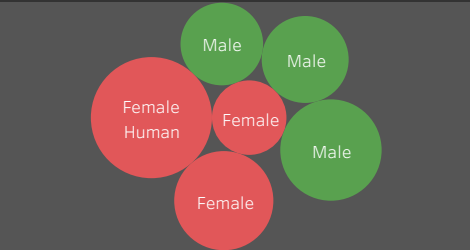


Employee Attrition Analysis

Employee Attrition Dashboard

Employee ..	Avg. Job S..	Attrition C..	Turnover r..	Avg. Perfo..
1,470	2.73	237	16.12%	3

Attrition by Department & Gender

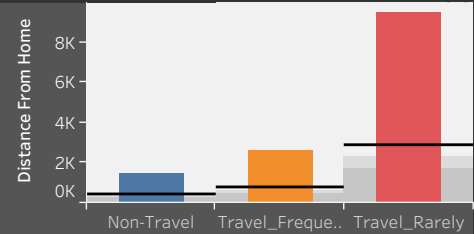


Education Field
<input checked="" type="checkbox"/> Human Resources
<input checked="" type="checkbox"/> Life Sciences
<input checked="" type="checkbox"/> Marketing
<input checked="" type="checkbox"/> Medical
<input checked="" type="checkbox"/> Other
<input checked="" type="checkbox"/> Technical Degree

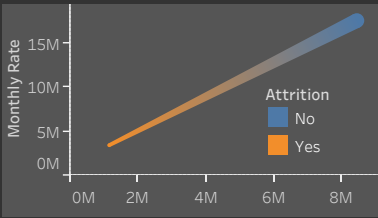
Job Satisfaction Rating

Job Role	Job Satisfaction				Grand T..
	1	2	3	4	
Healthcare Rep..	26	19	43	43	131
Human Resourc..	10	16	13	13	52
Laboratory Tec..	56	48	75	80	259
Manager	21	21	27	33	102
Manufacturing ..	26	32	49	38	145
Research Direc..	15	16	27	22	80
Research Scien..	54	53	90	95	292
Sales Executive	69	54	91	117	326
Sales Represen..	12	21	27	23	83
Grand Total	289	280	442	459	1,470

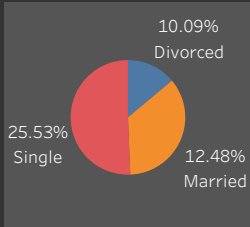
Attrition By Buisness travel & Distance From Home



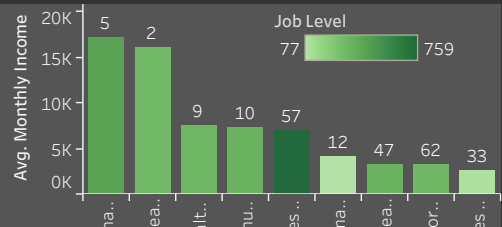
Attrition By Monthly Rate & Income



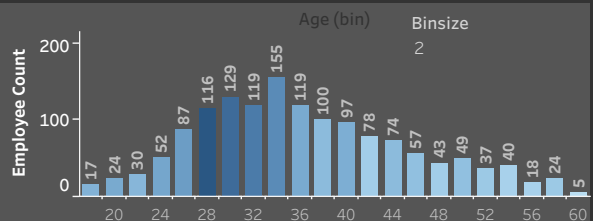
Attrition by Marital status



Average Salaries by Job Role



Employees by Age Group



Employee Attrition Analysis

2/2

Ø Key Points after Analysis:

vAttrition count is 237 which is a 16.12 percent of total employees (1470).

v Employees who have lower monthly rate and daily rate have higher attrition.

v Attrition of Employees who travels frequently and who have lower work life balance ratings is higher as compare to non-travel and who reside close to office.

v According to marital status, single employees have more attrition across all age groups. Divorced employees have lower attrition among married and single employees.

v Sales Department faces more attrition as compared to other department.

v Attrition count of men's is higher than women.

v Monthly income also affect on attrition. Employees with lower monthly income attired more as compared to high salaried employees.

Ø Conclusion:

The factors for Employee attrition includes lower monthly income, Travel frequency, Distance from home to office, Overtime work, Sales pressure on sales employees, Job satisfaction and work life balance.