

What is the overall attrition rate at Adecco India?

	Attrition Rate -->	16.12
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Which department has the highest attrition rate?

Row Labels	Number of Employees	Attrition Rate
Human Resources	12	5.06
Research & Developme	133	56.12
Sales	92	38.82
Grand Total	237	100.00

What is the average age of employees who have left the company?

Row Labels	Number of Employees	Attrition Rate
31	18	36.00
29	18	36.00
28	14	28.00
Grand Total	50	100.00

How does job satisfaction vary across different job roles?

Job Role	Average of JobSatisfaction
Healthcare Representa	2.786259542
Research Scientist	2.773972603
Sales Executive	2.754601227
Sales Representative	2.734939759
Manager	2.705882353
Research Director	2.7
Laboratory Technician	2.691119691
Manufacturing Director	2.682758621
Human Resources	2.557692308
Grand Total	2.728571429

Is there a significant difference in attrition rates between male and female employees?

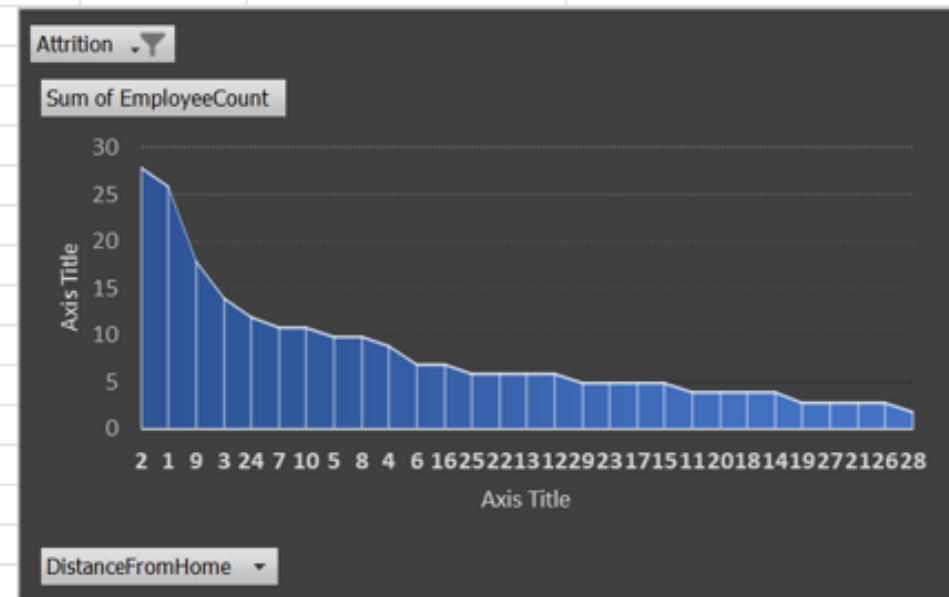
Row Labels	Sum of EmployeeCount	Attrition Rate
Female	87	36.71
Male	150	63.29
Grand Total	237	100.00

What is the average monthly income of employees who have left the company?

Attrition	Average Monthly Income
Yes	4787.09
No	6832.74

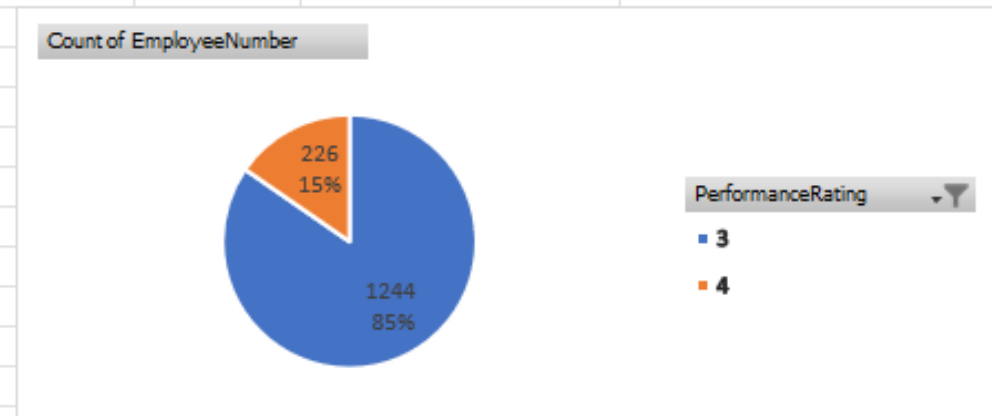
How does distance from home impact employee attrition?

