# HR analysis

**Attrition by age group**
**&**
**Attrition by education field overview**

## Department

Human Resources

Research & Development

Sales

## job roles

JobRole

All

**overal employee**

# 1469

**Total attrition**

# 236

**Attrition rate**

# 16%

**avarage age of Employee**

# 36.92

## Count of Attrition by Gender

| Male | Female |
|------|--------|
| 882 | 587 |

## Sum of Attritioncount by Age group
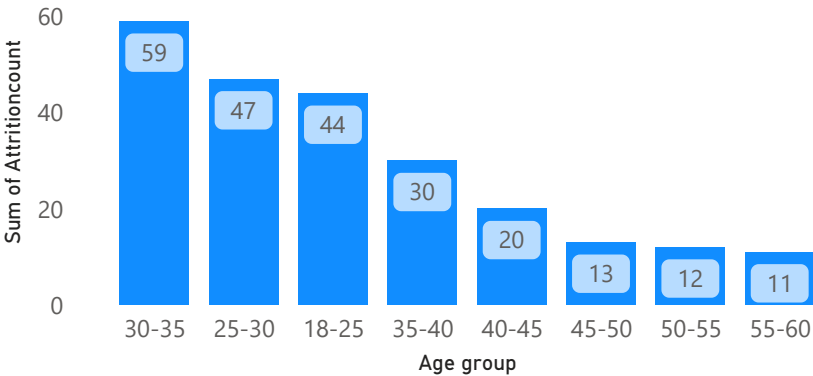


| Age group | Human Resources | Research & Development | Sales | Total |
|-----------|-----------------|------------------------|-------|-------|
| 18-25 | 2 | 24 | 18 | **44** |
| 25-30 | 4 | 31 | 12 | **47** |
| 30-35 | 4 | 32 | 23 | **59** |
| 35-40 | 1 | 17 | 12 | **30** |
| 40-45 | 1 | 12 | 7 | **20** |
| 45-50 | 0 | 4 | 9 | **13** |
| 50-55 | 0 | 4 | 8 | **12** |
| 55-60 | 0 | 9 | 2 | **11** |
| **Total** | **12** | **133** | **91** | **236** |

## Sum of Attritioncount by EducationField
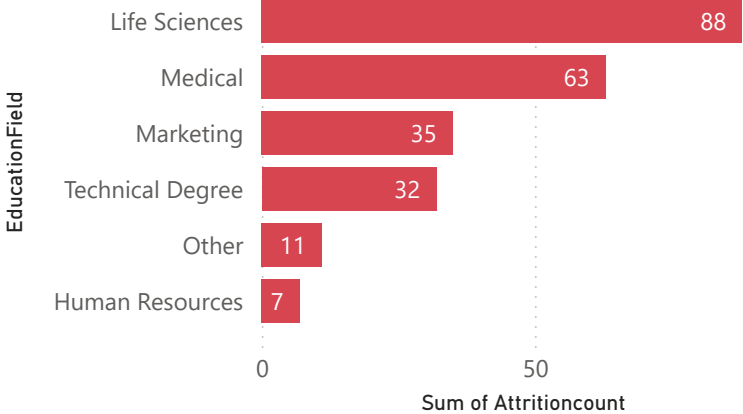


| EducationField | Sum of Attritioncount |
|----------------|-----------------------|
| Life Sciences | 88 |
| Medical | 63 |
| Marketing | 35 |
| Technical Degree | 32 |
| Other | 11 |
| Human Resources | 7 |
| **Total** | **236** |

