### **Business Request: HR Analytics Report**

**Objective:**The HR department is looking to better understand employee attrition, compensation trends, and various factors influencing employee satisfaction and retention. Your task is to provide actionable insights from the company’s employee data using SQL queries. Below are the specific business questions to address:

1. Provide the attrition rate for each department to help identify which areas have the highest employee turnover.
2. Determine the average monthly income for each job role to help assess salary competitiveness across positions.
3. Showing the number of employees at each education level, broken down by education field, to assist in workforce planning and hiring strategies.
4. Analyse whether distance from home is a contributing factor to employee attrition.
5. Investigate whether employees with more total working years are more likely to stay with the company, providing insights into retention of experienced staff.
6. Calculate the average number of years employees have spent at the company for each department, highlighting where employee retention is strongest.
7. Explore whether job satisfaction scores are correlated with attrition rates to help improve employee engagement strategies.
8. Identify trends in employee performance ratings based on the number of years employees have spent at the company, helping to understand performance progression.
9. Examine the relationship between monthly income and stock option levels to ensure alignment between compensation and stock incentive programs.
10. Provide a breakdown of gender distribution within each job role to support diversity and inclusion efforts within the company.