Row Labels	Sum of EmployeeCount
2	28
1	26
9	18
3	14
24	12
10	11
7	11
8	10
5	10
4	9
Grand Total	149



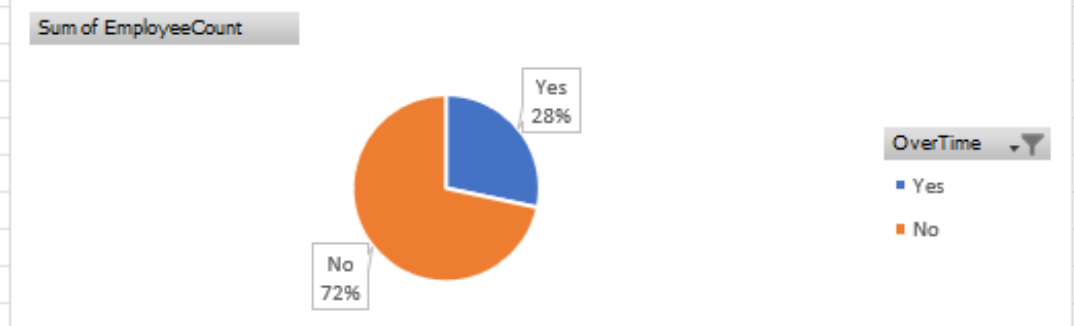
What is the distribution of performance ratings among employees?

	Count of EmployeeNumber
3	1244
4	226
Grand Total	1470



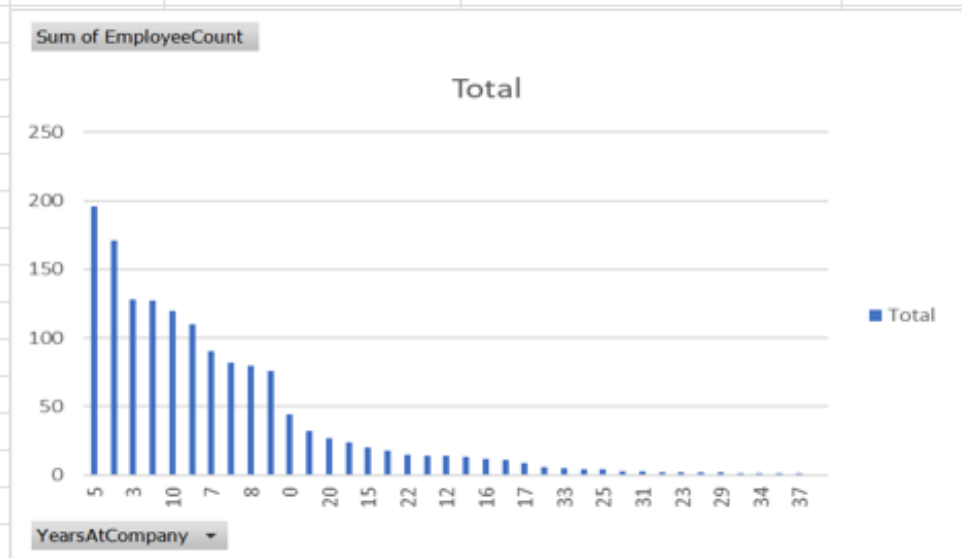
How many employees work overtime regularly?

Row Labels	Sum of EmployeeCount
Yes	416
No	1054
Grand Total	1470



What is the average number of years employees have worked at Adecco India?

