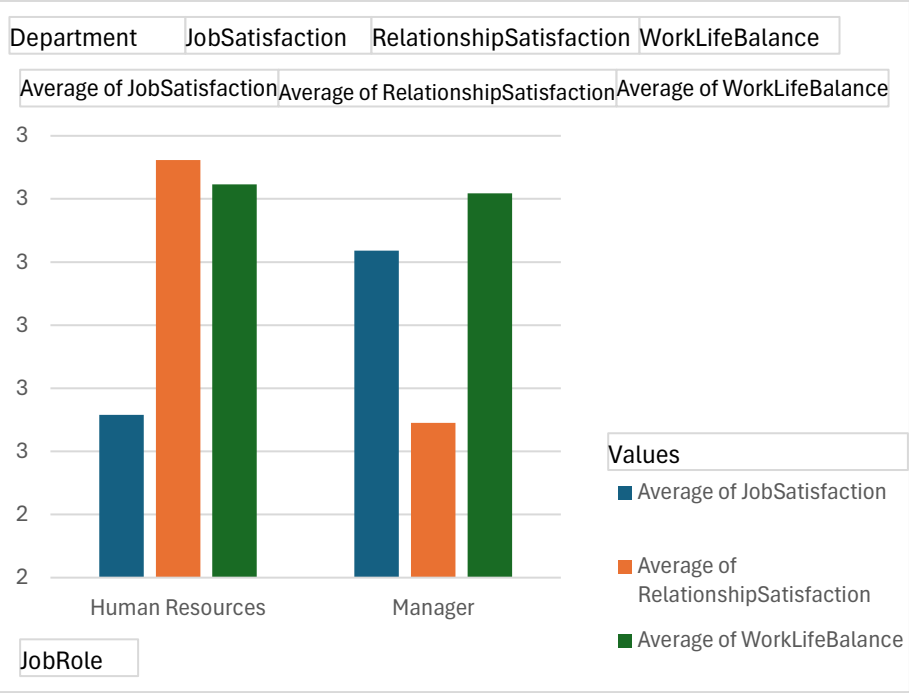


Attrition Analysis Report

Attrition Analysis based on Relationship Satisfaction, Job Satisfaction and Work-life Balance:

Department	Human Resources
JobSatisfaction	(All)
RelationshipSatisfaction	(All)
WorkLifeBalance	(All)

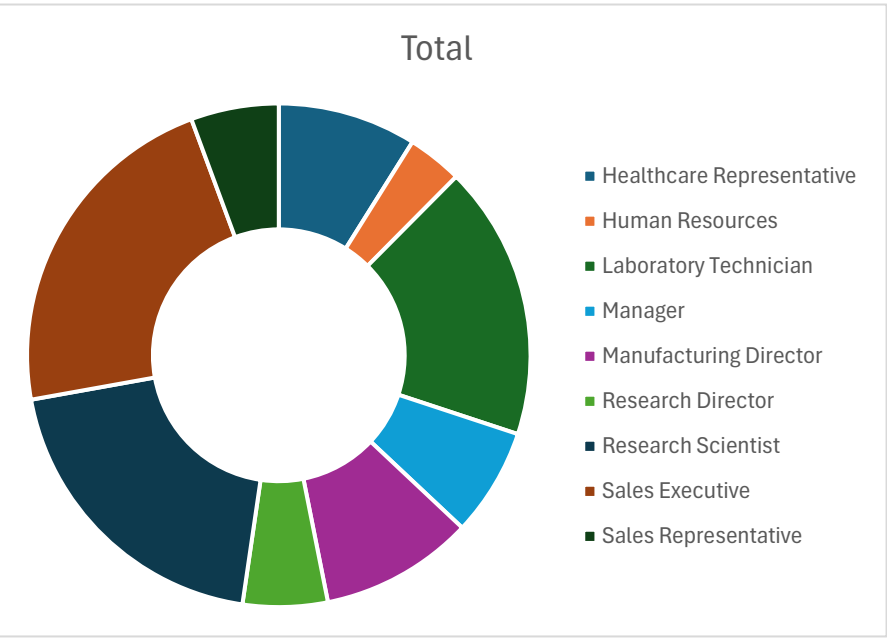
Row Labels	Average of JobSatisfaction	Average of RelationshipSatisfaction	Average of WorkLifeBalance
Human Resources	3	3	3
Manager	3	3	3
Grand Total	3	3	3



Department wise total Attrition

JobRole	(All)
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Sum of Attrition Count_	Column Labels		
Row Labels	No	Yes	Grand Total
Human Resources	51	12	63
Research & Development	828	133	961
Sales	354	92	446
Grand Total	1233	237	1470



Department wise Average Monthly Income

Row Labels	Average of MonthlyIncome
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Human Resources	₹ 6,654.5
Human Resources	₹ 4,235.8
Manager	₹ 18,088.6
Research & Developme	₹ 6,281.3
Healthcare Represent	₹ 7,528.8
Laboratory Techniciar	₹ 3,237.2
Manager	₹ 17,130.3
Manufacturing Directo	₹ 7,295.1
Research Director	₹ 16,033.6
Research Scientist	₹ 3,240.0
Sales	₹ 6,959.2
Manager	₹ 16,987.0
Sales Executive	₹ 6,924.3
Sales Representative	₹ 2,626.0
Grand Total	₹ 6,502.9

OBSERVATIONS:

- 1 . The average **Job satisfaction** in every department is 3. Same is the case with average **Performance Rating** and **Work-life balance**.
- 2. Maximum Attrition is from Research and Development Department.

Solutions:

- 1. Employees with high experience and low salary should be given salary hike.
- 2. By taking surveys, employees issues should be addressed and those areas must be worked on.

THE END!

