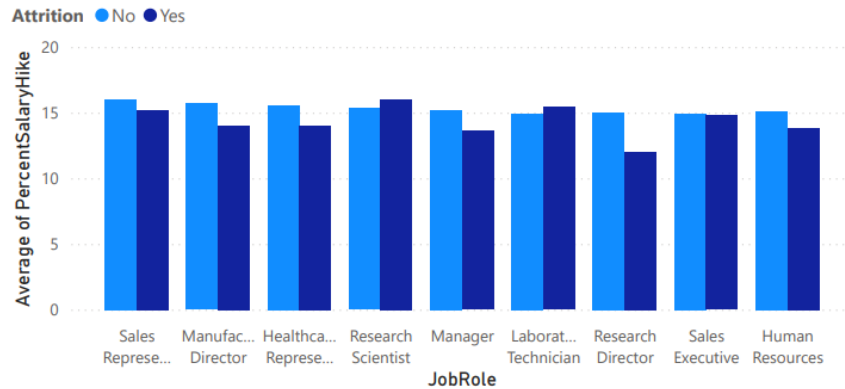
- Majority of Employees Stay: The majority of employees (83.88%) have not left the company, indicating a relatively stable workforce.
- Attrition Rate: 16.12% of employees have left the company, which is a significant minority but still worth noting for potential improvement in retention strategies.

### Visual Representation:

- The donut chart visually represents this data, with the larger section (83.88%) indicating employees who stayed and the smaller section (16.12%) representing those who left.

## Average of Percent Salary Hike by Job Role and Attrition

Average of PercentSalaryHike by JobRole and Attrition



Job Role	No	Yes
Sales Representative	16.00	15.18
Manufacturing Director	15.71	14.00
Healthcare Representative	15.56	14.00
Research Scientist	15.34	16.02
Manager	15.22	13.60
Laboratory Technician	14.93	15.42
Research Director	15.03	12.00
Sales Executive	14.91	14.81
Human Resources	15.10	13.83

It compares the average percentage of salary increases between employees who have left the company (Yes) and those who have stayed (No) across various job roles. Here's a summary of the key insights:

- Sales Representative: Employees who stayed received a higher average salary hike percentage compared to those who left to get low hike percentage.
- Manufacturing Director: Similar trend with higher salary hikes percentage for those who stayed.
- Healthcare Representative: Those who stayed received significantly higher salary hikes.
- Research Scientist: Employees who stayed had a higher average salary hike.
- Manager: Higher salary hikes for those who stayed.
- Laboratory Technician: Those who stayed received higher salary hikes.
- Research Director: Employees who stayed had higher salary hikes.
- Sales Executive: Higher salary hikes for those who stayed.
- Human Resources: Those who stayed received higher salary hikes.

## Average of Monthly Income by Attrition and Job Role



S No	Job Roles	Attrition	
		Yes	No
1	Healthcare Representative	8548.22	7453.56
2	Human Resources	3715.75	4391.75
3	Laboratory Technician	2919.26	3337.22
4	Manager	16797.40	17201.48
5	Manufacturing Director	7365.50	7289.93
6	Research Director	19395.50	15947.35
7	Research Scientist	2780.47	3328.12
8	Sales Executive	7489.00	6804.62
9	Sales Representative	2364.33	2798.44

## Analysis

The data reveals several interesting patterns regarding average monthly income and attrition across different job roles:

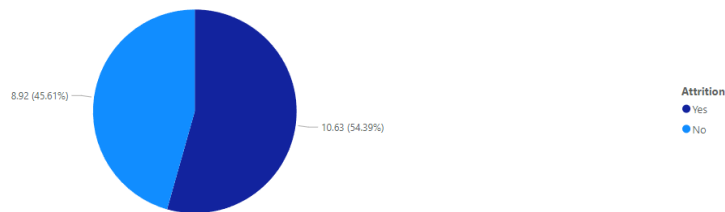
- Healthcare Representatives and Research Directors who left the company had higher average monthly incomes compared to those who stayed.
- Human Resources, Laboratory Technicians, Research Scientists, and Sales Representatives who stayed with the company had higher average monthly incomes compared to those who left.
- Managers and Manufacturing Directors showed relatively similar average monthly incomes for both those who left and those who stayed, with a slight edge for those who stayed.

## Recommendations

- **Competitive Compensation:** Ensure competitive compensation packages for roles with high attrition rates, especially for Healthcare Representatives and Research Directors.
- **Retention Strategies:** Develop targeted retention strategies for job roles with significant income disparities between those who stayed and those who left.
- **Career Development:** Offer career development and growth opportunities to employees in roles with lower average incomes to improve job satisfaction and reduce attrition.
- **Employee Engagement:** Enhance employee engagement initiatives to understand the specific needs and concerns of different job roles, which can help in tailoring retention strategies effectively.

