For testing:

Combination of variables → Can be tested along gen x / gen y axis

**Job satisfaction + Gender** : For individuals who didn't leave the organization, job satisfaction levels are practically the same. However, for people who left the organization , females had a lower satisfaction level as opposed to males.

**Job satisfaction + Income** : Income by Job Satisfaction: Employees with lower incomes have lower levels of job satisfaction. This combined leads to more attrition.

**Age + Gender:** The average age of females is 37.33 and for males is 36.65 and both distributions are similar.

**Salary + Gender:** The average salaries for both genders are practically the same with males having an average of 6380.51 and females 6686.57

**Department + Gender:**  There are a higher number of males in the three departments however, females are more predominant in the Research and Development department.

**Department + Income:** Large differences in each department by attrition status. People with lower salaries had more attrition rate than the one’s being paid well.

**Working Hours:** Over 54% of workers who left the organization worked overtime! Will this be a reason why employees are leaving?

**Income + JobRole:** HealthCare Representatives , Sales Representatives , and Research Scientists have the biggest daily rates differences in terms of employees who quit or didn't quit the organization. This might indicate that at least for these roles, the sample population that left the organization was mainly because of income.

**Job Role :** Sales and Research Scientist are the job positions with the highest number of employees.

**JobRole + Income**: Managers and Research Directors have the highest salary on average.

**JobRole + Attrition + Department**: Sales Representatives, HealthCare Representatives and Managers have the highest attrition rates. This could give us a hint that in these departments we are experiencing certain issues with employees.

**Working Environment + JobRole**: managers and healthcare representatives are dealing with a lower working environment however, we don't see the same with sales representatives that could be because most sales representatives work outside the organization.

**ManagerExperience + JobSatisfaction**:Employees who are under recently hired managers are less satisfied than employees under more experienced managers.