## HR analytics

**Attrition by distance from home**
**&**
**Attrition by distance by salary overview**

| Department |
| --- |
| Human Resources |
| Research & Development |
| Sales |

| job roles | |
| --- | --- |
| JobRole | |
| All | |

**overal employee**
# 1469

**Total attrition**
# 236

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**avarage age of Employee**
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**Count of Attrition by Gender**

| Male | Female |
| --- | --- |
| 882 | 587 |

### Attritioncount by DistanceFromHome
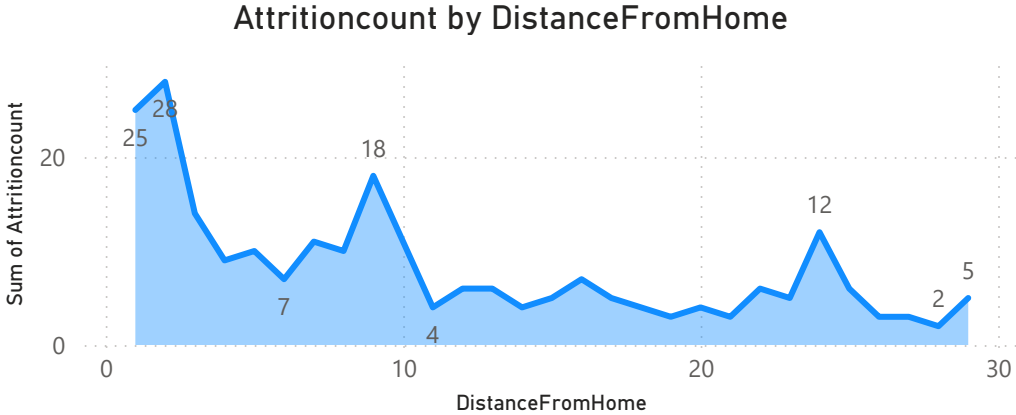


| distancefrom company | Sum of Attritioncount |
| --- | --- |
| 1km-5km | 76 |
| 5km-10km | 56 |
| 10km-15km | 31 |
| 20km-25km | 30 |
| 15km-20km | 24 |
| 25km-30km | 19 |
| **Total** | **236** |

### Sum of Attritioncount by monthly income

● Increase  ● Decrease  ● Total
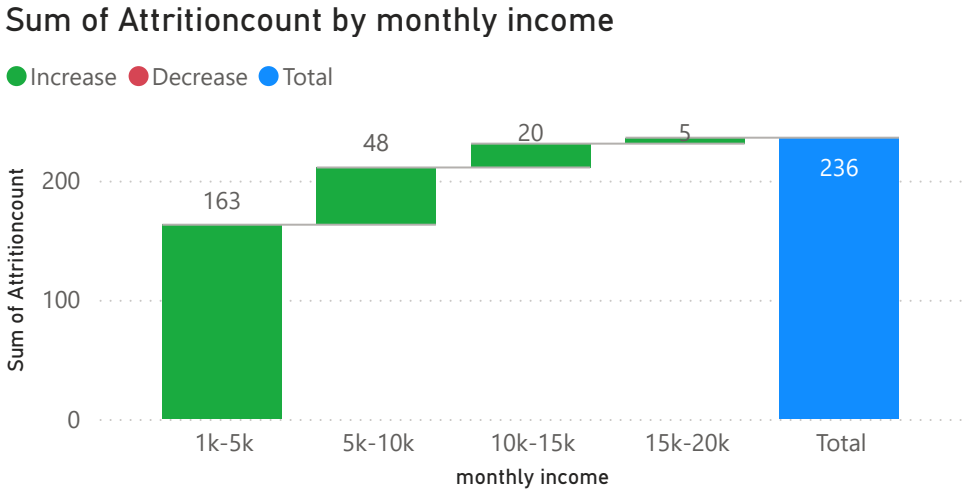


| monthly income | Sum of Attritioncount |
| --- | --- |
| 1k-5k | 163 |
| 5k-10k | 48 |
| 10k-15k | 20 |
| 15k-20k | 5 |
| **Total** | **236** |

