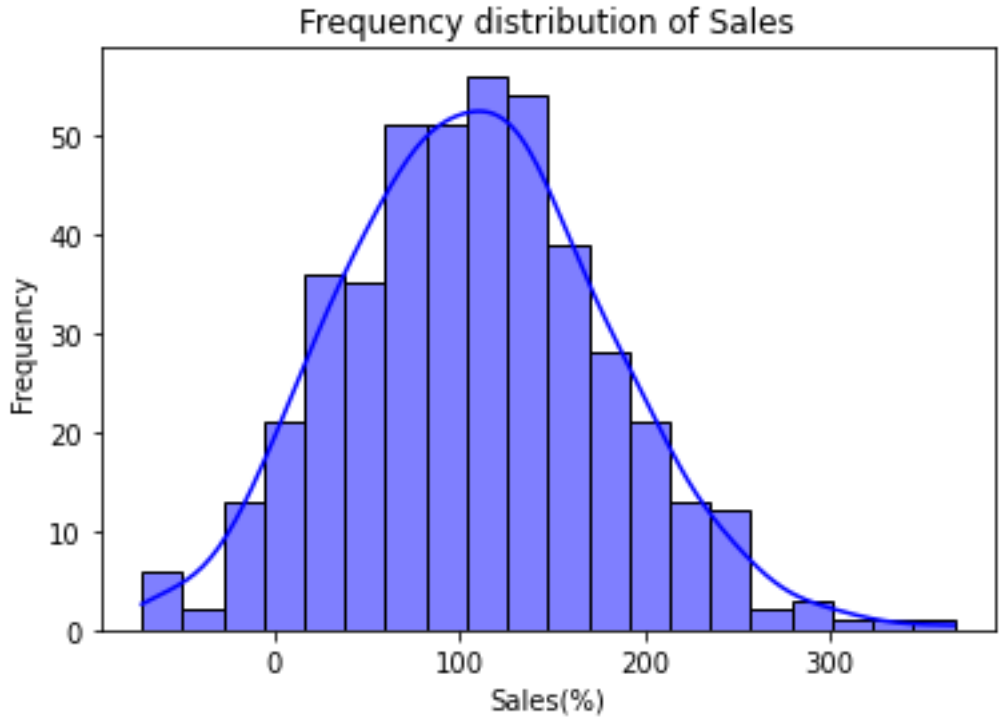
Presentation on EDA on HR Analytics:-

Exploratory Data Analysis (EDA) is the process of visualizing and analyzing data to extract insights from it. In other words, EDA is the process of summarizing important characteristics of data in order to gain better understanding of the data set.

There are some graphs are given below which helps in understanding the data and also gives some insights :-

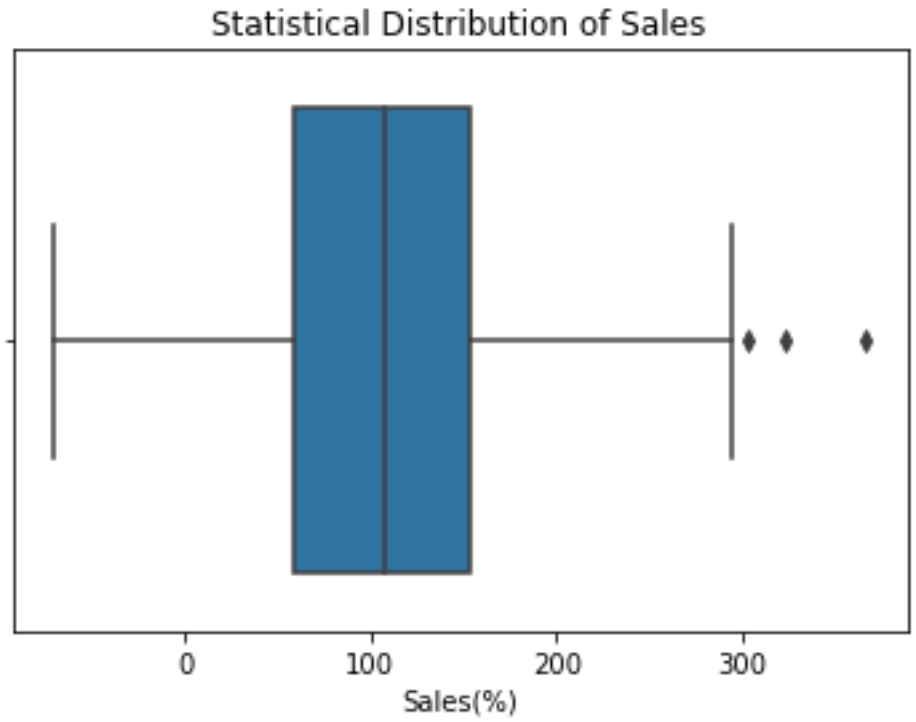
Histogram



*** The histogram is useful for visualizing the distribution of a numerical variable. It can help us identify patterns such as the shape of the distribution, the presence of outliers, and the central tendency of the data.**

