

Employee Attrition Analysis & Prediction

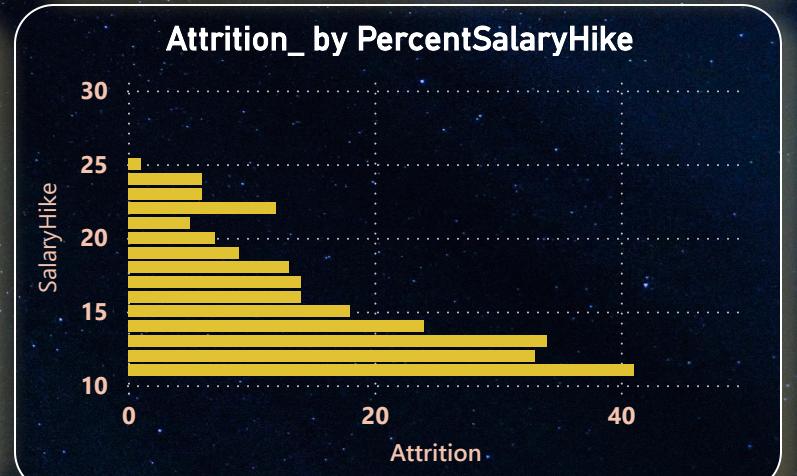
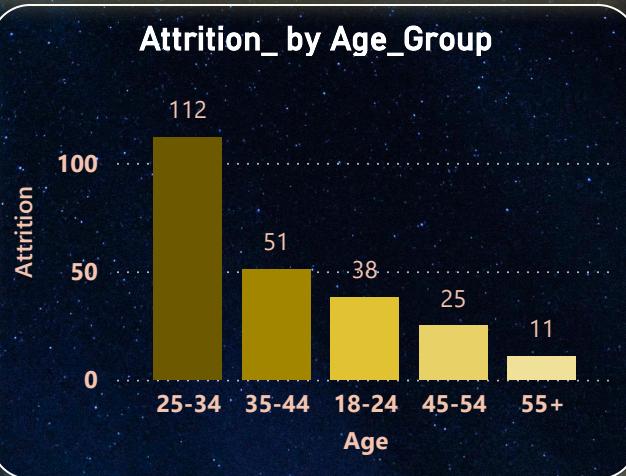
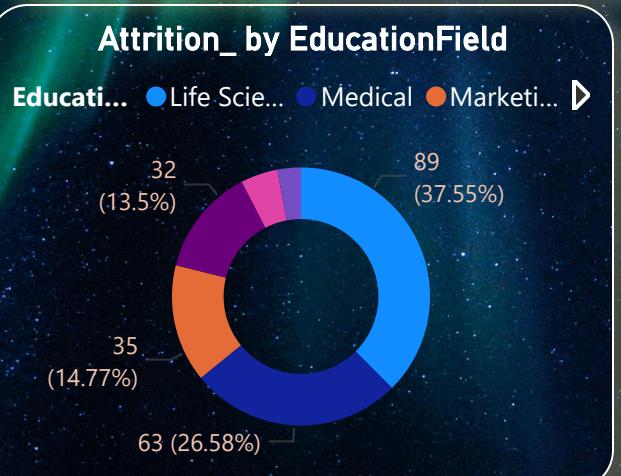
