# Overall

1. Sex Ratio isn't balance, male accounts for 60% of all company, even in departments.
2. Half of employee is married, which quite reasonable when average age is 37 in company. Moreover, average working time is 7 years. The number of employees with 5 years of work experience is the highest, followed by employees with 1 year and 2 years of work experience.

-> Employees' work experience is quite long and they are really committed to the Company.

However, employees' job satisfaction are around 2.7 - 2.9 on average between employees having different working time. This score is in medium level, not too high and also not relate to the working time.

1. Most employess live near the company (below 10km). This might be one of the reasons why they have worked here for long time.

However, the Distance from Home to Company doesn't have correlation with Job Satisfaction, which mean that the Distance doesn't affect the Satisfaction.

1. The number of Employees at Level 1, 2 accounts for 70% of Total while employees at Level 5 only accounts for 5%. Moreover, based on age average, it normally takes 3 - 4 years for employees to up Job level.

When inspecting average satisfaction score of employee in different job level, it also doesn't show any correlation.

# Details

1. The number of Employees who will be Renchented in each Department is around 8-11%, and is mostly at high Job level (Level 4, 5).

* It could make disturbance when a huge number of senior employees leave.

1. Working overtime ratio in each department is same. Most employees aren't work overtime, about 70%. It could be explained that the difference of income between who choose work OT and not is around $600.
2. There is great different in income of employee from different Job level. When Job level is increase, employees' income rise around 1.5 - 2 times.
3. Training time last year at Sales Dept is the highest, follow by R&D and HR Dept. However, the variance is not too wide between departments and job levels.

-> The Company really focuses on improving employees' quality.