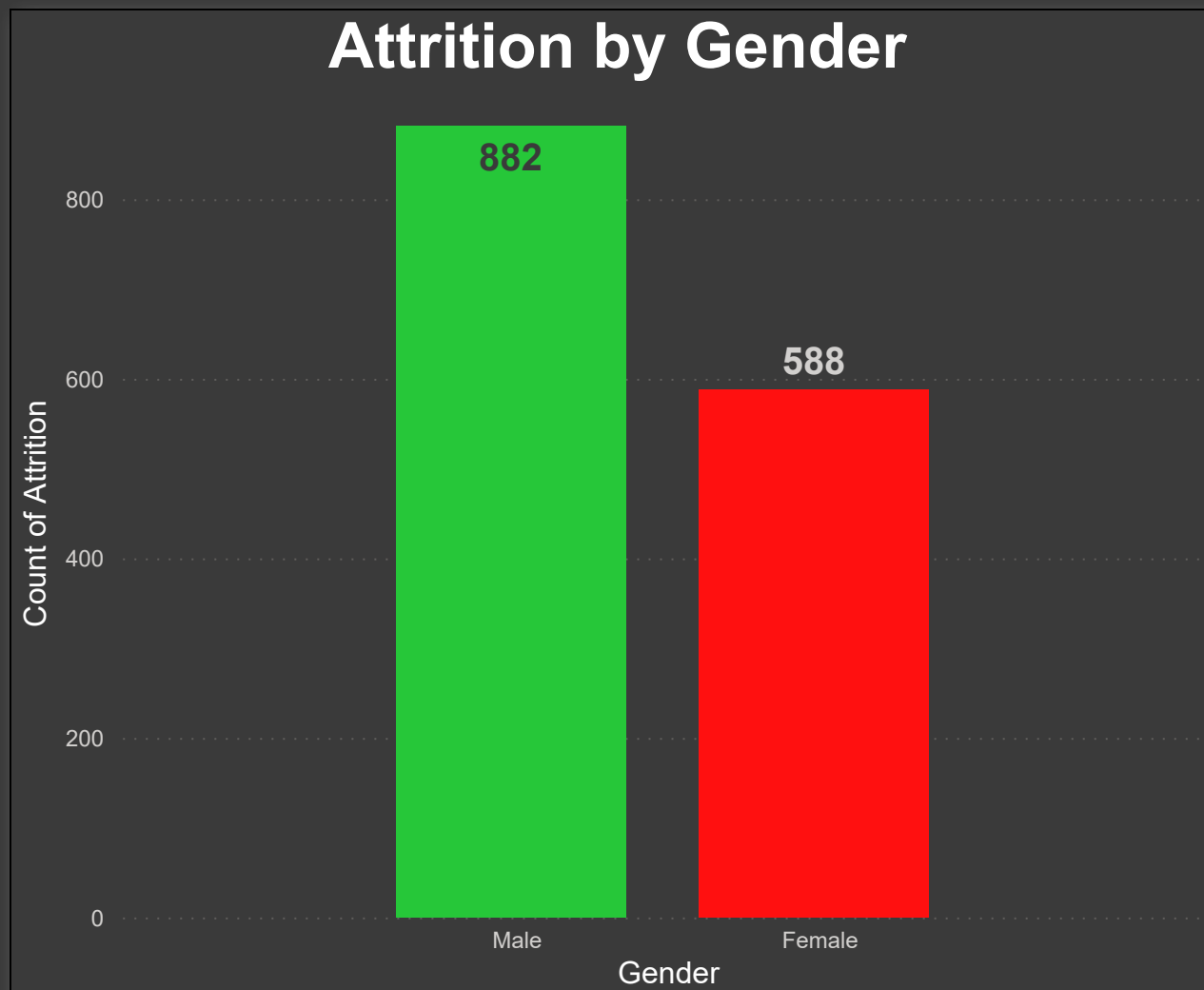
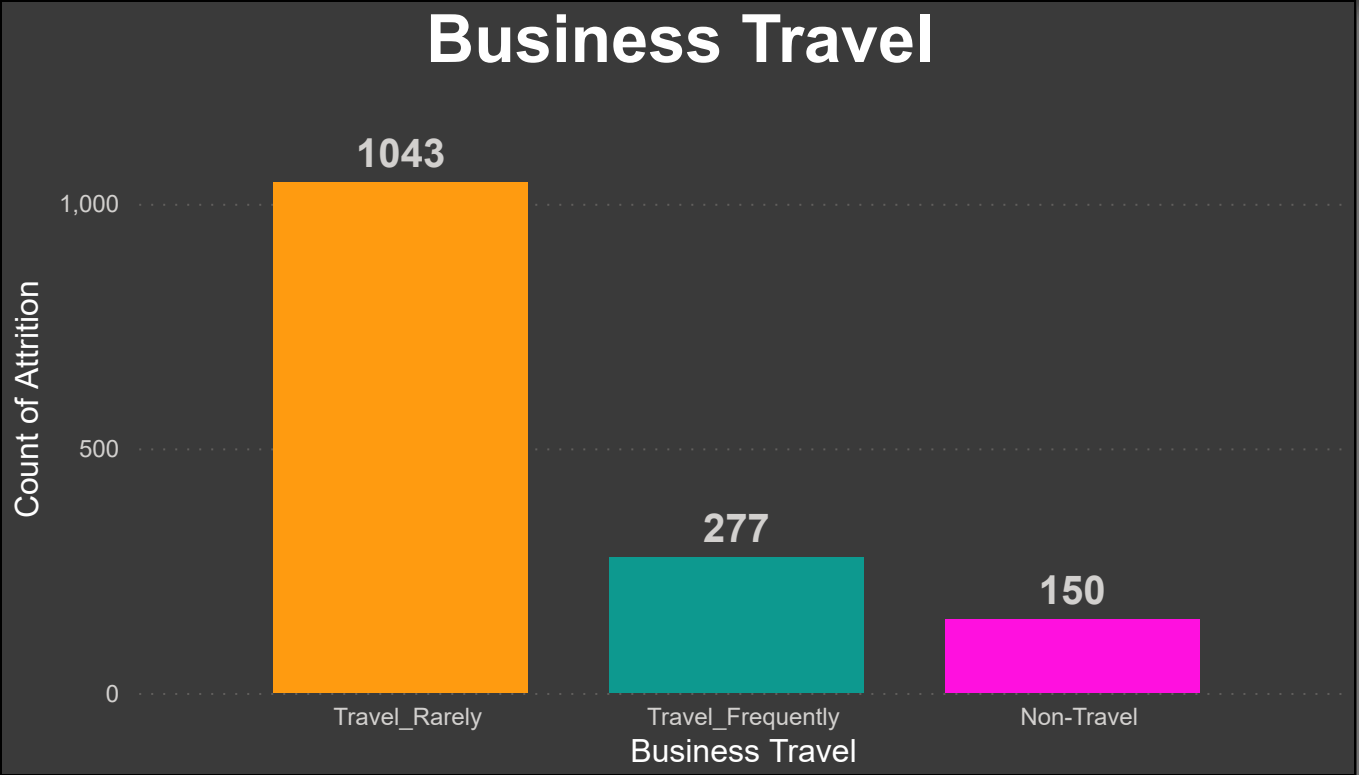
