

Executive Summary of Employee Attrition Analysis

The analysis explores key factors influencing employee attrition. Most employees are:

- Male, hold a **Bachelor's degree**, work in **Payment Tier 3**, are located in **Bangalore**, and have **not been benched**.
- Attrition is notably higher among employees with **lower education levels**, **less domain experience**, and **lower payment tiers**.
- There are visible trends across **age groups**, **cities**, and **joining years** that highlight specific cohorts more prone to leaving.

This analysis explores factors influencing employee attrition within the organization using visualizations across demographics, job roles, and company metrics

Key Demographic Insights:

- **Gender Distribution:** The workforce is predominantly **male** (~70%) with females comprising the remaining (~30%).
- **Education:** Over **60%** of employees hold a **Bachelor's degree**, followed by **Master's** and **PhDs**. Attrition rates are higher among Bachelor's degree holders, suggesting a potential link between education level and turnover.
- **City:** A large proportion of employees are based in **Bangalore**, followed by **Pune** and **New Delhi**. Attrition is highest in **Bangalore**.
- **Age:** Most employees fall in the **25–30** age range. Younger employees (mid-20s) show a higher tendency to leave, potentially due to career shifts or better opportunities.

Employment Factors:

- **Payment Tier:** Tier 3 (highest) includes the most employees (~65%), but also shows significant attrition. Tier 1 employees (~10%) are few but appear more stable.
- **Ever Benched:** A majority (~75%) have **not been benched**. However, those who **were benched** show a markedly higher attrition rate.
- **Experience in Current Domain:** Employees with **0–2 years** of experience are more likely to leave compared to those with **4–6 years**.
- **Joining Year:** Higher attrition is seen among employees who joined in **2013–2015**, which may suggest dissatisfaction developing over time.

Attrition Summary:

- Approximately **65–70%** of the workforce **stay** with the company, while **30–35%** **leave**.
- Common attributes of employees likely to **leave**:
 - Lower domain experience (0–2 years)
 - Benched at least once
 - Bachelor's degree
 - Located in Bangalore
 - Lower payment tiers