## Average of Distance From Home By Attrition

AVERAGE OF DISTANCEFROMHOME BY ATTRITION



Attrition	Average of Distance From Home
Yes	10.63
No	8.92

### Attrition and Average Distance from Home

- Employees who left the company (Attrition: Yes) had an average distance from home of 10.63 units.
- Employees who stayed with the company (Attrition: No) had an average distance from home of 8.92 units.

### Analysis

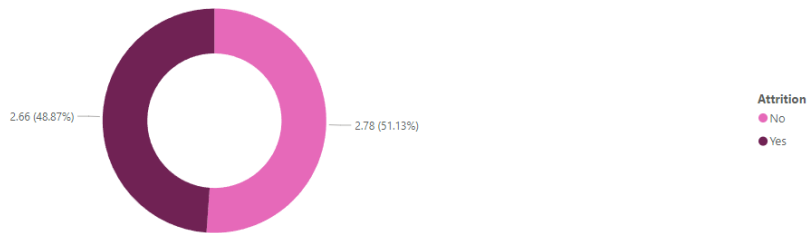
The data suggests that employees who live farther from the workplace are more likely to leave the company. Specifically, the average distance from home for those who left is higher by approximately 1.71 units compared to those who stayed. This could indicate that a longer commute might be a contributing factor to employee turnover.

### Recommendations

- Flexible Work Arrangements: Consider offering remote work options or flexible hours to reduce the commuting burden.
- Relocation Assistance: Provide support for employees who wish to move closer to the workplace.
- Transportation Benefits: Offer incentives such as transportation allowances or shuttle services to ease the commute.

## Sum of Work Life Balance By Attrition

AVERAGE OF WORKLIFEBALANCE BY ATTRITION



Attrition	Average of Work Life Balance
Yes	2.78
No	2.66

### Attrition and Average Work-Life Balance

- Employees who left the company (Attrition: Yes) had an average work-life balance score of 2.78.
- Employees who stayed with the company (Attrition: No) had an average work-life balance score of 2.66.

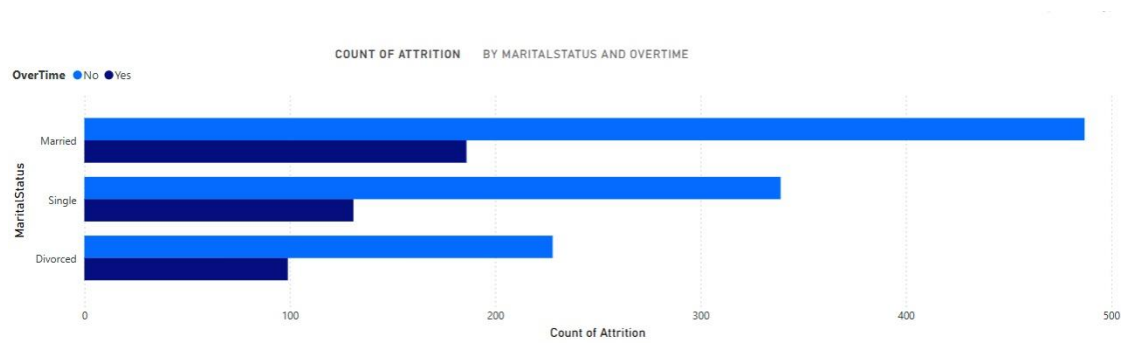
### Analysis

The data indicates that employees who left the company had a slightly higher average work-life balance score compared to those who stayed. This difference, although small, suggests that even a marginal improvement in work-life balance might not be sufficient to retain employees if other factors are at play.

### Recommendations

- **Enhance Work-Life Balance Initiatives:** Continue to improve work-life balance policies, such as flexible working hours, remote work options, and additional leave benefits.
- **Employee Feedback:** Regularly gather feedback from employees to understand their needs and adjust work-life balance initiatives accordingly.
- **Holistic Approach:** Address other potential factors contributing to attrition, such as career growth opportunities, compensation, and workplace culture.

## Count of By Marital Status And Overtime



Marital Status	Yes	No
Married	186	487
Single	131	339
Divorced	99	228

## Attrition by Marital Status

### Analysis

The data indicates that married employees have the highest number of individuals who stayed with the company, followed by single and divorced employees. However, the attrition rates are also significant across all marital statuses, with married employees having the highest number of attritions, followed by single and divorced employees.

### Recommendations

- **Support Programs:** Implement support programs tailored to different marital statuses, such as family support for married employees and social engagement activities for single employees.
- **Work-Life Balance:** Enhance work-life balance initiatives to cater to the needs of employees with different marital statuses.
- **Counseling Services:** Offer counseling and mental health services to help employees manage personal and professional challenges.