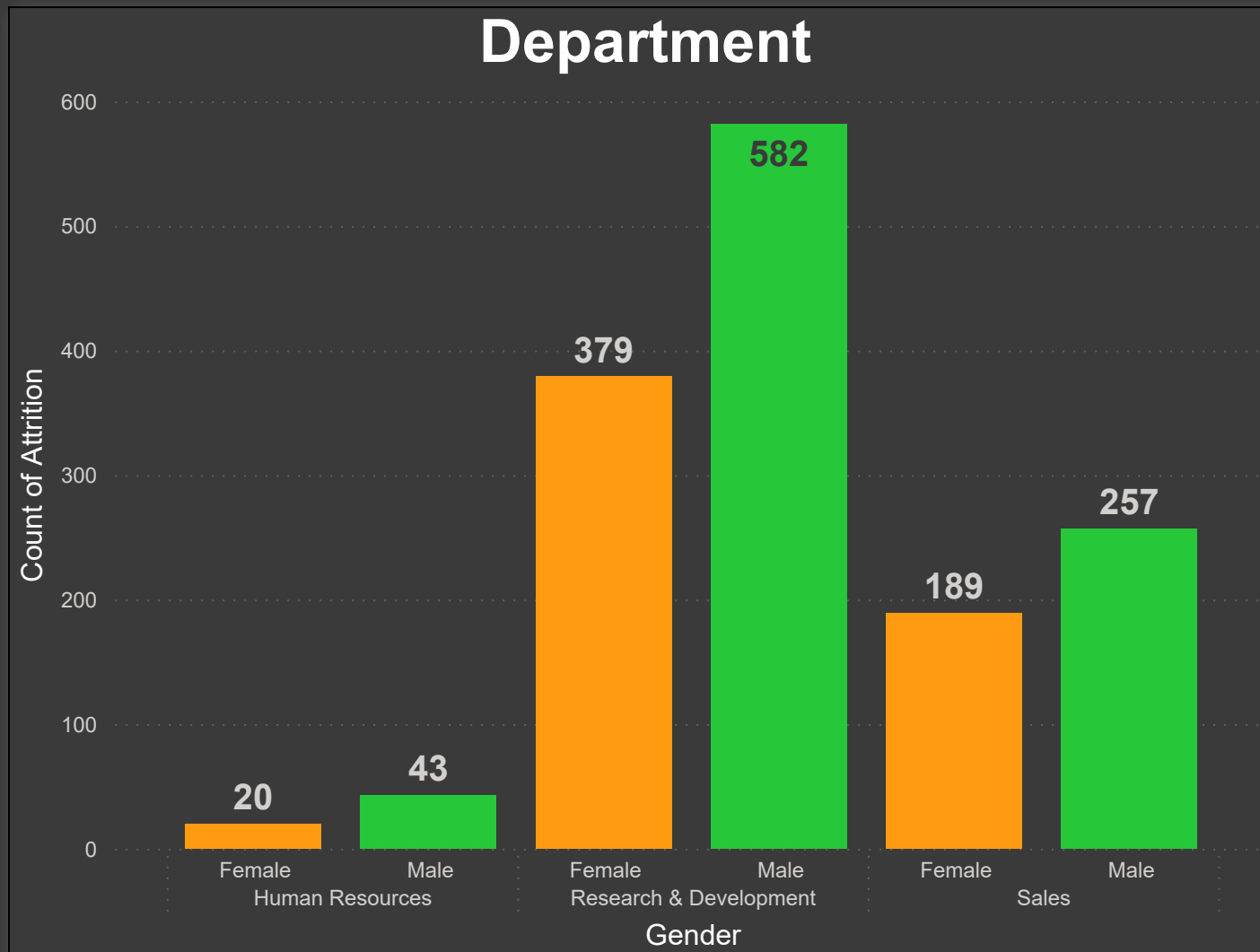
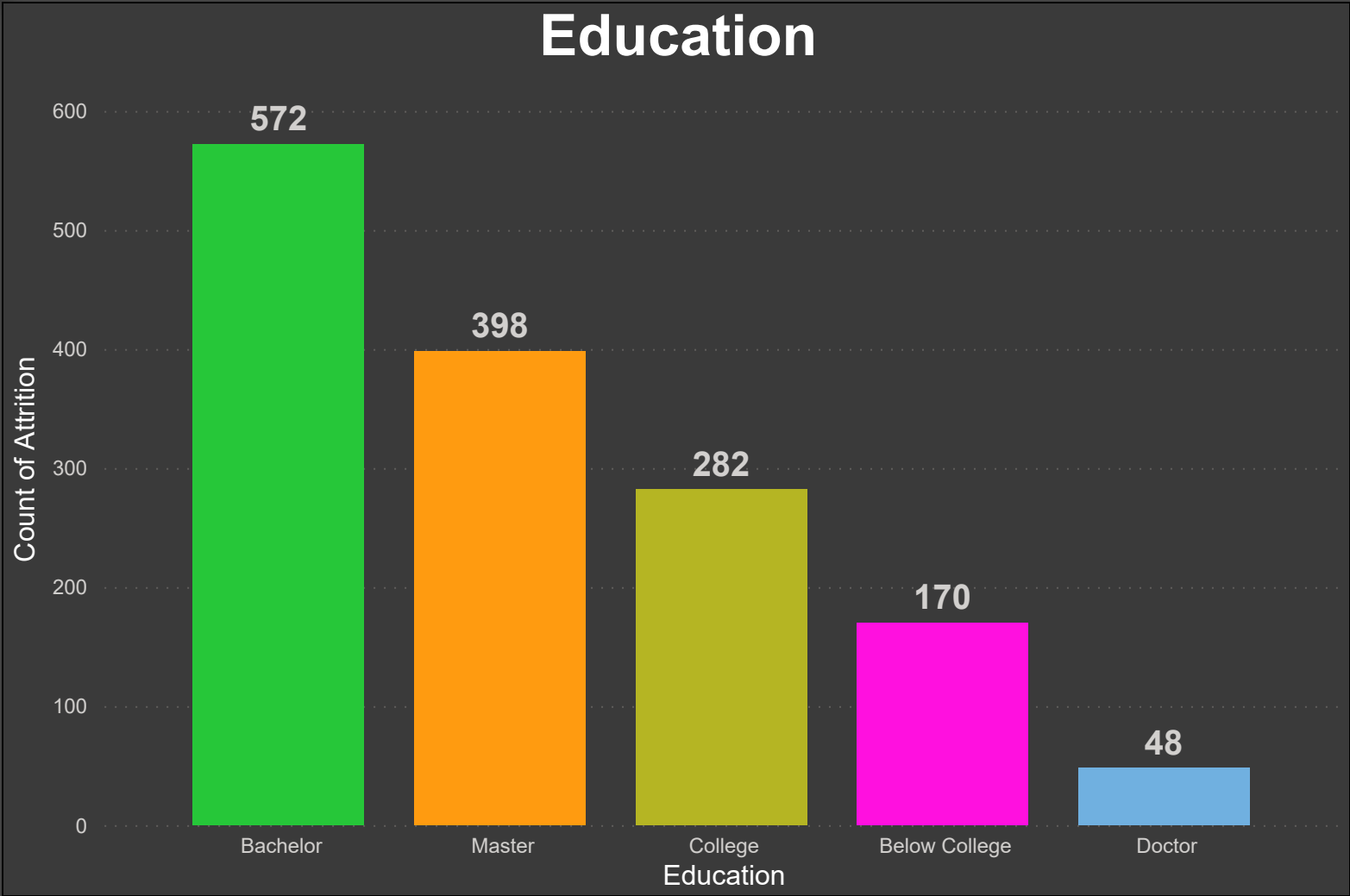


