

# Employee Attrition Analysis — Green Destinations

## Objective:

Analyze employee data to calculate attrition rate and identify key factors (age, tenure, income).

## Steps Followed:

### 1. Data Collection & Cleaning:

- Loaded dataset of 1470 employee records with 35 attributes.
- Removed duplicates, standardized values, and handled missing data.

### 2. Attrition Calculation:

- Overall attrition rate was 16.12% (237 employees left out of 1470).

### 3. Exploratory Data Analysis:

- Identified higher attrition among employees aged <30 years.
- Employees with tenure less than 3 years showed the highest risk.
- Lower monthly income groups had a higher likelihood of leaving.

### 4. Insights:

- Early-tenure and younger employees are the most vulnerable groups.
- Income level strongly influences employee retention.

### 5. Recommendations:

- Strengthen engagement and mentorship for employees in first 3 years.
- Review compensation structure for lower-income employees.
- Provide career growth opportunities to retain younger staff.