## Department

Human Resources

Research & Development

Sales

## job roles

JobRole ⌄

All ⌄

**overal employee**
# 1469

**Total attrition**
# 236

**Attrition rate**
# 16%

**avarage age of Employee**
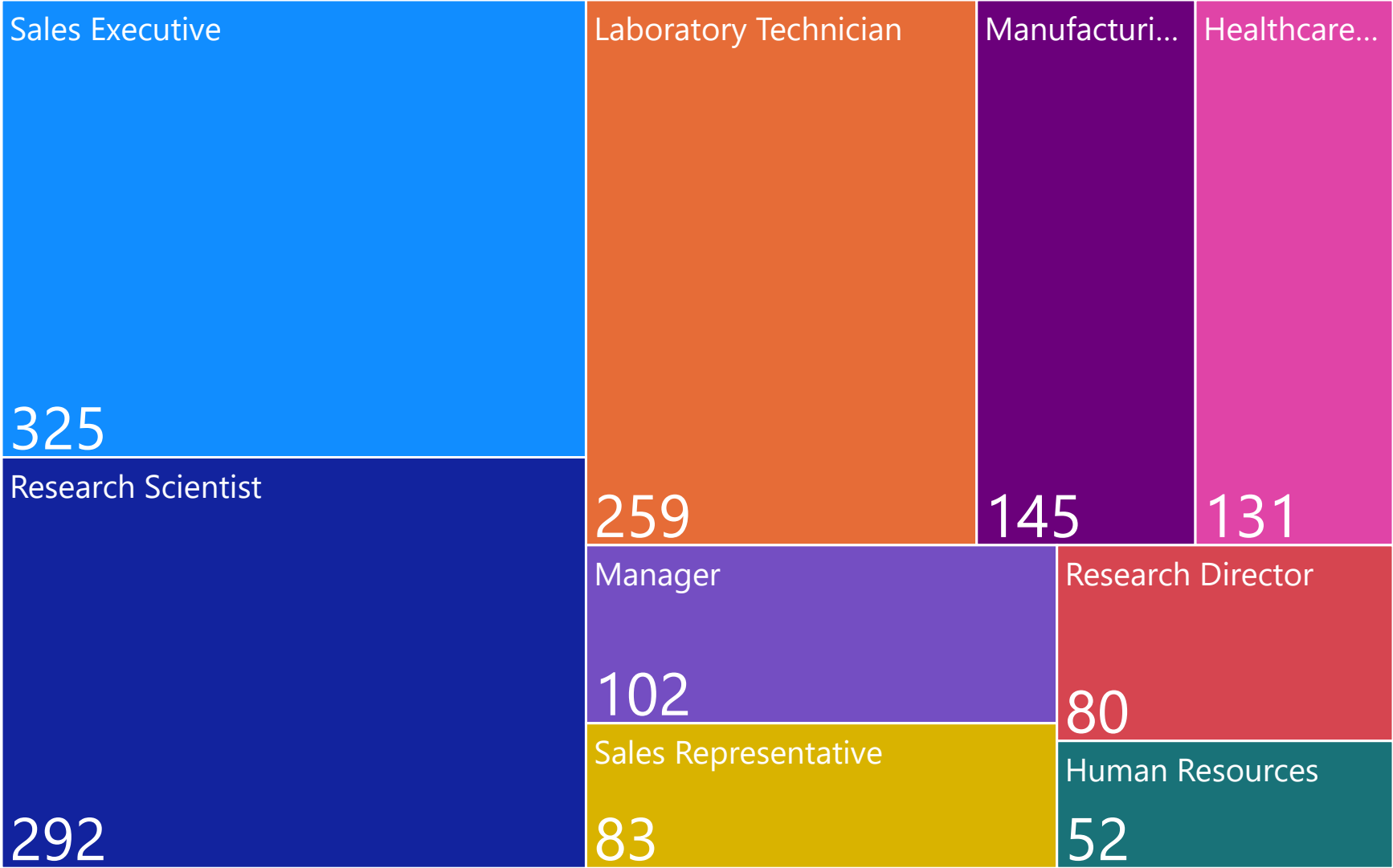# 36.92

**Count of Attrition by Gender**
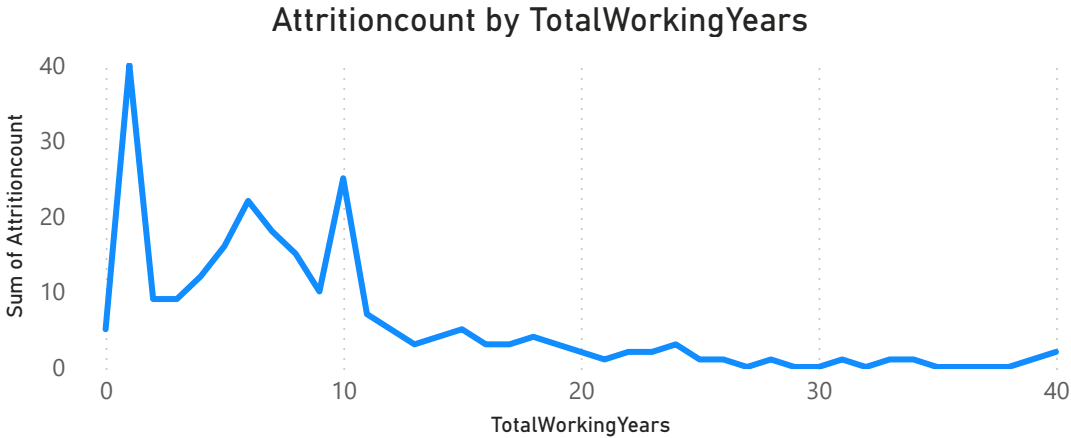
| Male | Female |
|------|--------|
| 882 | 587 |

| total working years | Sum of Attritioncount ▾ |
|---------------------|-------------------------|
| 5-10 years | 81 |
| 1-5years | 75 |
| 10-15 years | 44 |
| 15-20 years | 18 |
| 20-25 years | 10 |