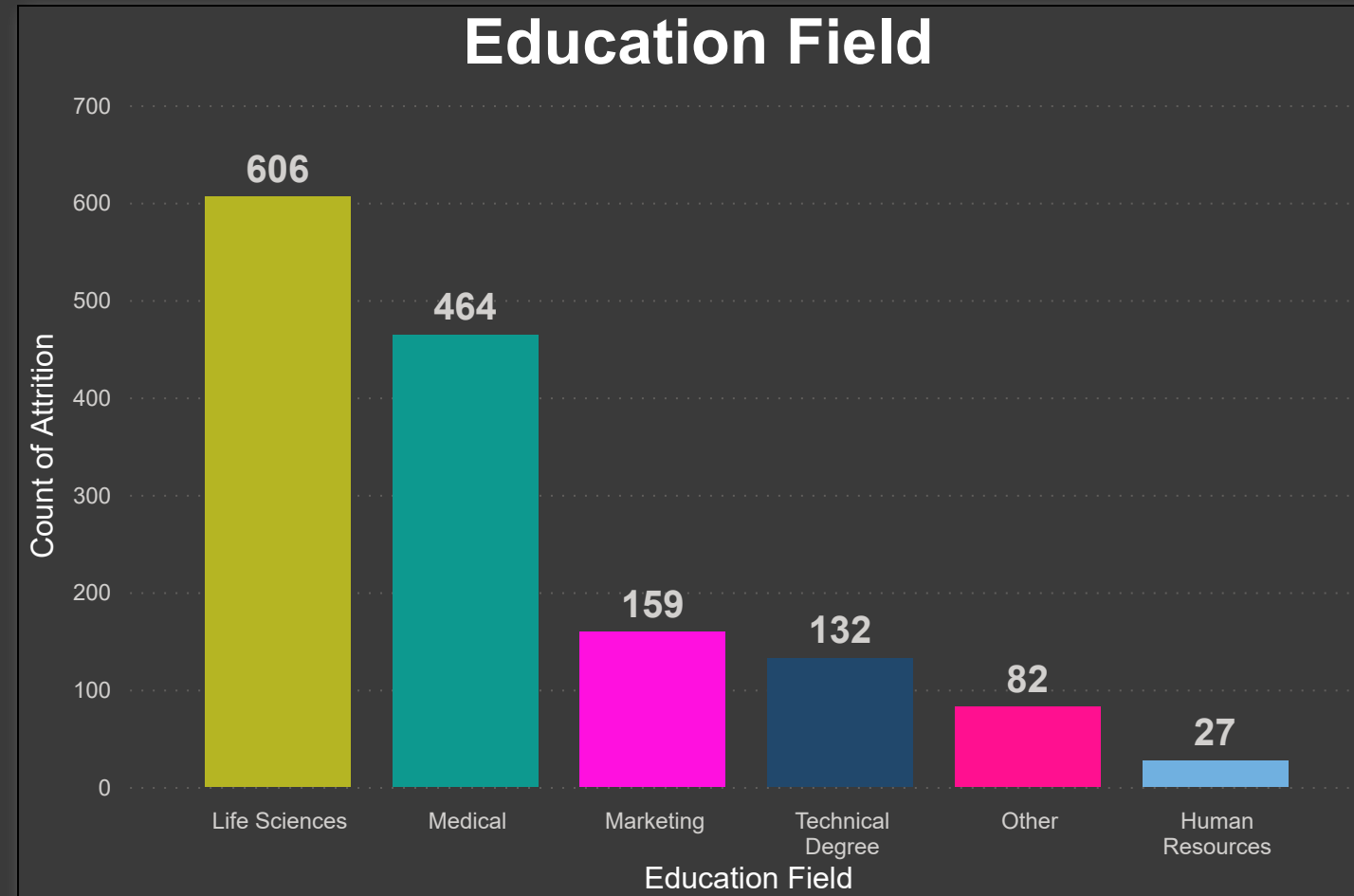
Attrition by Gender

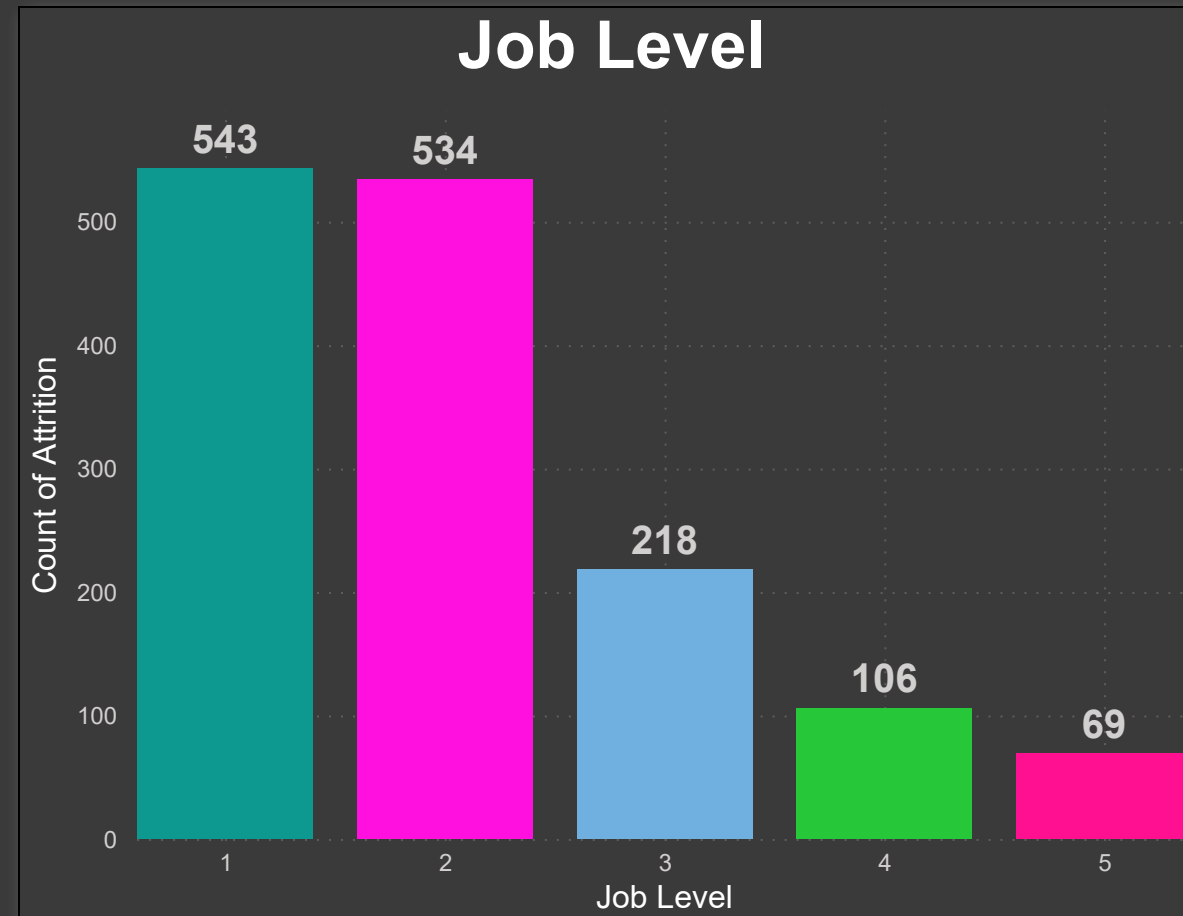


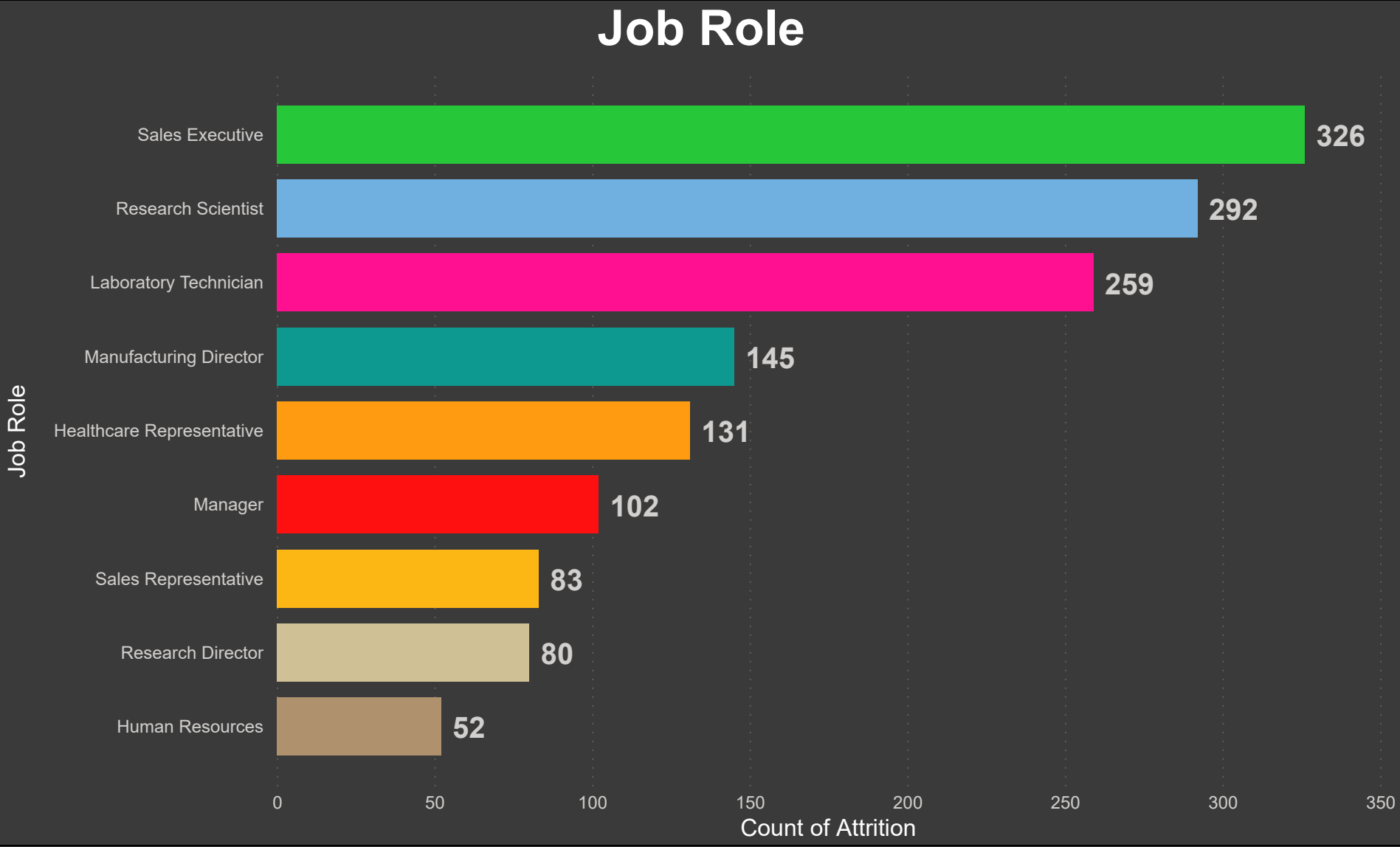




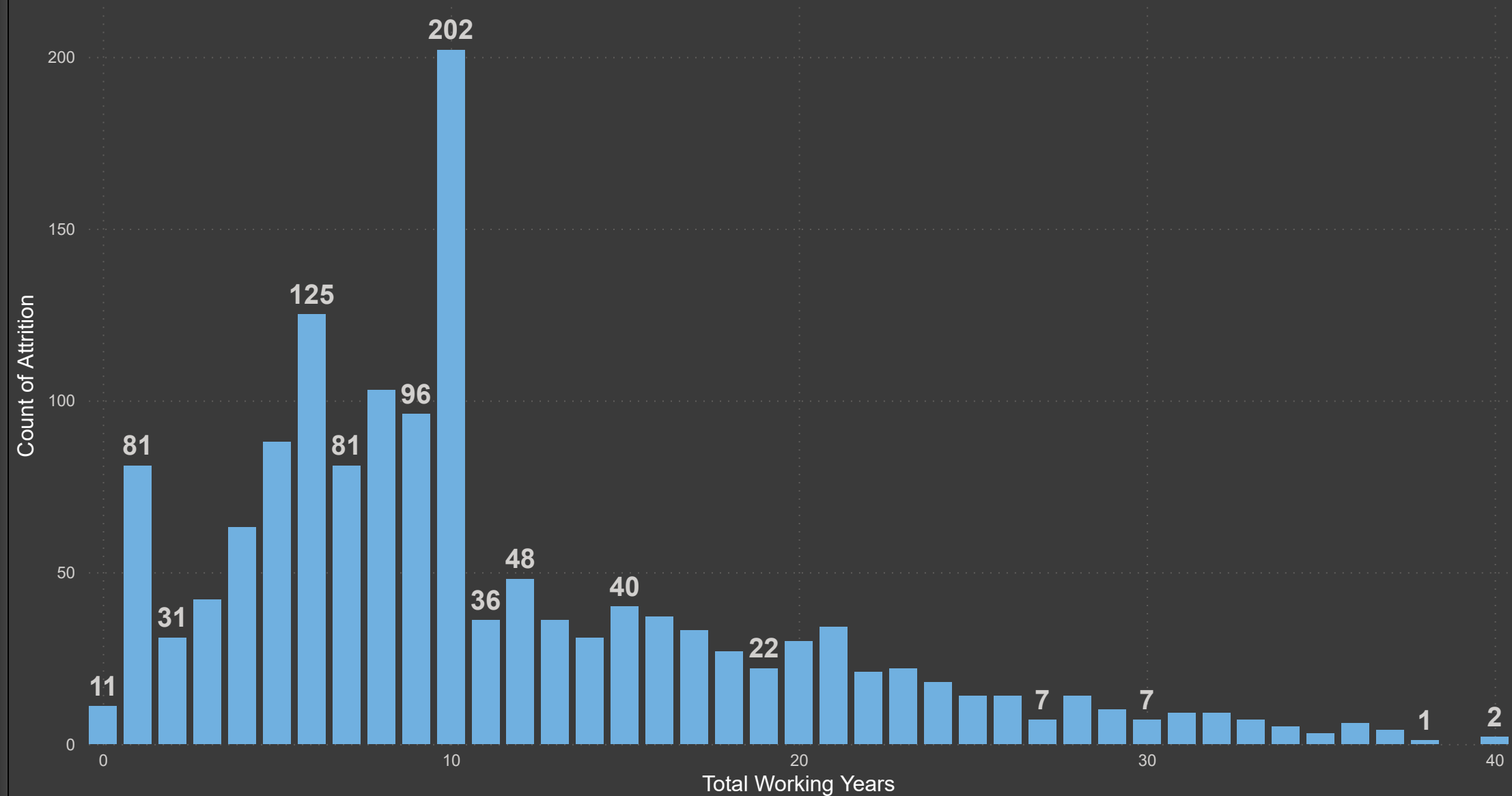




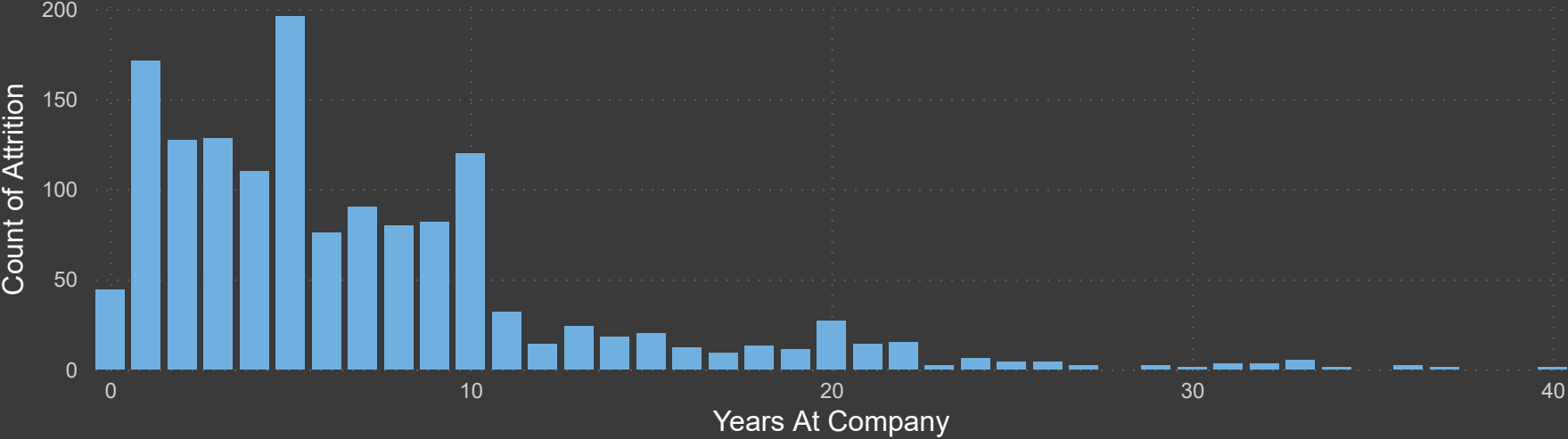




