KPI of The Analysis

General Analysis

1. What is the **average salary** of employees in the company?
2. What percentage of employees **work overtime**?
3. How many employees have **left the company (attrition)**?
4. How many employees are there in each **department**?
5. What is the **average distance from home** of employees in the company?

Department & Demographic Analysis

1. What is the **average salary** per **department**?
2. Which **department** has the **highest average salary**?
3. Which **department** has the **highest attrition rate**?
4. What is the **Average (Years at Company)** per department?

Performance KPIs

1. What is the **Average Performance Rating** across the company?
2. Which **departments have the highest and lowest performance ratings**?
3. Is there a **correlation between salary and performance rating**?
4. How does **Years at Company** relate to **Performance Rating**?

Employee Satisfaction KPIs

1. What is the **Average Employee Satisfaction Level**?
2. Is there a **relationship between satisfaction and salary or job role**?
3. Are **high performers more satisfied** than others?

Education KPIs

1. What is the **distribution of Education Levels** across employees?

2. Is there a **relationship between Education Level and Performance Rating**?

3. Do employees with higher education **earn higher salaries**?

4. What is relation between educational level and attritioin?

Analytical / Insight Questions

1. Does **working overtime** increase the likelihood of **attrition**?
2. What factors most influence **Employee Retention** (salary, satisfaction, performance...)?