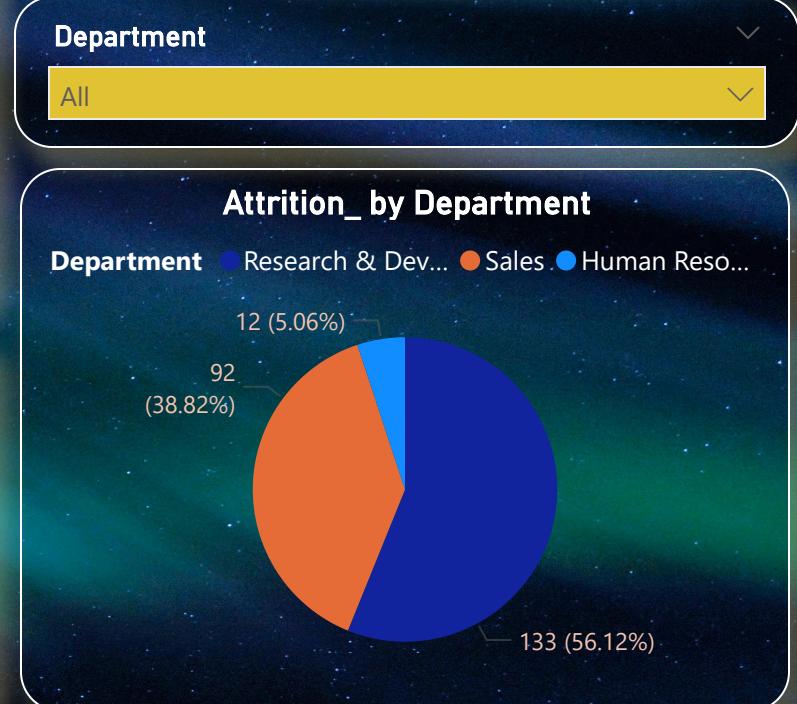
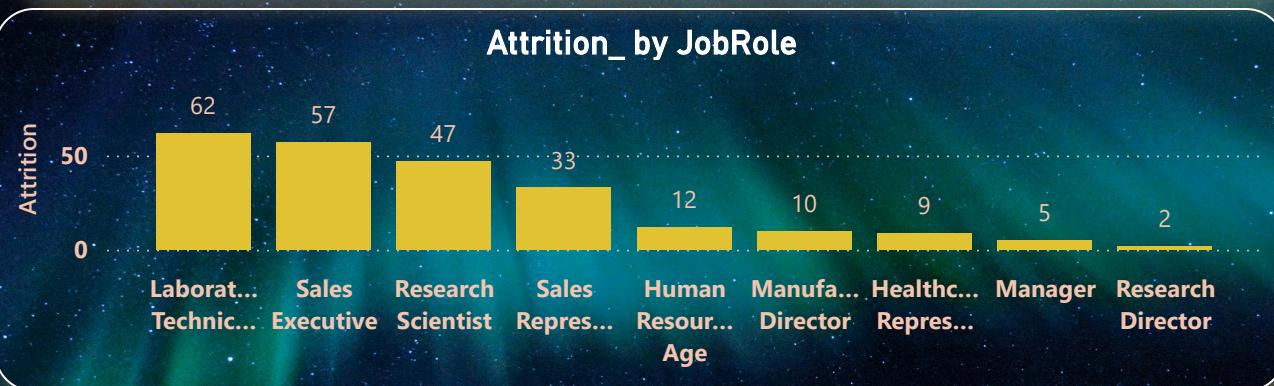
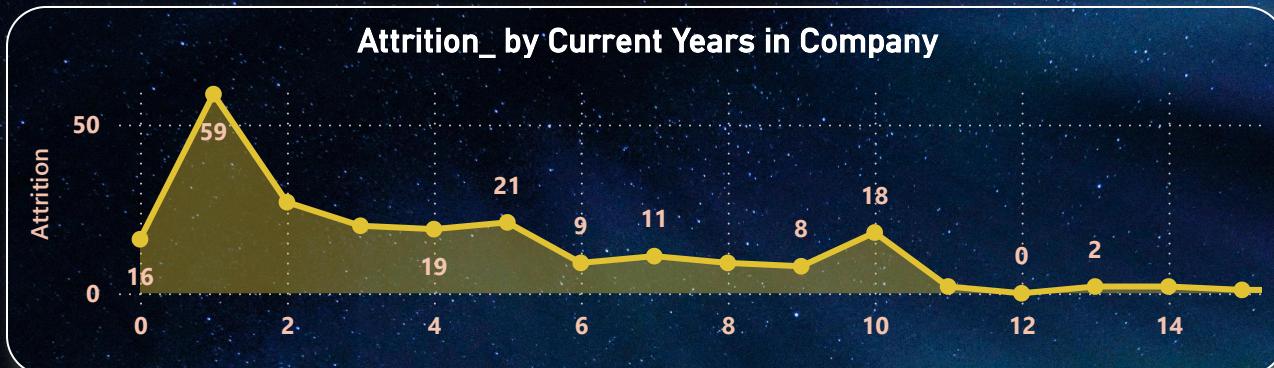
Total Employees
1470

