# .Here, we have raw dataset on **HR employee Attrition** in CSV format and we need to perform on some client requirements as given down below..

# Let us firstly go through the dataset and analyse what exactly we have in it in order to gain better understanding of data structure: -

* AGE, which gives the age of each employee
* ATTRITION, which shows the reduction of workforce by employees leaving company (by value as YES/NO).
* BUSINESS TRAVELL, the travel information of employees summarized in 3 categories
* DEPARTMENT, names of departments where the particular employee is working for
* DISTANCE FROM HOME, shows the overall travel distance from home to office
* EDUCATION FIELD, particular employee’s background education listed here
* EMPLOYEE NUMBER, the employee’s number (which is not necessarily needed here)
* ENVIRONMENT SATISFACTION, GIVES THE RATING FOR THIS AGENDA
* GENDER, this plays very important role here in order to perform the tasks, since we do not have any employee name/ID so, use it where ever required and it shows the gender of each employee
* HOURLY RATE, the hourly rate of amount that employees being getting.
* JOB ROLE, the role of each employees working
* JOB SATISFACTION, given the rate of job satisfaction
* MARITAL STATUS, this listed in 3 categories under marital status
* MONTHLY INCOME, employees getting paid for monthly and the amount has been given in this column
* MONTHLY RATE, monthly rate of each employee
* NO. OF COMPANIES WORKED FOR, overall, how many companies the employees had worked for
* OVER TIME, here this column gives you the details of over time (OT) using/working by employee
* % SALARY HIKE, the hike in salary of each employee
* PERFORMANCE RATING, rating has been given to emp for their overall performance for the year
* STANDARD HOURS, a fixed standard hour has been given
* TOTAL WORKING YEARS, total work year experience of employee
* YEARS @ COMPANY, experience with the current company has been listed
* YEARS IN CURRENT ROLE, total number of experiences in current job role of employee
* YEARS SINCE LAST PROMOTION, as name itself says, total years since last promotion of employee
* YEARS WITH CURRENT MANAGER, what is the overall of experience/years been working with current manager

# Now, let us go through the requirements or needed KPIs to perform with the help of this dataset and design a report and include these things, visualize the data in any meaningful way to help to analyse the data.

**KPIs:**

* Number of employees by Department and Gender
* Total employees doing Over Time (Yes/No)
* Total % of Male and total % of Female (use measure to calculate and then display the value in percentage)
* Give the job review with the help of job satisfaction (1 and 2 being BAD else GOOD)
* Find out best and bottom performers by using performance rate 3 and 4 stars
* Employees by Business Travel
* Count of Marital Status using 3 categories
* Number of employees left
* Use a chart to display average hourly cost(rate) of employees
* Count of total employees by Job roles
* How many employees working with the current managers greater than 5 years

**You can add as much as information on your report by using this data.**

***Note: Remember that the visuals should be relevant***

**To make necessary dashboard/report you can use below charts and others if required:**

Cards

Funnel Chart

Column Chart

Pie Chart

Donut Chart

Multi-row Card

Bar Chart

OR any other charts which you feel like to use but should be clear, understandable and should have proper output what clients are looking/seeking for.