Yrs at Company	Top-10 Employee_Count
5	196
1	171
3	128
2	127
10	120
4	110
7	90
9	82
8	80
6	76
Grand Total	1180



1. What are the top three factors contributing to employee attrition at Adecco India?

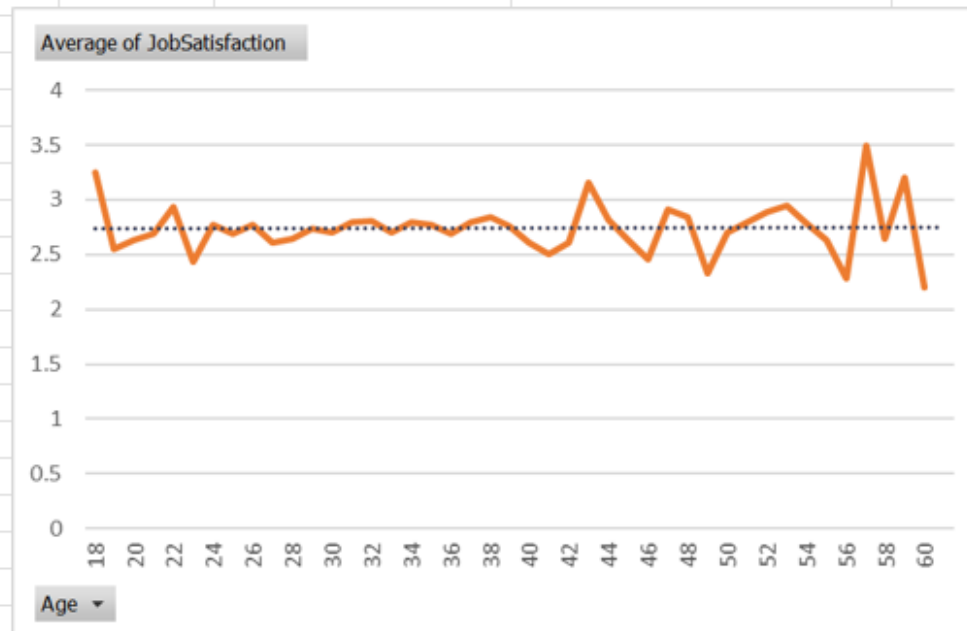
Attrition Relation With	
Age	57.14
Monthly Income	100.00
Yrs at Company	58.94

How does the attrition rate vary with different levels of job involvement?

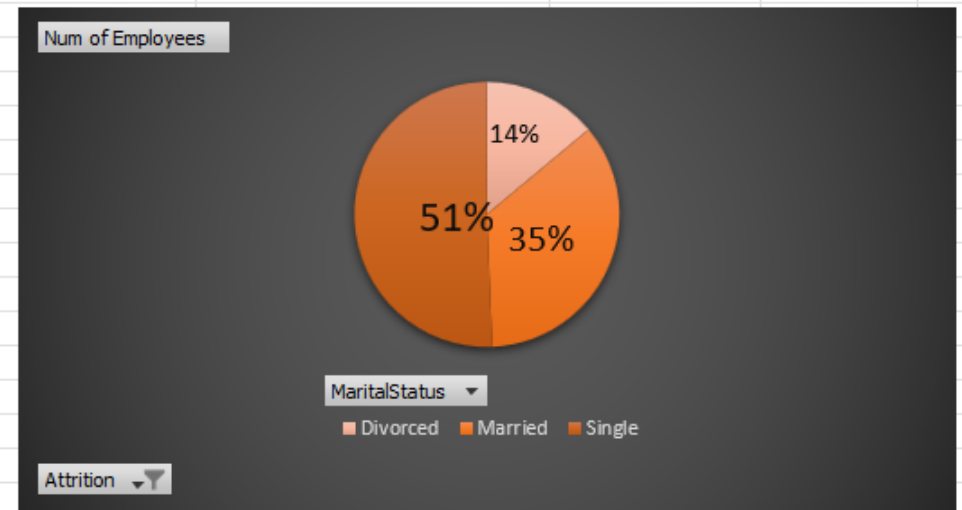
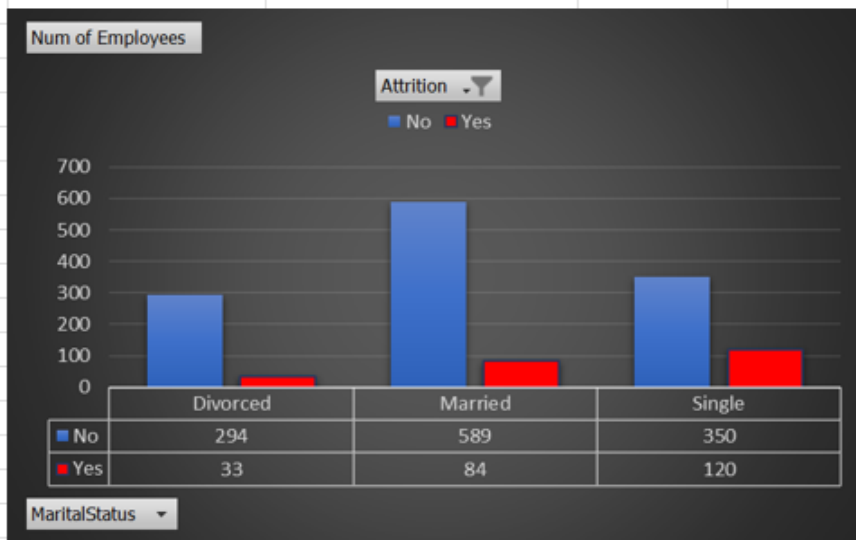
Attrition	Yes	
Job Involvement		Num of Employees
1		28
2		71
3		125
4		13
Grand Total		237