Attrition
237

Attrition Rate
16.1%

Avg Salary
6.50K

Avg Years in company
7.01



Avg Job Satisfaction Rating

Avg JobSatisfaction

2.73

Department

Human Resources

Research & Development

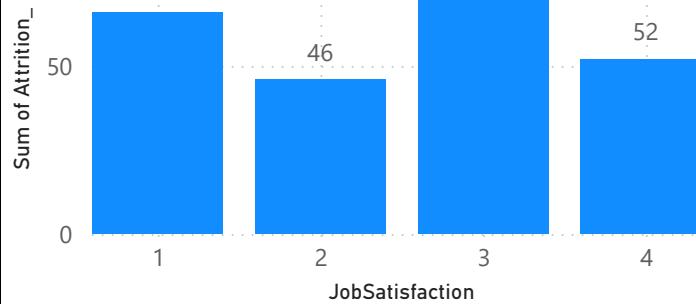
Sales

Avg Work-Life Balance Rating

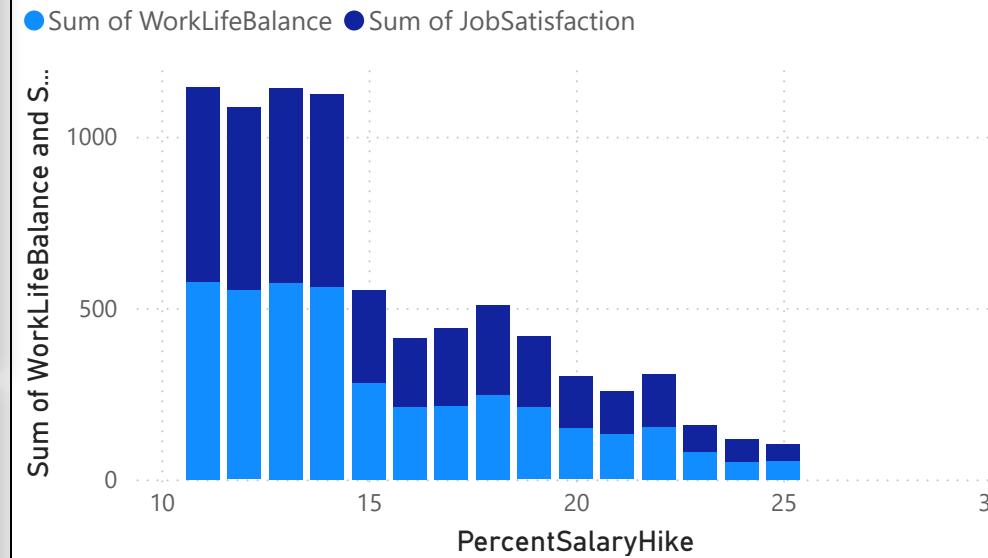
Avg Worklife Rates

2.76

Attrition by JobSatisfaction



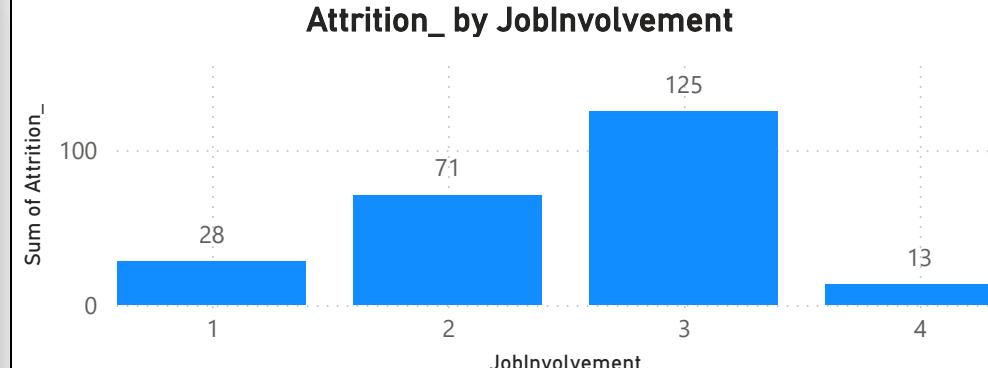
JobSatisfaction and WorkLifeBalance by SalaryHike



Job Satisfaction Rating

JobRole	1	2	3	4	Total
Sales Representative	12	21	27	23	83
Sales Executive	69	54	91	112	326
Research Scientist	54	53	90	95	292
Research Director	15	16	27	22	80
Manufacturing Director	26	32	49	38	145
Manager	21	21	27	33	102
Laboratory Technician	56	48	75	80	259
Human Resources	10	16	13	13	52
Healthcare Representative	26	19	43	43	131
Total	289	280	442	459	1470