| 25-30 years | 3 |
| 30-35 years | 3 |
| 40-45years | 2 |
| 35-40 years | 0 |
| **Total** | **236** |

### Attritioncount by TotalWorkingYears

### Attritioncount by NumCompaniesWorked

**HR** analytics
**Attrition by total working years**
**&**
**Attrition by number of company worked overview**
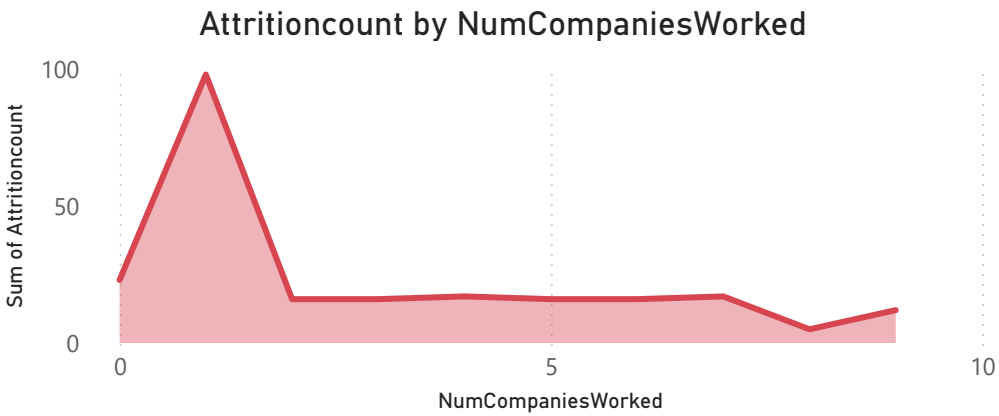
| NumCompaniesWorked | Sum of Attritioncount ▾ |
|--------------------|-------------------------|
| 1 | 98 |
| 0 | 23 |
| 4 | 17 |
| 7 | 17 |
| 2 | 16 |
| 3 | 16 |
| 5 | 16 |
| 6 | 16 |
| 9 | 12 |
| 8 | 5 |
| **Total** | **236** |