Is there a relationship between employee age and job satisfaction?

Row Labels	Average of JobSatisfaction
57	3.50
18	3.25
59	3.20
43	3.16
53	2.95
22	2.94
47	2.92
52	2.89
38	2.84
48	2.84
Grand Total	2.966346154



How does marital status impact employee attrition?

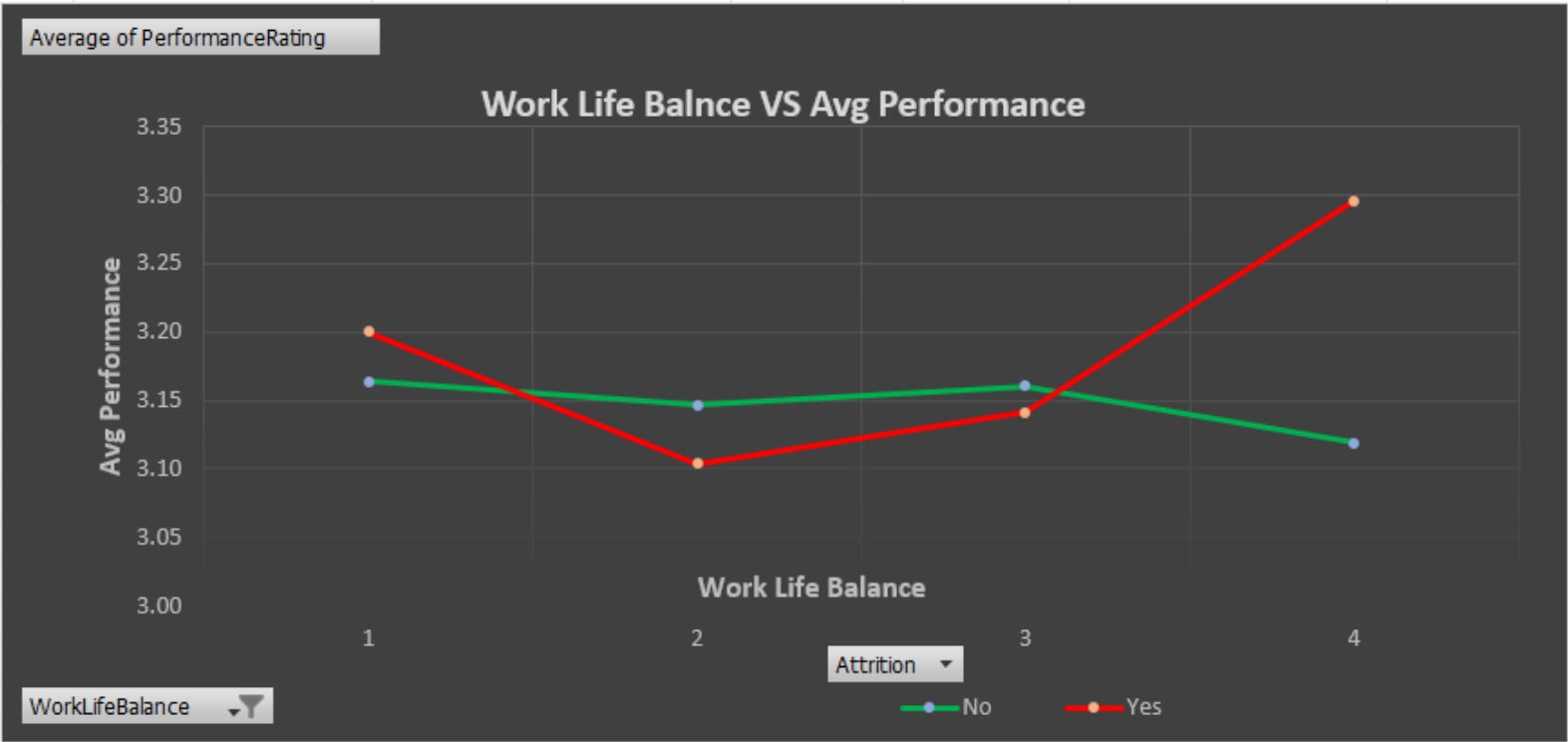


What is the impact of training on employee attrition?