*** The histogram shows the distribution of sales given by employees. From the plot, we can see that the majority of employees gave sales between 80% and 140%.**

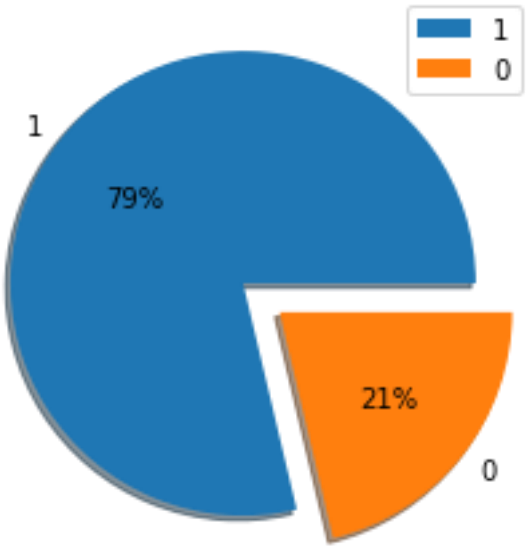
Boxplot



*** The box plot is useful for comparing the distribution of a numerical variable between different groups. It can help us identify differences in the central tendency, spread, and outliers between groups.**

*** The box plot shows the distribution of the sales We can see that the maximum is occured between the 80%and 140%. Additionally, there are some outliers after 300%.**

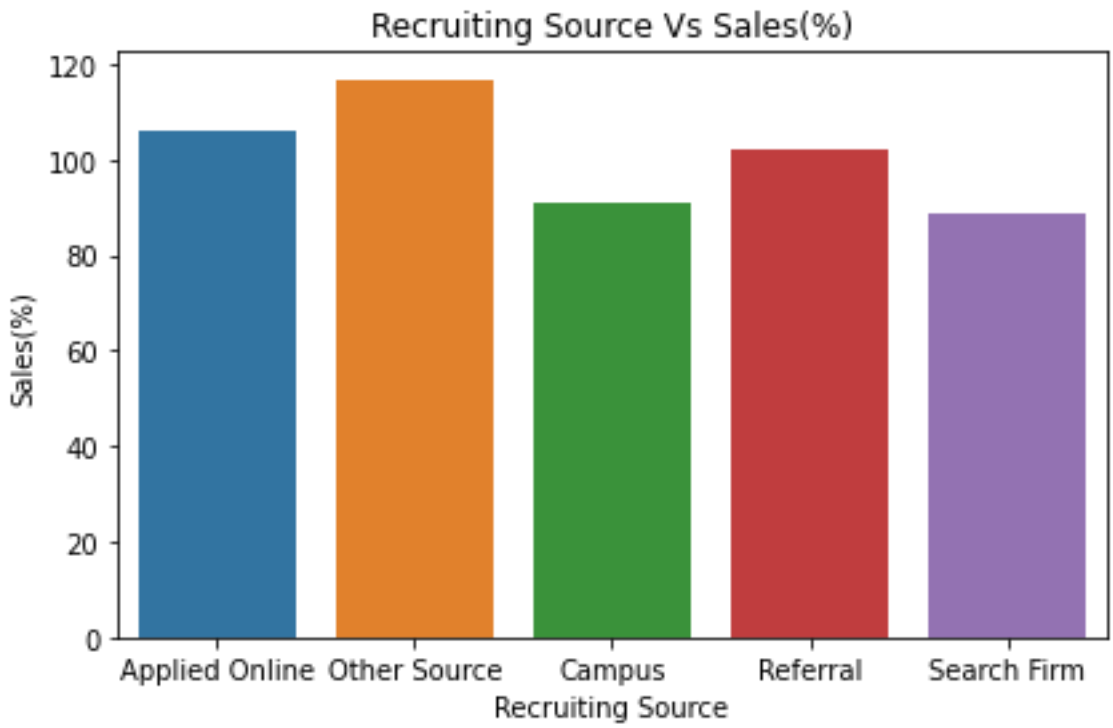
Pie Chart



*** The pie chart gives you additional information about the percentage presence of each category in data means which category is getting how much weightage in data.**