Attrition_ by JobInvolvement



Attrition by work-life balance



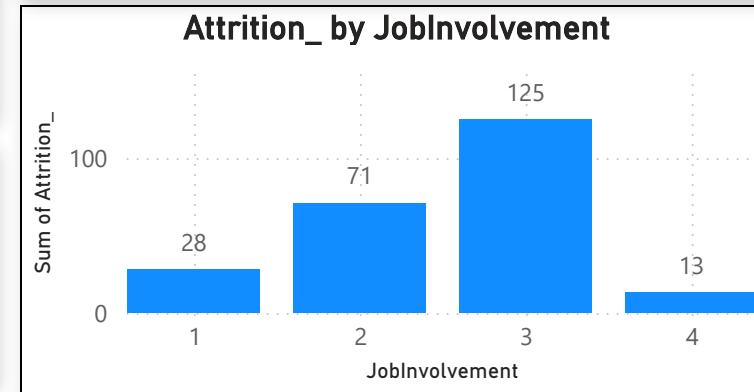
Work Life Balance

JobRole	1	2	3	4	Total
Healthcare Representative	10	30	80	11	131
Human Resources	4	6	32	10	52
Laboratory Technician	20	58	156	25	259
Manager	6	23	61	12	102
Manufacturing Director	7	34	90	14	145
Research Director	4	15	49	12	80
Research Scientist	16	86	166	24	292
Sales Executive	12	76	202	36	326
Sales Representative	1	16	57	9	83
Total	80	344	893	153	1470