# Department

Department ▾

| Human Resources |
| --- |
| Research & Development |
| Sales |

## job roles

JobRole ▾

| All ▾ |
| --- |
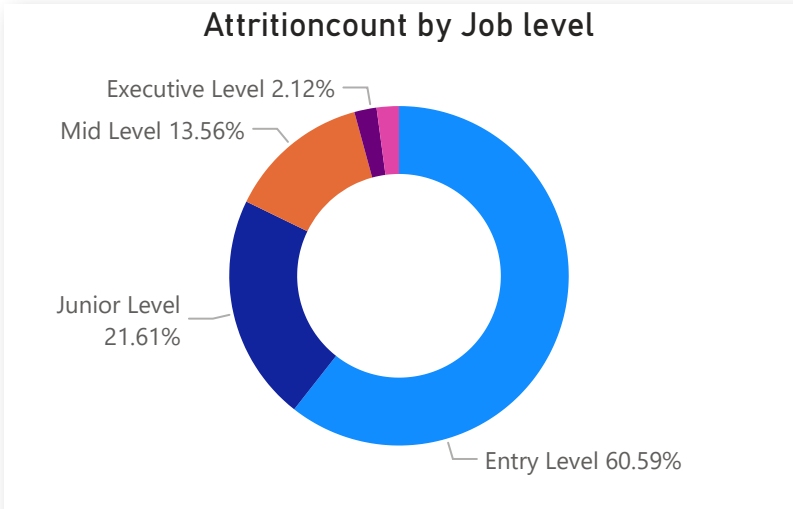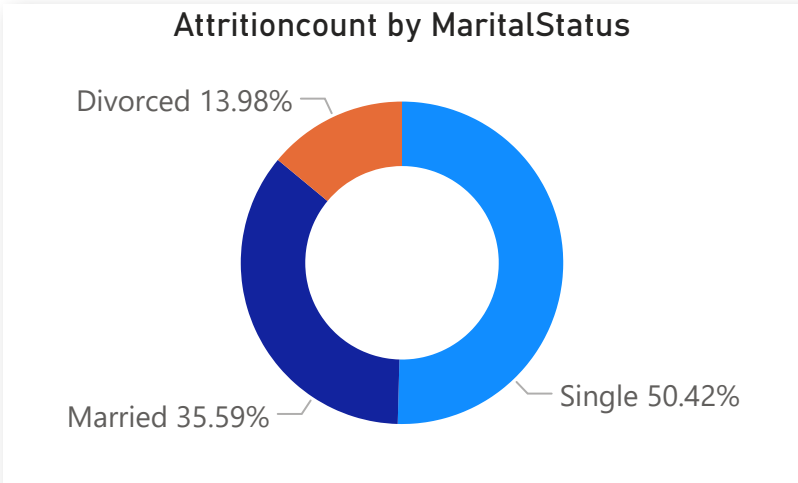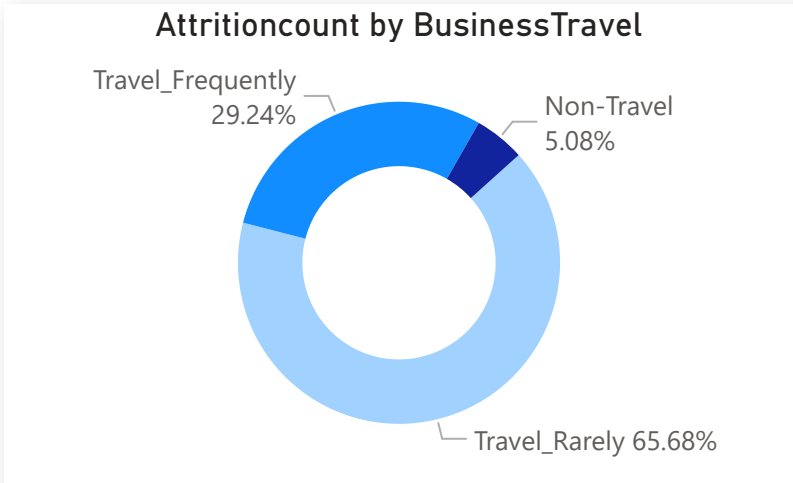
## HR analytics
**Attrition by business travel,
Attrition by Marital status,
Attrition by job level,
&
Attrition by job satisfaction overview**