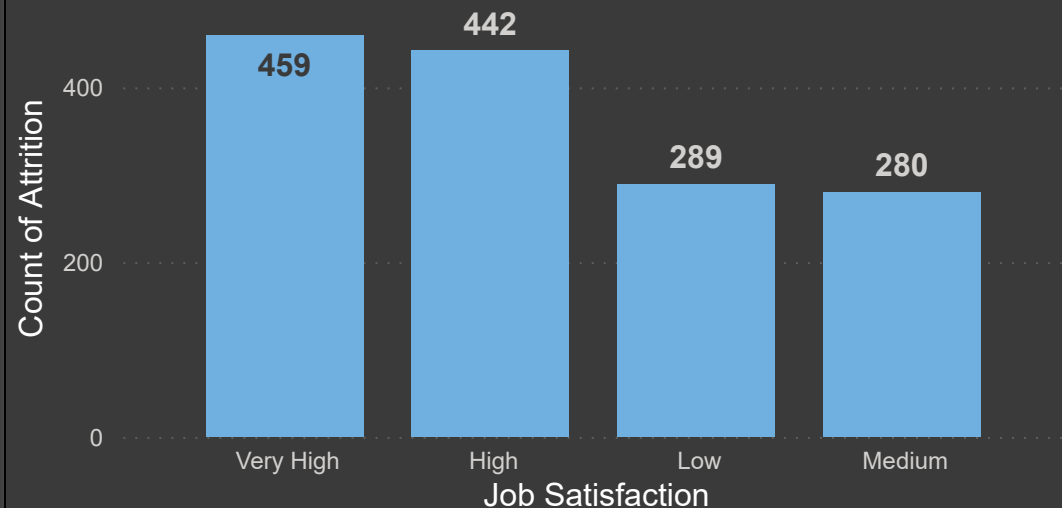
Total Working Years



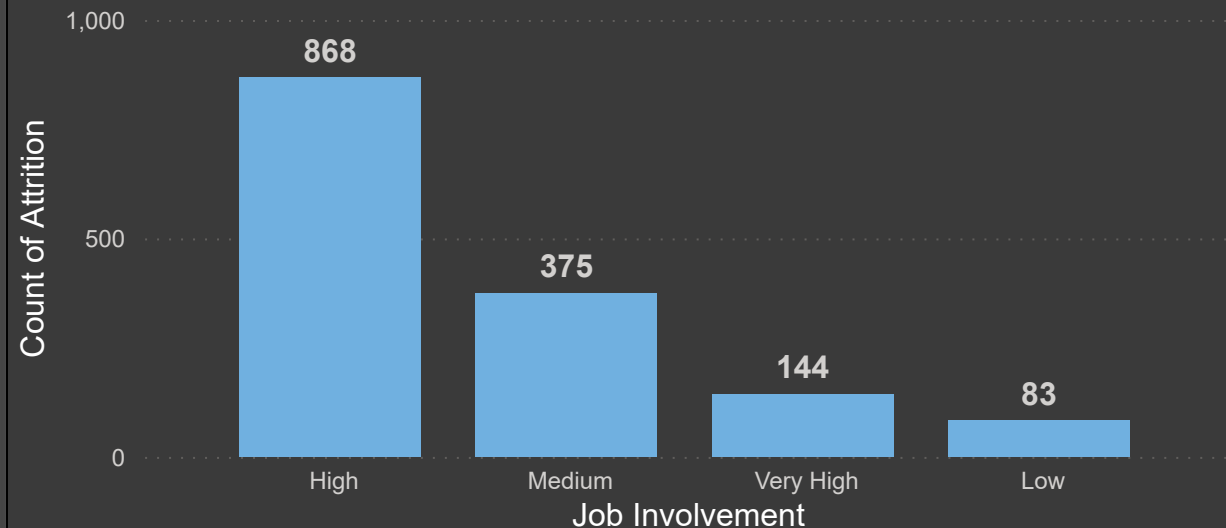
Count of Attrition by Years At Company



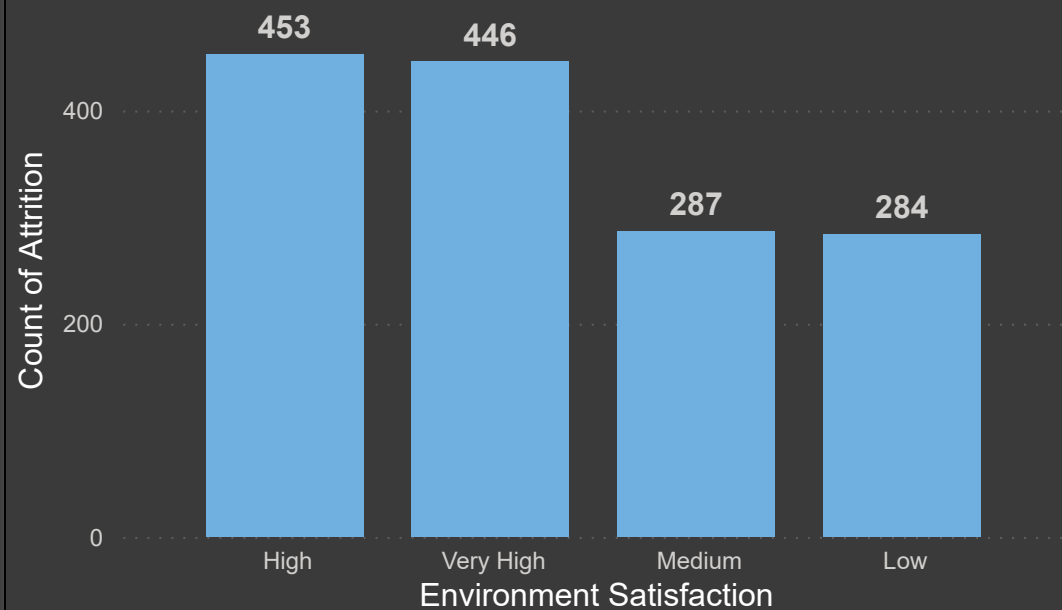
Job Satisfaction



