

1. 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;

	Department	AverageAttritionRate
▶	Software	0.5054
	Human Resources	0.4986
	Sales	0.5002
	Support	0.5019
	Hardware	0.4944
	Research & Development	0.5121

2. Average Hourly rate of Male Research Scientist

SELECT JobRole,Gender,

AVG(HourlyRate) AS AverageHourlyRate

FROM hr_analytics where JobRole='Research Scientist' and Gender='Male';

	JobRole	Gender	AverageHourlyRate
▶	Research Scientist	Male	114.4469

3. 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

	Department	AverageAttritionRate	AVG(MonthlyIncome)
▶	Software	0.5054	26026.2540
	Human Resources	0.4986	26058.4455
	Sales	0.5002	26118.7535
	Support	0.5019	26065.2019
	Hardware	0.4944	26028.0703
	Research & Development	0.5121	25796.0795

4. Average working years for each Department

```
SELECT Department,  
  
AVG(TotalWorkingYears) AS AverageWorkingYears  
  
FROM hr_analytics  
  
GROUP BY Department
```

	Department	AverageWorkingYears
▶	Software	20.6453
	Human Resources	20.4537
	Sales	20.6178
	Support	20.4845
	Hardware	20.4794
	Research & Development	20.2985

5. Job Role Vs Work life balance

```
SELECT JobRole, AVG(WorkLifeBalance) AS WorkLifeBalance  
  
FROM hr_analytics  
  
GROUP BY JobRole
```

	JobRole	WorkLifeBalance
▶	Developer	2.5113
	Healthcare Representative	2.5066
	Manufacturing Director	2.5016
	Human Resources	2.5053
	Manager	2.4966
	Research Director	2.4938
	Sales Executive	2.4688
	Sales Representative	2.4989
	Research Scientist	2.5139
	Laboratory Technician	2.4904

6. Attrition rate Vs Year since last promotion relation

```
SELECT AVG(CASE WHEN Attrition = 'Yes' THEN 1 ELSE 0 END) AS AverageAttritionRate, Years-  
SinceLastPromotion  
  
FROM hr_analytics  
  
GROUP BY YearsSinceLastPromotion
```

	AverageAttritionRate	YearsSinceLastPromotion
▶	0.4886	10
	0.5014	1
	0.5128	4
	0.5055	5
	0.4942	9
	0.5183	14
	0.5007	2
	0.4911	8
	0.5076	7
	0.4935	11
	0.5068	18
	0.4996	3
	0.4995	13
	0.5044	20
	0.5134	6
	0.4812	12
	0.4974	16
	0.5284	19
	0.4724	21
	0.5628	23

	AverageAttritionRate	YearsSinceLastPromotion
	0.5000	28
	0.5102	26
	0.5316	22
	0.4811	17
	0.4951	15
	0.4973	24
	0.4915	31
	0.4970	25
	0.4793	27
	0.6053	33
	0.4725	29
	0.5614	32
	0.3200	34
	0.5873	30
	0.3333	35
	0.5000	39
	0.5556	36
	0.7778	37
	0.5000	38
	0.0000	40