**overal employee**
# 1469

**Total attrition**
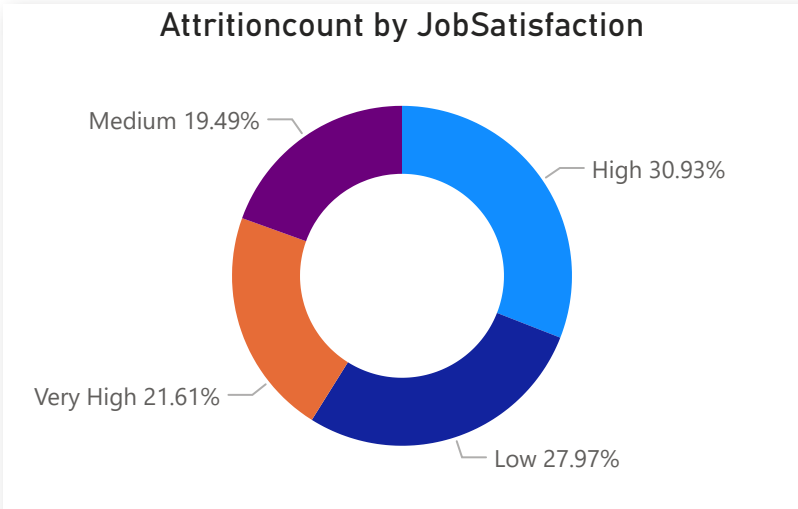# 236

**Attrition rate**
# 16%

**avarage age of Employee**
# 36.92

**Count of Attrition by Gender**

| Male | Female |
| --- | --- |
| 882 | 587 |

## Attritioncount by BusinessTravel

Travel_Frequently 29.24%

Non-Travel 5.08%

Travel_Rarely 65.68%

## Attritioncount by MaritalStatus

Divorced 13.98%

Single 50.42%

Married 35.59%

## Attritioncount by Job level

Executive Level 2.12%

Mid Level 13.56%

Junior Level 21.61%

Entry Level 60.59%

## Attritioncount by JobSatisfaction

Medium 19.49%

High 30.93%

Very High 21.61%

Low 27.97%

# Final report

## Based on Total Employee

*Total number of Employee in company:-1469 (male= 882, female= 587).
*Total Attrition count:-236 Employee
*Attrition rate:-16%
*Average age of Employee working in company:-37

### 1st page overview

**1 Based on age group:-** the most of the employee attrition due in company **30-35=59 & 25-30=47** age group.
**2 Based on Education field:-** the most of the employee attrition due in company is **Life science=88 & Medical=63.**

### 2nd page overview

**1 Based on distance from home:-** most of the employee attrition due in whose live within **1km-5km=76 & 5km-10km=57** from company.
**2 Based on salary:-** the highest number of Employee Attrition due in whose salary is **1k-5k=163 & 5k-10k=48.**

### 3rd page overview

**1 Based on Total working years in company:-** the highest number of Employee Attrition due in company the Employee who have working for **5-10years= 81 & 1-5years= 75** in company.
**2 Based on Total num of company worked:-**the most of the Employee Attrition due in company. those Employees  they have **1company Experience=98 & 0(Fresher)=23.**

### 4th page overview

**1 Based on job role:-**the highest number of Employee Attrition due in **sales Executive=325 & research scientist=292.**

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## 5th page overview

**1 Based on business travel:-** in company the highest number of Employee attrition due in those Employee **whose travel Rarely=65.68%**

**2 Based on  job level:**-  most of the Employee Attrition due in **entry level Employee =60.59%.**

**3 Based on  marital status:-** most of the Employee Attrition due in  **single=50.42%.**

**4 based on job satisfaction:-**most of the Employee Attrition due in **high=30.93% & Low=27.97%.**

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