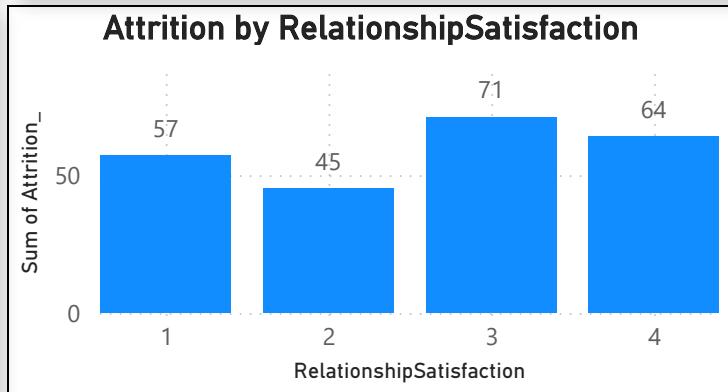
Department
All

Avg JobInvolvement
2.73

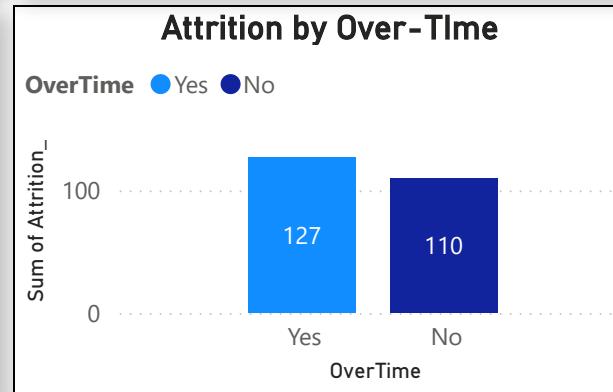
Avg Job Involvement Ratings



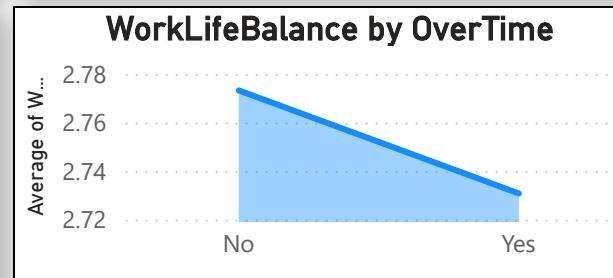
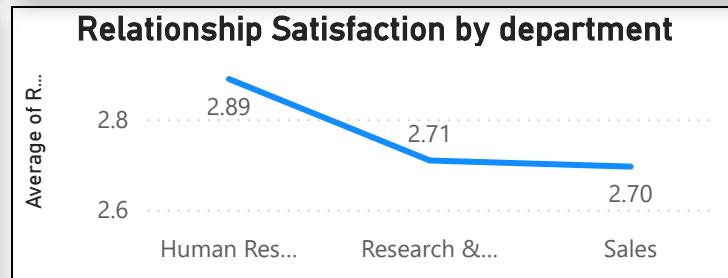
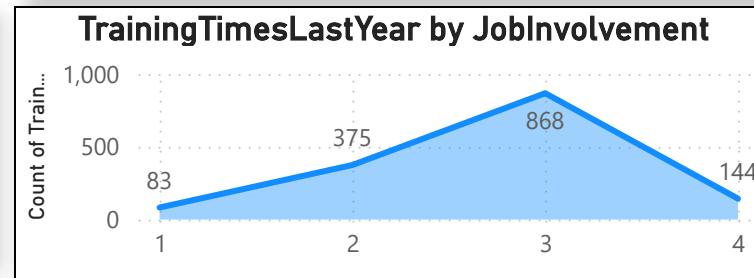
Avg Relationship Satisfaction



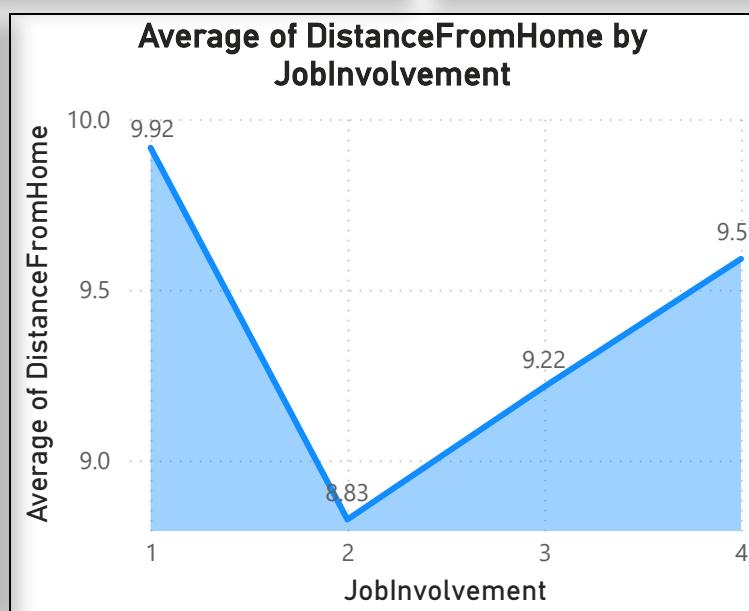
Over-Time



Avg Relationship Satisfaction
2.71

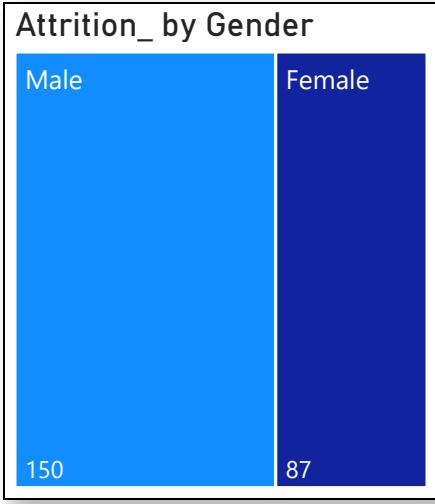


JobRole	JobInvolvement				Total
	1	2	3	4	
Sales Representative	7	20	51	5	83
Sales Executive	19	83	196	28	326
Research Scientist	12	71	173	36	292
Research Director	4	18	50	8	80
Manufacturing Director	8	42	83	12	145
Manager	4	23	67	8	102
Laboratory Technician	19	67	147	26	259
Human Resources	3	14	30	5	52
Healthcare Representative	7	37	71	16	131
Total	83	375	868	144	1470



JobRole	Relationship Satisfaction Rating				Total
	1	2	3	4	
Sales Representative	19	18	23	23	83
Sales Executive	72	54	99	101	326
Research Scientist	60	60	78	94	292
Research Director	14	17	29	20	80
Manufacturing Director	21	38	46	40	145
Manager	14	24	31	33	102
Laboratory Technician	44	55	98	62	259
Human Resources	6	8	20	18	52
Healthcare Representative	26	29	35	41	131
Total	276	303	459	432	1470





Avg Years at company

7.01

Avg Years in current role

4.23

Avg Years at company

7.01