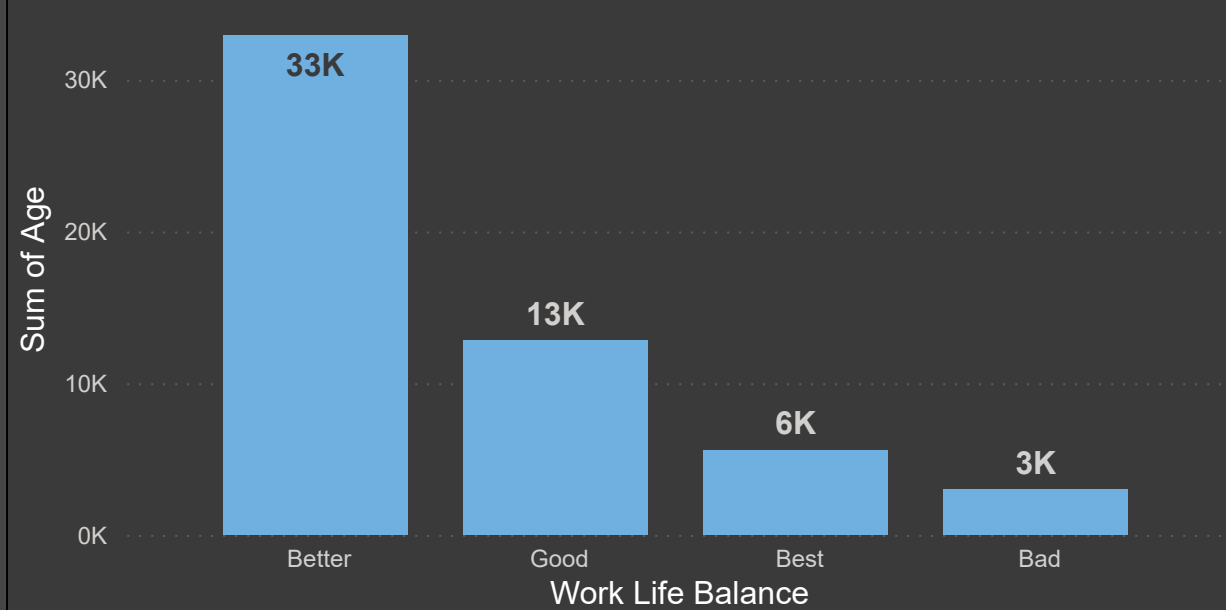
Job Involvement



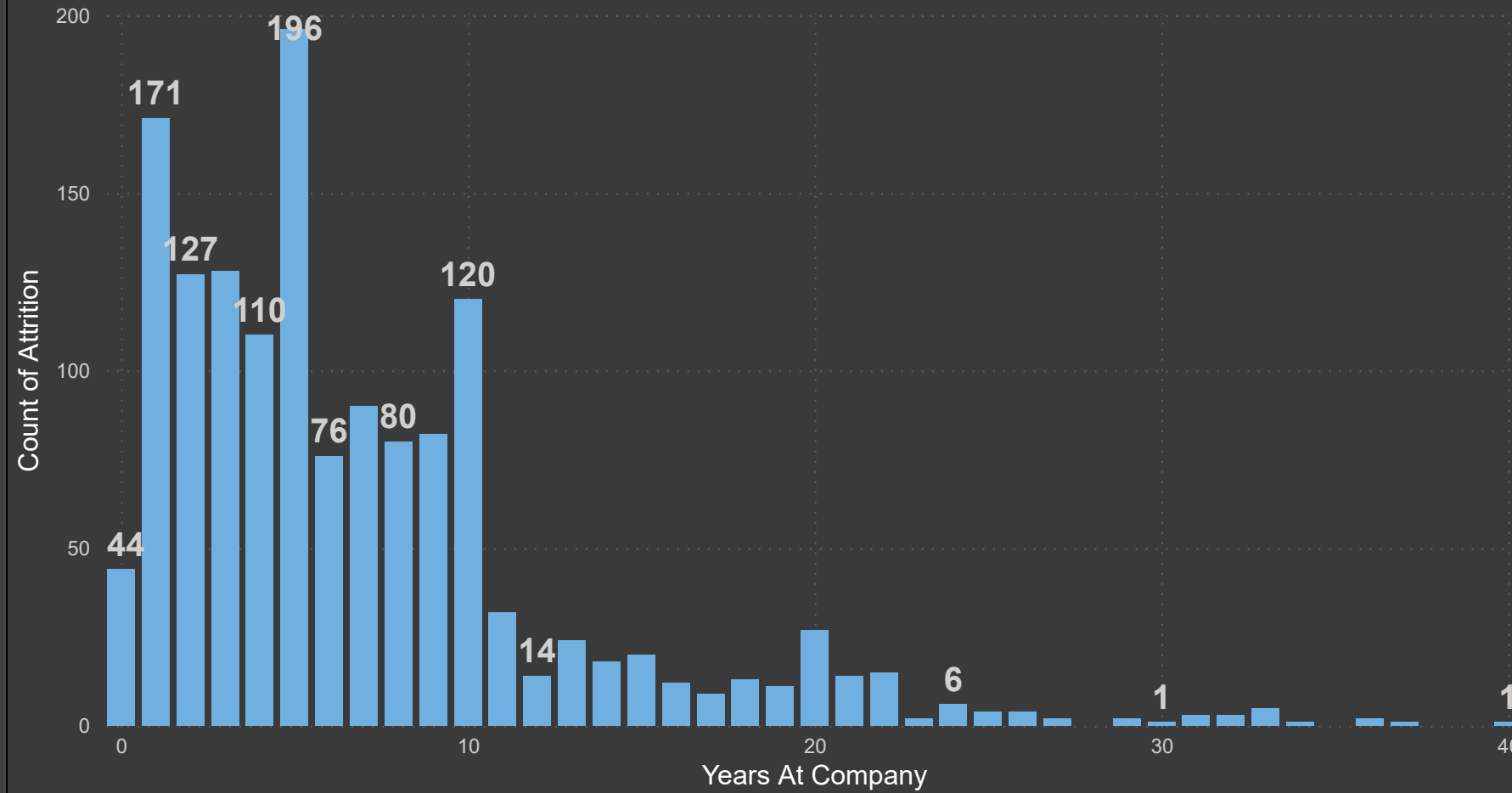
Environment Satisfaction



Work Life Balance

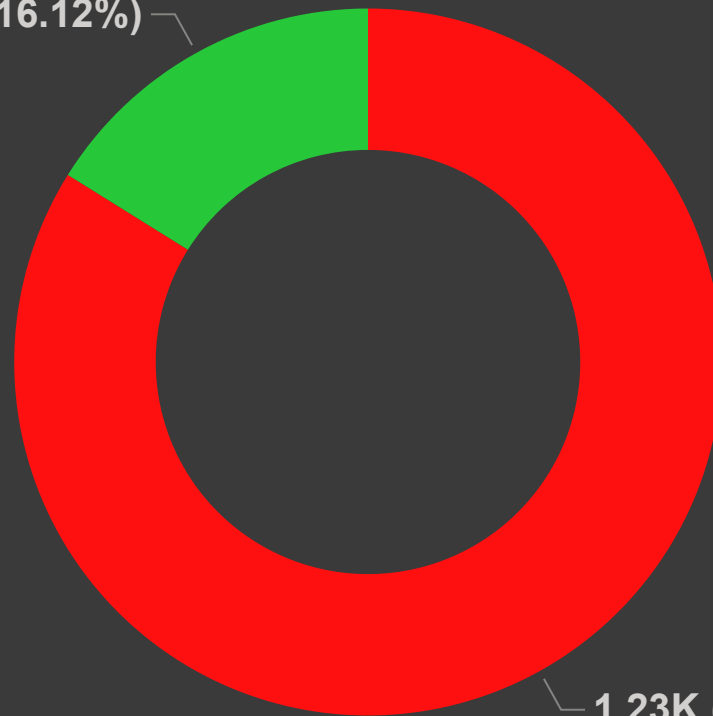


Years At Company



Attrition

0.24K (16.12%)