*** The pie chart shows the percentage presence of 0 & 1, as we know 0 indicates that employee didn't leave or resign the job and as we also know 1 indicates that employee leave or resign the job. This pie chart shows that number of employees which leave or resign the job is 79% and number of employees which didn't leave or resign the job is 21%.**

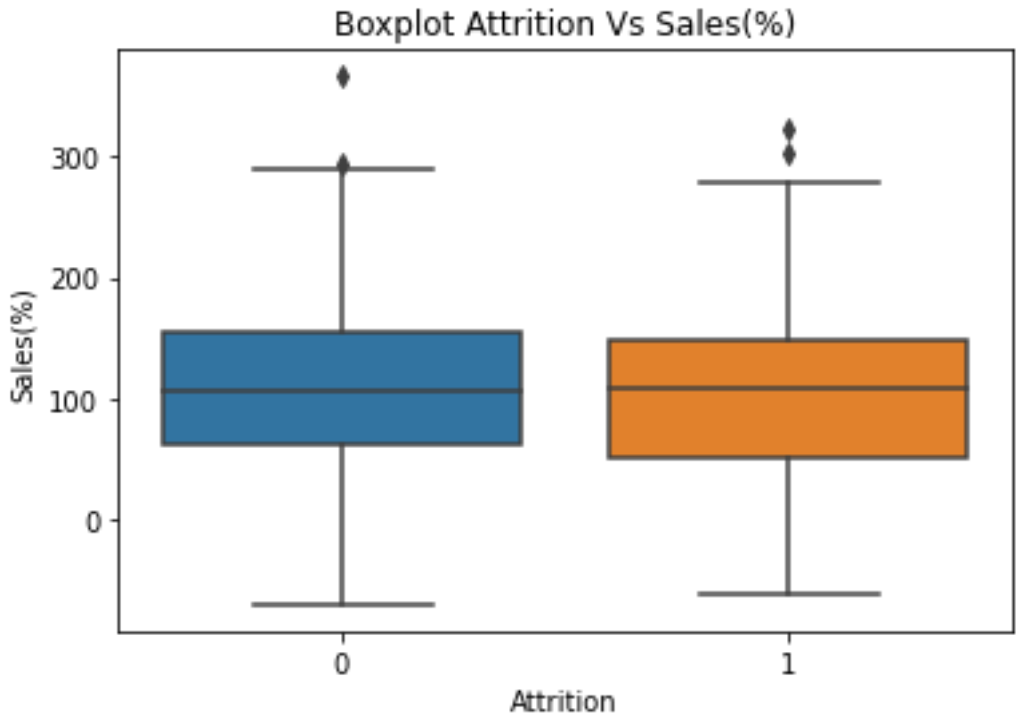
Bar Plot



*** The bar plot is useful for comparing the average value of a numerical variable between different groups. It can help us identify differences in the central tendency between groups.**

*** The bar plot shows the average sales(%) for each of the recruiting source. We can see that 'other source' recruiting source has achieved the highest average sales(%) and 'search firm' has achieved the lowest sales(%).**

Boxplot (Two variables)



*** Box plot is a nice way of viewing some statical values along with relationship between two values.**

*** Here, Box plot shows that Attrition(0) i.e, number of employees who have quit or resigned the Job is achieved the highest Sales(%) and Attrition(1) i.e, number of employees who haven't quit or resigned the Job is achieved the less Sales than the Attrition(0).**

Conclusion:-

1. Other Source is the best source for a Sales because it has got highest sales but it is not the best source of recruitment for a Tech Startup because number of percentage of employees who have quit or resigned the Tech Startup company is very high through Other Source which is 88.82%.

2. Applied online Source has also achieved the good sales after the Other Source and number of percentage of employees who have quit or resigned the Tech Startup company is less than Other Source but these number of employees who have quit the Job is also very high which is 75.38%.

3. Referral Source has achieved the good sales followed by Other Source and Applied online and in Referral Source there is not a big difference between the Applied Online Source in Sales and number of percentage of employees who have quit or resigned the Tech Startup company is very less than the Other Source and Applied online Source which is 66.66%.

After Conclusion I conclude that Referral Source is best source for a Tech Startup Company.