1. **Average Attrition rate for all Departments**

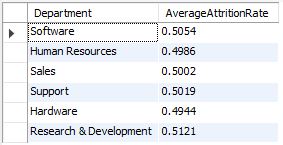
/\*Q1 .Average Attrition rate for all Departments\*/

SELECT Department,

AVG(CASE WHEN Attrition = 'Yes' THEN 1 ELSE 0 END) AS AverageAttritionRate

FROM hr\_analytics

GROUP BY Department;



1. **Average Hourly rate of Male Research Scientist**

/\*Q2 .Average Hourly rate of Male Research Scientist\*/

SELECT JobRole,Gender,

AVG(HourlyRate) AS AverageHourlyRate

FROM hr\_analytics where JobRole='Research Scientist' and Gender='Male';



1. **Attrition rate Vs Monthly income stats**

/\*Q3.Attrition rate Vs Monthly income stats\*/

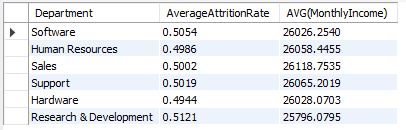
SELECT Department,

AVG(CASE WHEN Attrition = 'Yes' THEN 1 ELSE 0 END) AS AverageAttritionRate,

AVG(MonthlyIncome)

FROM hr\_analytics

GROUP BY Department



1. **Average working years for each Department**

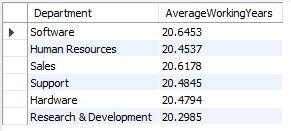
/\*Q4. Average working years for each Department\*/

SELECT Department,

AVG(TotalWorkingYears) AS AverageWorkingYears

FROM hr\_analytics

GROUP BY Department



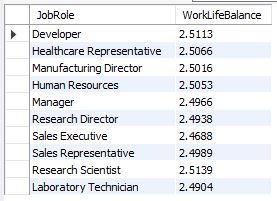
1. **Job Role Vs Work life balance**

/\*Q5.Job Role Vs Work life balance\*/

SELECT JobRole, AVG(WorkLifeBalance) AS WorkLifeBalance

FROM hr\_analytics

GROUP BY JobRole



1. **Attrition rate Vs Year since last promotion relation**

/\*Q6.Attrition rate Vs Year since last promotion relation\*/

SELECT AVG(CASE WHEN Attrition = 'Yes' THEN 1 ELSE 0 END) AS AverageAttritionRate, YearsSinceLastPromotion

FROM hr\_analytics

GROUP BY YearsSinceLastPromotion