1.23K (83.88%)

Attrition

● No

● Yes

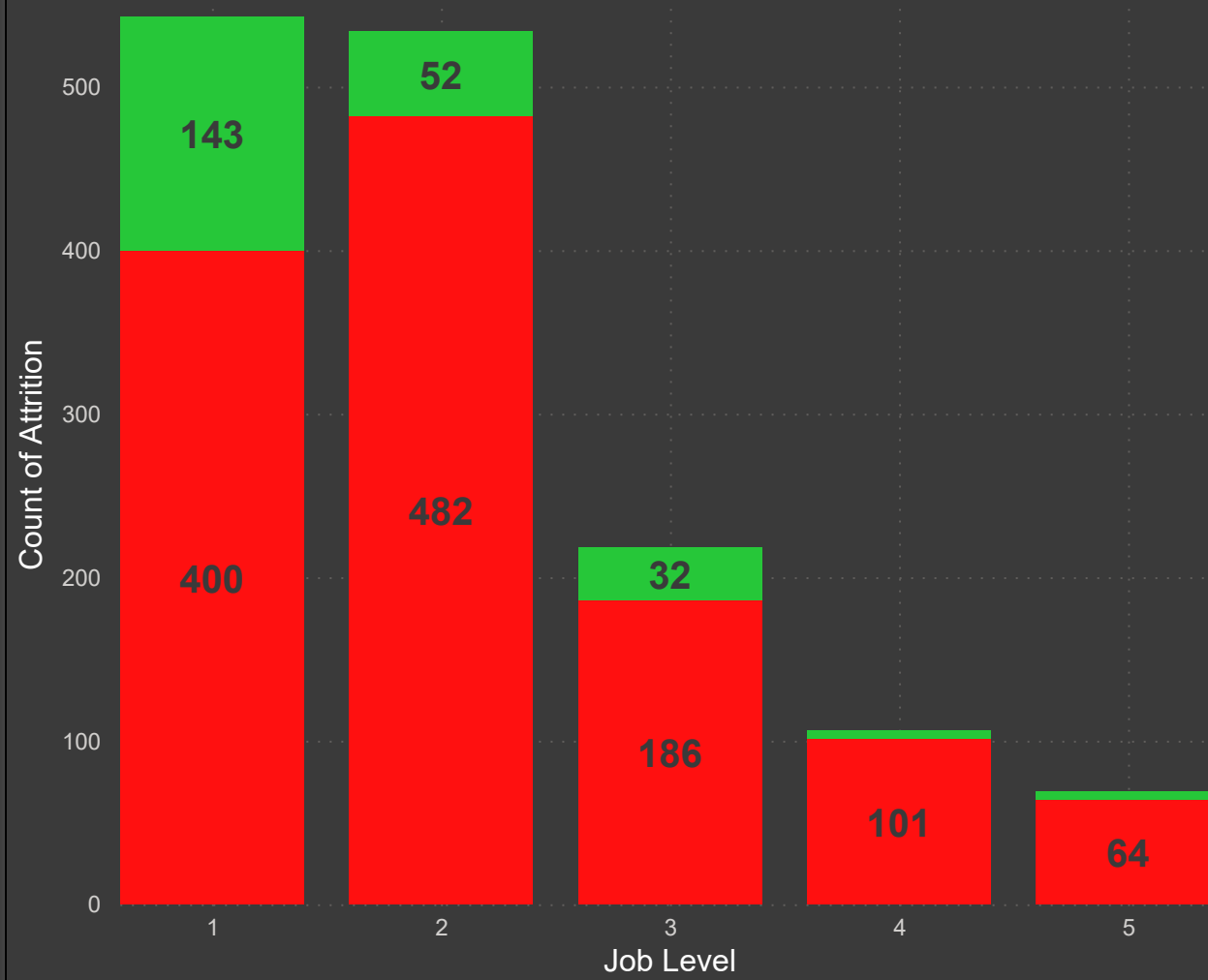
Attrition Rate Per Department

Attrition ● No ● Yes



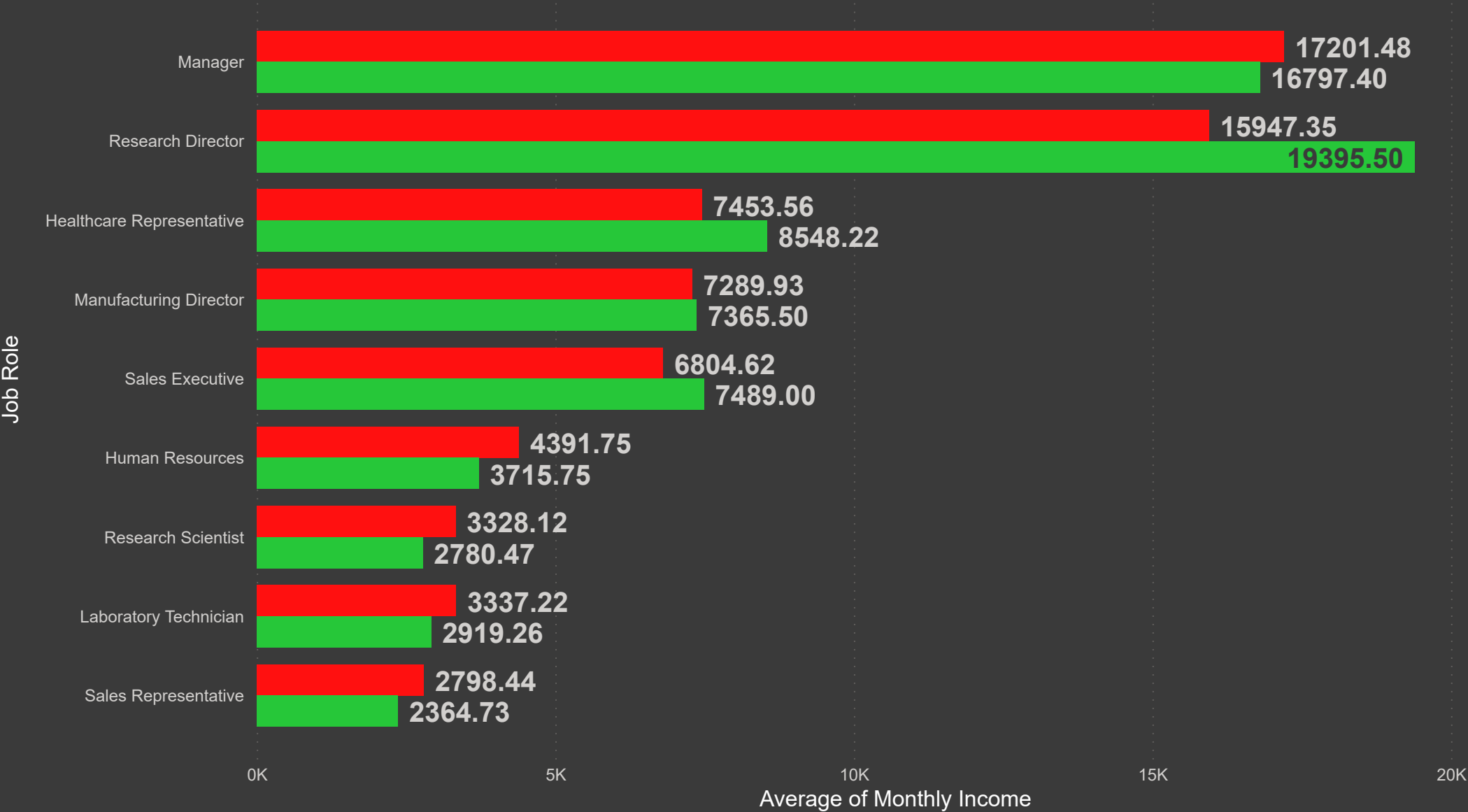
Attrition Rate Per Job Level

Attrition ● No ● Yes



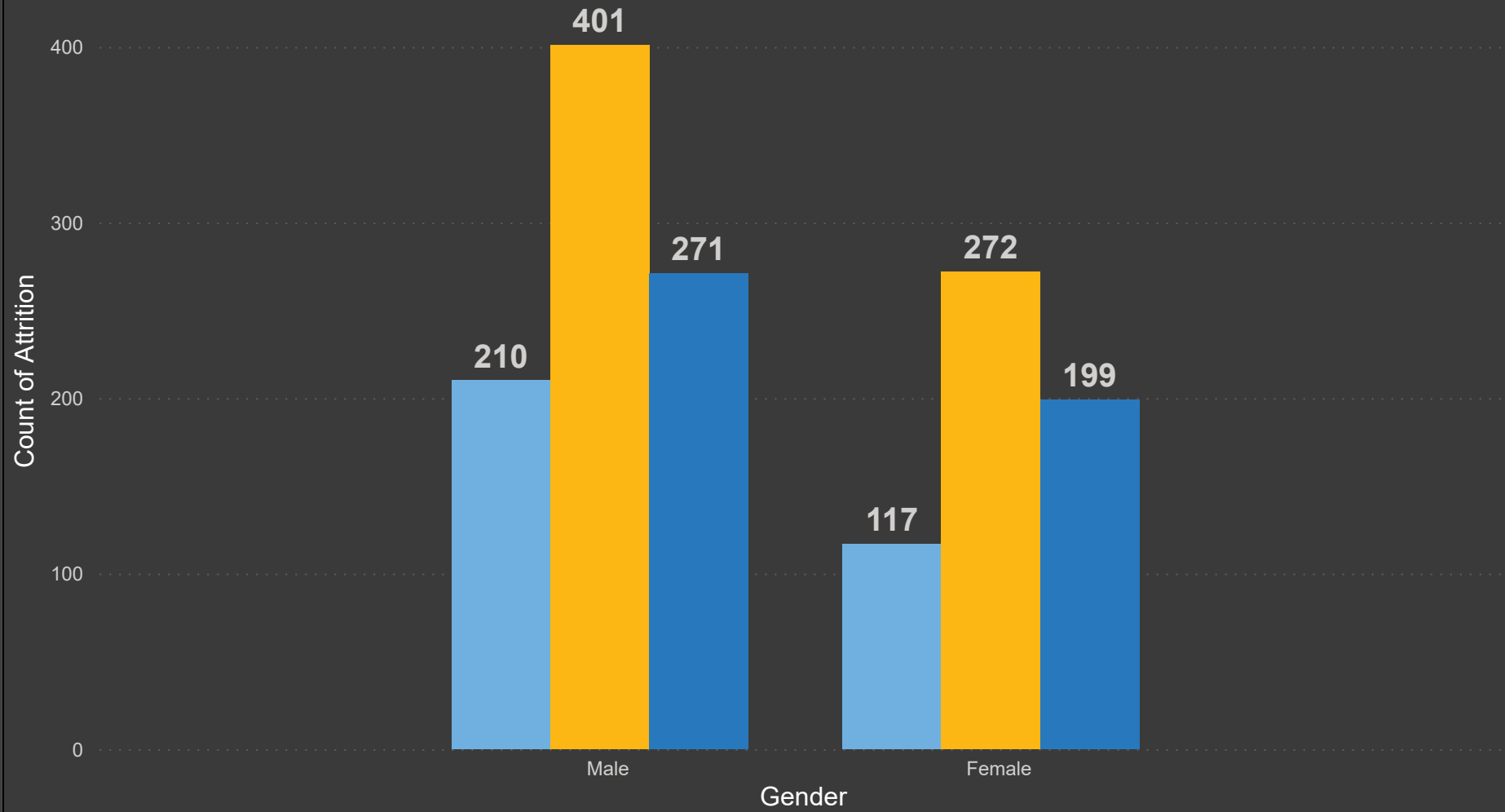
Average Income by Job Role and Attrition Status

