

HR Analytics for Attrition

Human Resources

Research &
Development

Sales

Attrition by Gender

Male

Female

128

72

Emp count

1473

Left Emp

237

Attrition Rate

16%

Ave Emp. Age

36.92

Avg . Salary

6.5K

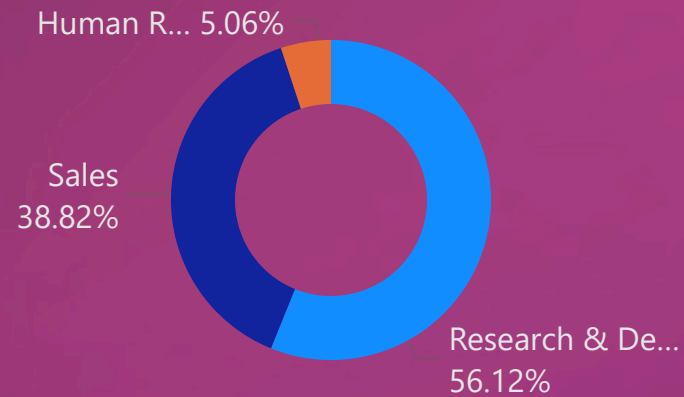
Avg Years In Comp.

7

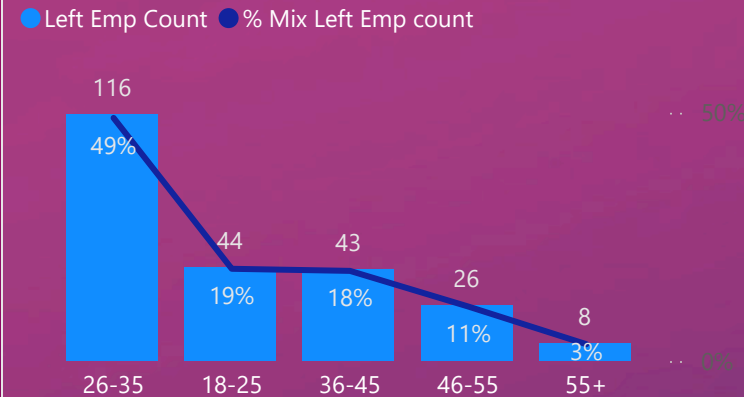
Avg Wrk Years

11

Left Emp by Dept.



Left Emp by Age Group



Dept Job Satisfaction letft count

Department	1	2	3	4	Total
Research & Development	38	24	43	28	133
Sales	23	20	27	22	92
Human Resources	5	2	3	2	12
Total	66	46	73	52	237

Attrition by Salary Range



Attrition by Years In Company



Attrition by Job Role



Attrition

▼

All▼

SalarySlab

▼

All▼

AgeGroup

▼

All▼

Department

▼

All▼

EmpID	Left or Working	Gender	Age	JobSatisfaction	% Diff From Avg Salary	Monthly Income	YearsAt Company	TotalWorking Years	NumCompaniesWorked
RM001	Left	Female	41	4	-7.8%	5993	6	8	8
RM002	Working	Male	49	2	-21.1%	5130	10	10	1
RM003	Left	Male	37	3	-67.8%	2090	0	7	6
RM004	Working	Female	33	3	-55.2%	2909	8	8	1
RM005	Working	Male	27	2	-46.6%	3468	2	6	9
RM006	Working	Male	32	4	-52.8%	3068	7	8	0
RM007	Working	Female	59	1	-58.9%	2670	1	12	4
RM008	Working	Male	30	3	-58.6%	2693	1	1	1
RM009	Working	Male	38	3	46.5%	9526	9	10	0
RM010	Working	Male	36	3	-19.4%	5237	7	17	6
RM011	Working	Male	35	2	-62.7%	2426	5	6	0
RM012	Working	Female	29	3	-35.5%	4193	9	10	0
RM013	Working	Male	31	3	-55.2%	2911	5	5	1
RM014	Working	Male	34	4	-59.1%	2661	2	3	0
RM015	Left	Male	28	3	-68.8%	2028	4	6	5
RM016	Working	Female	29	1	53.5%	9980	10	10	1
RM017	Working	Male	32	2	-49.3%	3298	6	7	0
RM018	Working	Male	22	4	-54.8%	2935	1	1	1
RM019	Working	Female	53	4	137.3%	15427	25	31	2
RM020	Working	Male	38	4	-39.3%	3944	3	6	5
RM021	Working	Female	24	3	-38.3%	4011	4	5	0
RM022	Left	Male	36	1	-47.6%	3407	5	10	7
RM023	Working	Female	34	2	84.5%	11994	12	13	0
RM024	Working	Male	21	4	-81.0%	1232	0	0	1
RM025	Left	Male	34	1	-54.5%	2222	1	0	0
Total					0.0%				

	Female	Male	Total
Avg Salary	6680	6380	6500
% Diff From Avg Salary	2.8%	-1.8%	0.0%
% Mix Emp cnt	40%	60%	100%
Emp count	589	884	1473
Less than Avg Salary Emp Cnt	381	597	978
% Mix less than Avg Salary Emp Cnt	39%	61%	100%
% Mix less than Avg Salary out of total emp cnt	26%	41%	66%

Left Employees Metrics

	Female	Male	Total
Emp Cnt	87	150	237
% Mix Emp	37%	63%	100%
Avg Salary	4.8K	4.8K	4.8K
Avg Age	32.6	34.2	33.6
Avg Yrs At Comp	6	5	5
Avg Total wrk Yrs	8	8	8

Overall

%
Attri
16%

Avg
Salary
6.5K

Avg
Total
Exp
11