Sum of EmployeeCoun Column Labels <input type="button" value="▼"/>			
Row Labels	<input type="button" value="▼"/> No	Yes	Grand Total
0	39	15	54
1	62	9	71
2	449	98	547
3	422	69	491
4	97	26	123
5	105	14	119
6	59	6	65
Grand Total	1233	237	1470

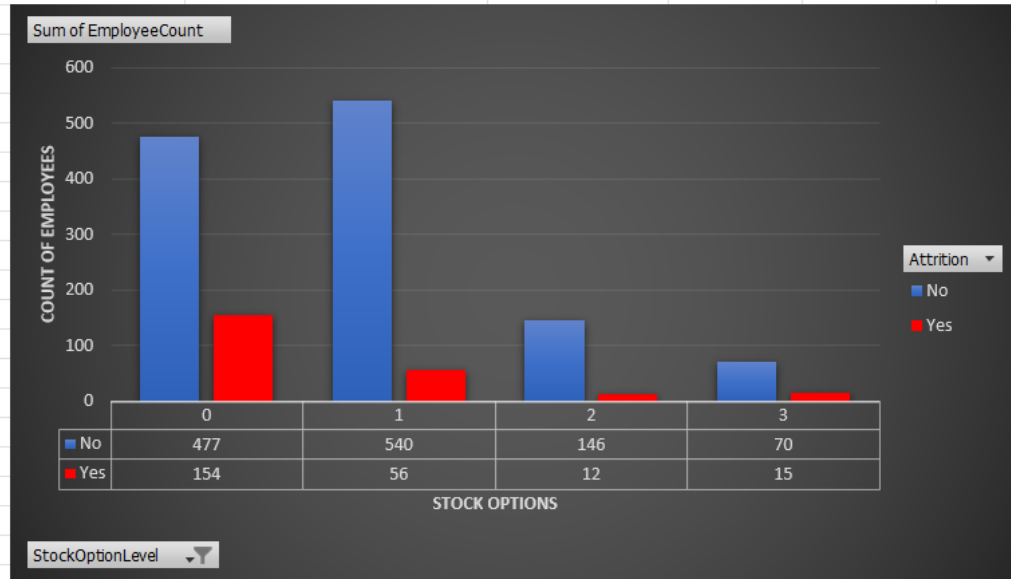
How does work-life balance affect employee performance ratings?