Attrition ● No ● Yes



Attrition Rate per Gender and Marital status

Marital Status ● Divorced ● Married ● Single



1349

Count of Monthly Income

Female

First Gender

37

Count of Years At Company

Bad

First Work Life Balance

Divorced

First Marital Status

High

First Job Involvement

High

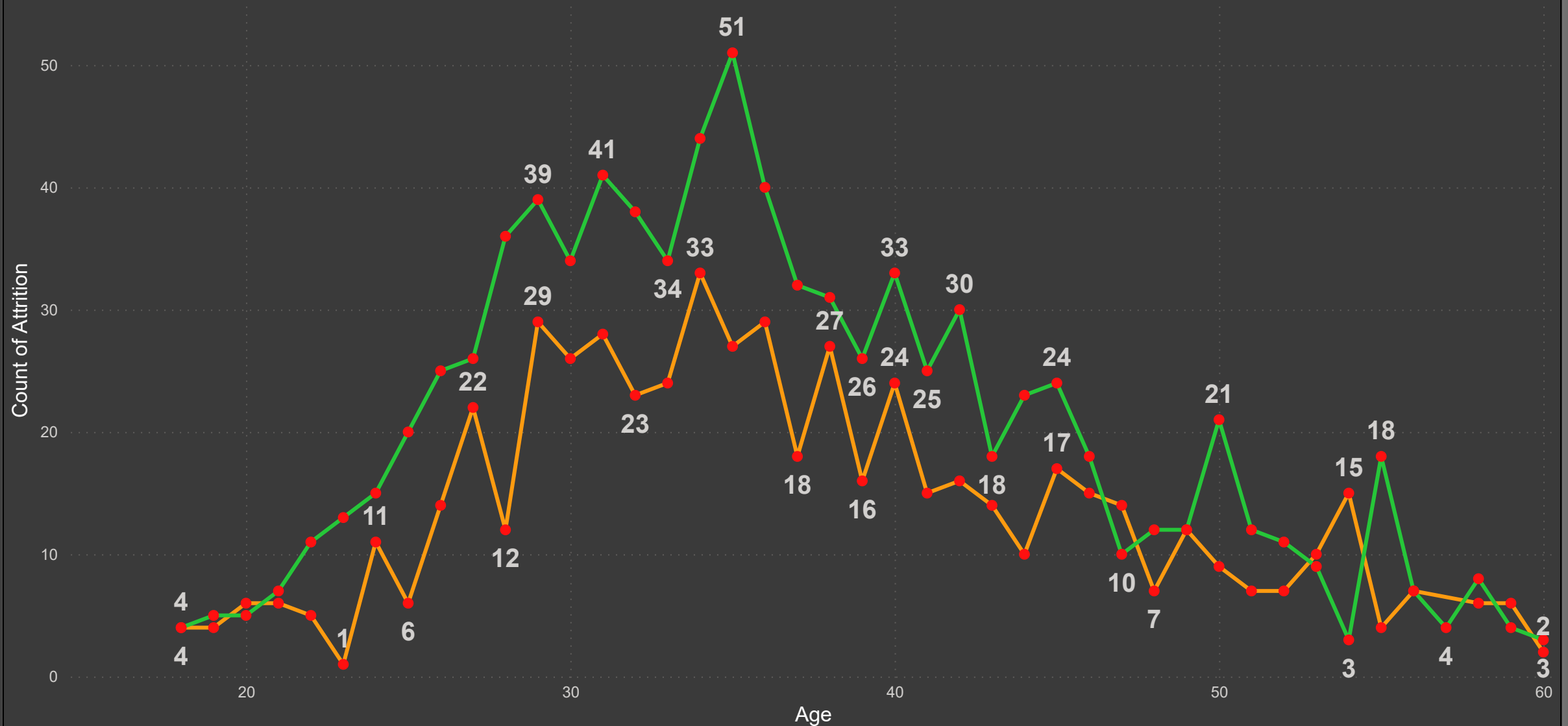
First Job Satisfaction

High

First Environment Satisfaction

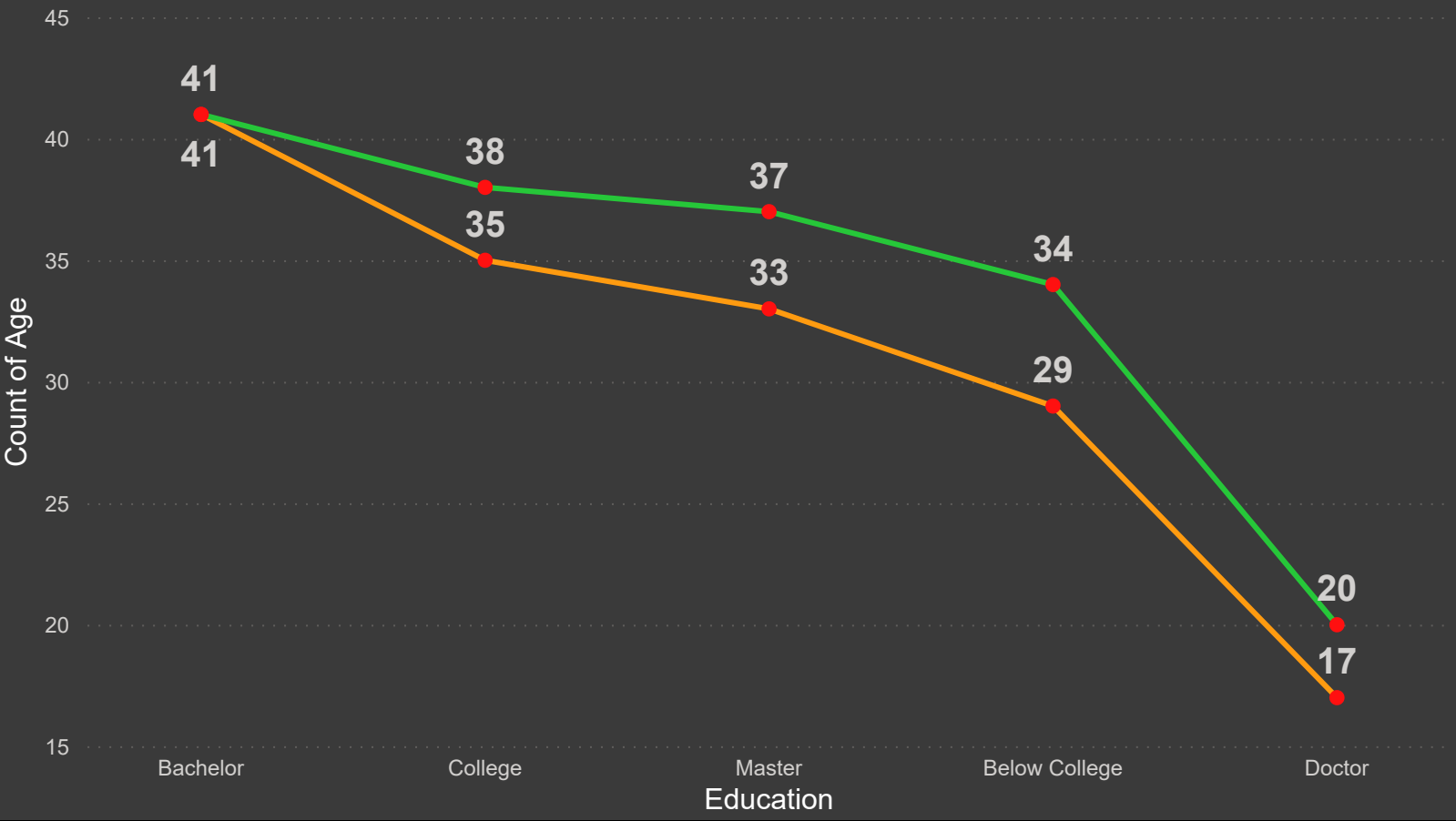
Count of Attrition by Age and Gender

Gender ● Female ● Male

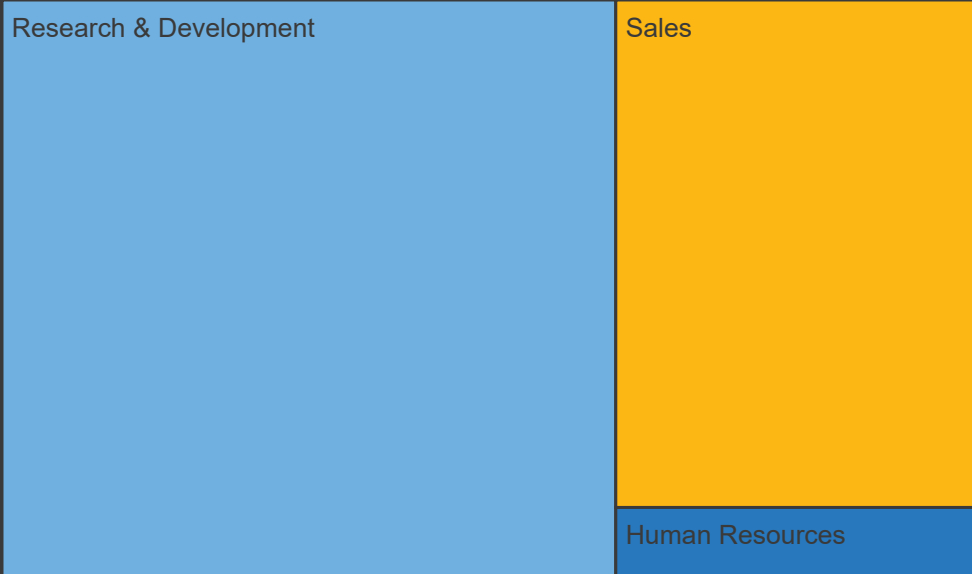


Count of Age by Education and Gender

Gender ● Female ● Male



Sum of Monthly Income by Department



Sum of Age by Education



Bachelor

First Education

Human Resources

First Department

Divorced

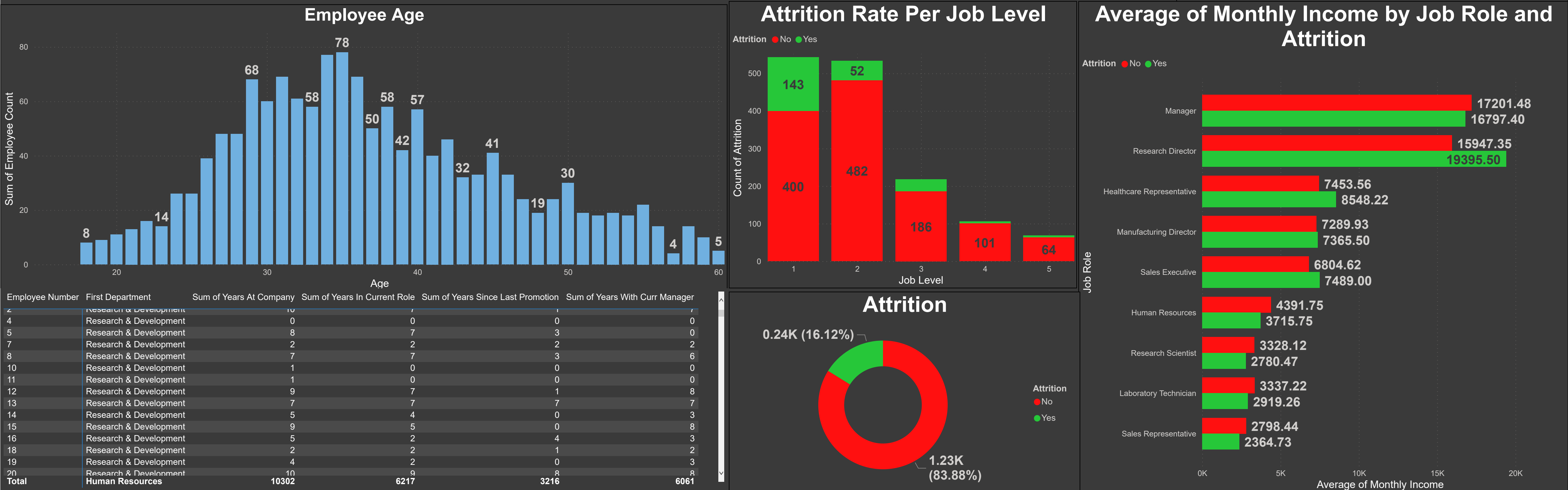
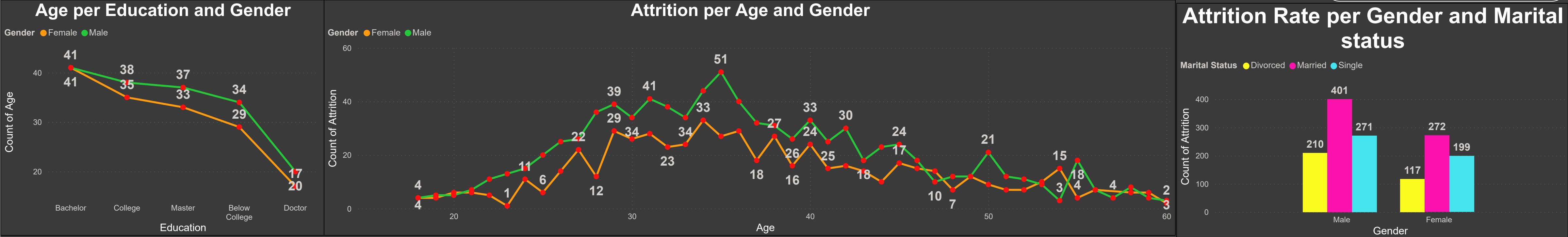
First Marital Status

Healthcare Representative

First Job Role

Non-Travel

First Business Travel



Conclusion:
From the EDA section above we know that the current attrition rate is 16 %. There are several factors that have a distinct pattern and probably leads to increasing of rate of employees attrition such as salary hike, working overtime, and Stock Option Levels. By learning the data and visualize it, we can gain some insight and become foundation to develop strategic planning.

- Most of the employees are work as Sales Executive, Research Scientist, and also Lab technician. However those job role has the most highest level of attrition compare to any job role.
- Most of the employees are in productive age. From the employee's age distribution, 60% of employee age are between 20-40 years.
- Most of the employees are on Job Level 1 and 2. When we see the attrition rate, the highest rate among all Job Levels are from Job Level 1 (26.3 %).
- The employees mostly have more than five years working experience and mostly have been work 0-9 years in this company.
- Around 48 % of the employees probably fresh-graduate and start their career by working in this company, 44 % of them have been work for 2-5 different companies, and about 16 % have been work for more than 5 different companies.
- Around 70% (1038 persons) of the employees had completed 2-3 training. Interestingly, the highest attrition rate among the number of completed training groups are also from those group (around 59 % on group of employees that had completed 2-3 training).
- The proportion of each score for *Employee Satisfaction* and *Job Satisfaction* are quite similar. From *Employee Satisfaction* survey, 30.84 % were very satisfied (score = 4), 30.82 % were satisfied (score = 3), 19.52 % were partly-satisfied (score = 2), and 19.32 % are not satisfied (score = 1). While in in *Job Satisfaction* survey, 31.22 % were very satisfied (score = 4), 30.07 % were satisfied (score = 3), 19.05 % were partly-satisfied (score = 2), and 19.58 % are not satisfied (score = 1).