

1349
Count of Monthly Income

Female

First Gender

Count of Years At Company

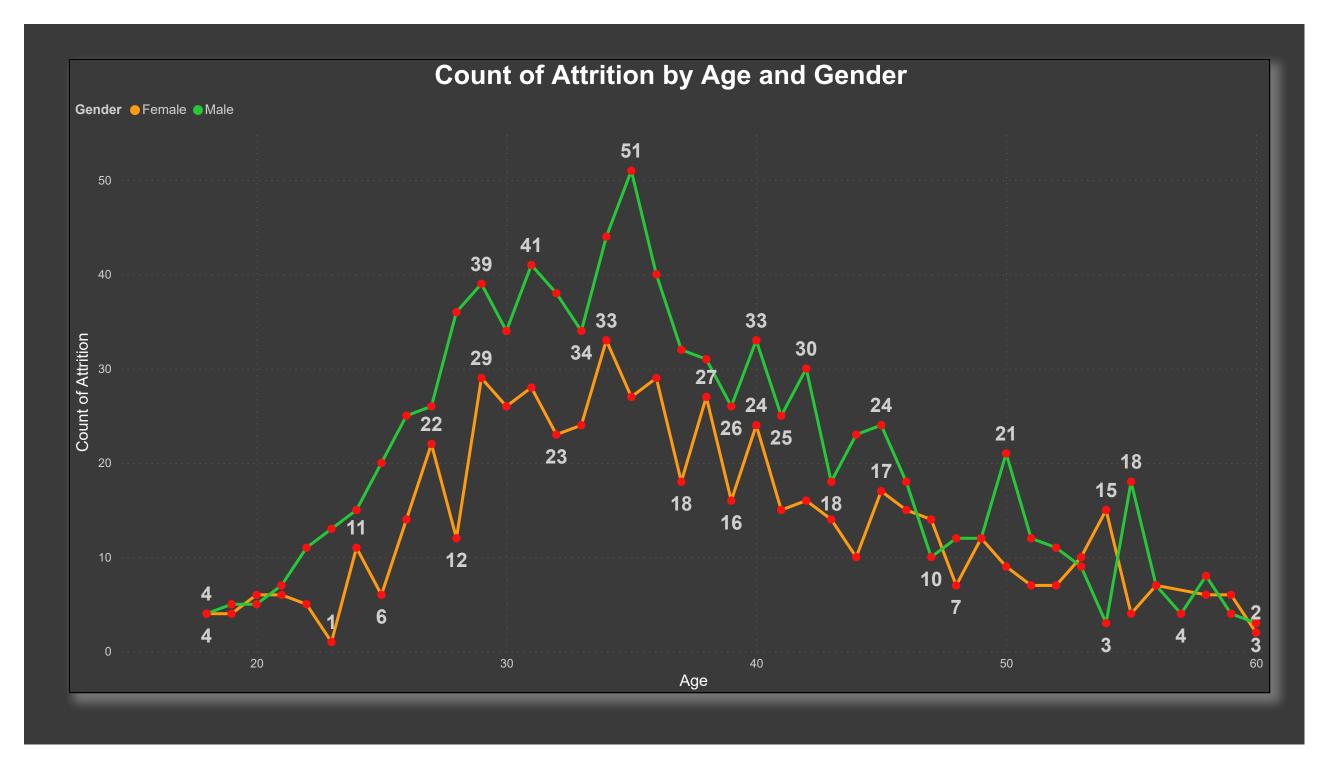
Bad
First Work Life Balance

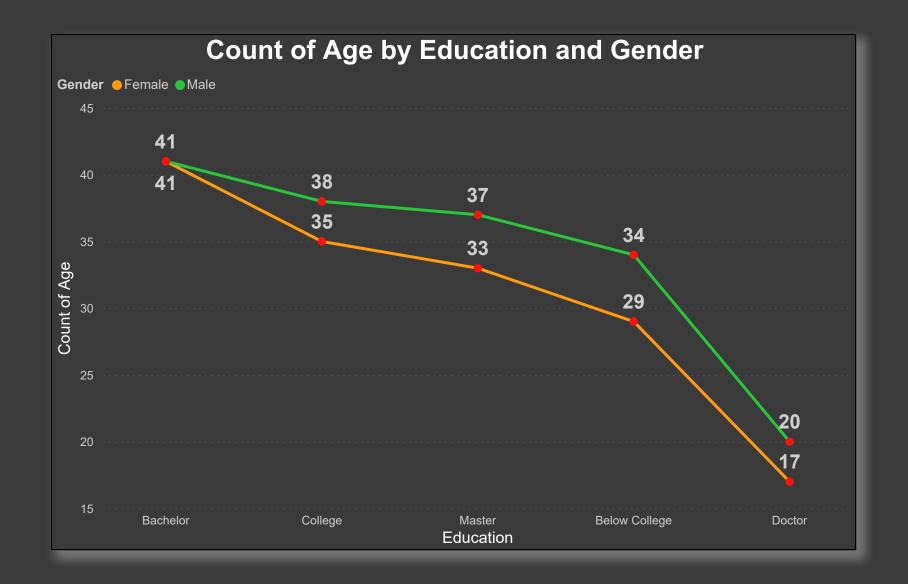
Divorced
First Marital Status

High
First Job Involvement

High
First Job Satisfaction







Sum of Monthly Income by Department



Sum of Age by Education

Bachelor	Master	College	D
		Below College	

Employee Attrition Data Exploration 1180K 1349 Healthcare Representative Divorced Human Resources Bachelor Non-Travel Age per Education and Gender **Attrition per Age and Gender Attrition Rate per Gender and Marital** Gender Female Male status Marital Status ODivorced Married Single **Attrition Rate Per Job Level** Average of Monthly Income by Job Role and **Employee Age Attrition** Attrition No Yes 17201.48 16797.40 15947.35 Research Director 19395.50 7453.56 Healthcare Representativ 8548.22 7289.93 Manufacturing Directo 7365.50 6804.62 Sales Executive Job Level 7489.00 **Attrition** 4391.75 3715.75 0.24K (16.12%) 3328.12 2780.47 3337.22 Laboratory Technician 2919.26 2798.44 Sales Representative 2364.73 1.23K (83.88%) Average of Monthly Income **Attrition Rate Per Department Attrition per Environment Satisfaction Attrition per Job Involvement Attrition per Education** 868 572 453 446 800 133 398 Attritio 000 287 284 800 unt of / 282 375 170 200 144 83 Below College **Environment Satisfaction** Job Involvement **Attrition per Job Satisfaction Attrition per Relationship Satisfaction Attrition per Department and Gender** 354 Gender Female Male 459 442 432 Research & 303 289 280 276 unt of *A* **Count of Attrition by Job Role** 257 70O Sales Executive 326 292 Research Scientis Very High Medium
Relationship Satisfaction Job Satisfaction Department 259 **Attrition by Business Travel Attrition per Job Level Attrition Per Education Field** Laboratory Technic. 145 Manufacturing Dire 543 606 1043 534 131 Healthcare Repres. 464 102 83 218 159 132 **277** 106 82 150 **27** Non-Travel Job Level **Business Travel** Count of Attrition • MOSE OF THE EMPLOYEES ARE WORK AS SAIES EXECUTIVE, RESEARCH SCIENTIST, AND AISO LAD TECHNICIAN. HOWEVER THOSE JOD FOR HAS THE MOSE HIGHEST IEVER OF AUTHOR COMPARE TO ARY JOD ROLE Conclusion: • 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 %). From the EDA section above we know that the current attrition rate is 16 %. There are The employees mostly have more than five years working experience and mostly have been work 0-9 years in this company. several factors that have a distinct pattern and probably leads to increasing of rate of • 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

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.

• 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 a - 2) 10 05 % were partly esticted lesors - 2) and 10 66 % are not esticted lesors - 1)