Average of Performance Attrition			
Work ife Balance	No	Yes	Grand Total
1	3.16	3.20	3.18
2	3.15	3.10	3.14
3	3.16	3.14	3.16
4	3.12	3.30	3.15
Grand Total	3.15	3.16	3.15



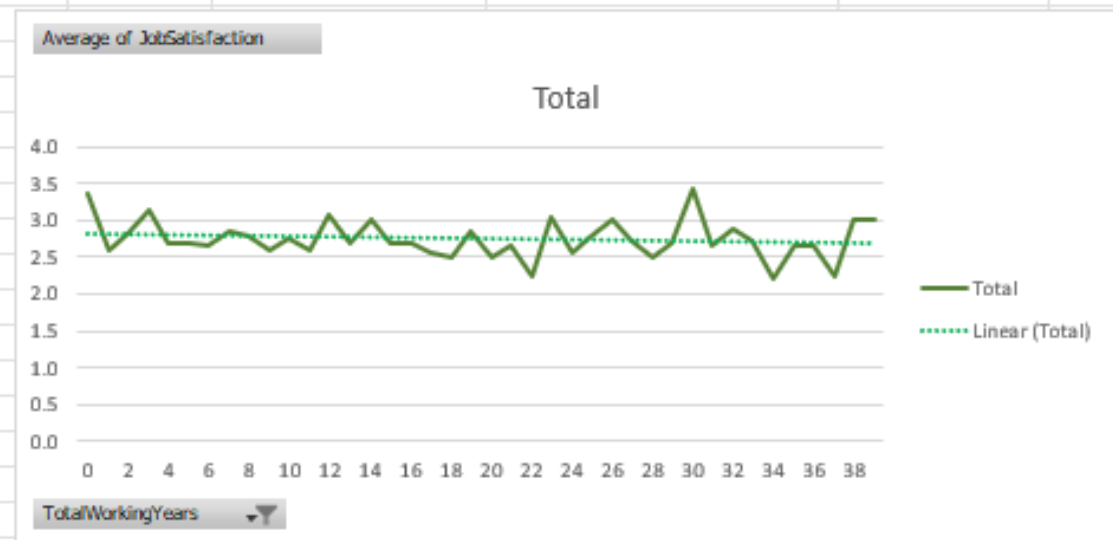
What is the effect of stock options on employee attrition?

Sum of EmployeeCount			
Column Labels			
Row Labels	No	Yes	Grand Total
0	477	154	631
1	540	56	596
2	146	12	158
3	70	15	85
Grand Total	1233	237	1470



How does employee tenure relate to job satisfaction?

Working Years	Average of JobSatisfaction
0	3.4
1	2.6
2	2.8
3	3.1
4	2.7
5	2.7
6	2.7
7	2.8
8	2.8
9	2.6
10	2.7
11	2.6
12	3.1
13	2.7
14	3.0
15	2.7
16	2.7
17	2.5
18	2.5
19	2.9
20	2.5
21	2.6
22	2.2
23	3.0
24	2.6
25	2.8
26	3.0
27	2.7
28	2.5
29	2.7
30	3.4
31	2.7
32	2.9
33	2.7
34	2.2
35	2.7
36	2.7
37	2.3
38	3.0
40	3.0
Grand Total	2.728571429



What is the impact of business travel on job satisfaction?

Business Travel	Average of JobSatisfaction
Non-Travel	2.79
Travel_Frequently	2.79
Travel_Rarely	2.70
Grand Total	2.73

How do years since last promotion affect employee performance?

Yrs Since Prom	Sum of PerformanceRating
0	1839.00
1	1119.00
2	497.00
3	164.00
4	191.00
5	146.00
6	100.00
7	239.00
8	58.00
9	51.00
10	19.00
11	80.00
12	32.00
13	31.00
14	29.00
15	41.00
Grand Total	4636.00

Yrs Since Prom	Average of PerformanceRating
0	3.17
1	3.13
2	3.13
3	3.15
4	3.13
5	3.24
6	3.13
7	3.14
8	3.22
9	3.00
10	3.17
11	3.33
12	3.20
13	3.10
14	3.22
15	3.15
Grand Total	3.15

