Step-by-Step Guidelines to the SQL Task

- Create a Database named "HR"
- Import the HR file into the Above Database
- Answer the following question

Task: Write a SQL Query for the following

1. Find the top 5 departments with the highest average monthly income:
2. Calculate the percentage of employees who have left the organization for each job level
3. Retrieve employees who have the highest performance rating within each department
4. Find the average distance from home for employees with different levels of job involvement
5. Calculate the average hourly rate for employees who work overtime and those who don't
6. Retrieve employees who have worked for the maximum number of companies
7. Find the most common education field among employees
8. Calculate the average performance rating for employees in each business travel category
9. Retrieve employees who have the highest stock option level within each department
10. Find the total working years and average monthly income for employees with different levels of environment satisfaction
11. The number of active employees
12. Find the number of employees by age group
13. Display the attrition by education field
14. Attrition rate by gender for different age group

N.B: You are to visualize the appropriate reports using Tableau

Attribute Information

- ❖ Attrition: This column indicates whether an employee has left the organization or not.
- ❖ Business Travel: This column indicates the frequency of the employee's business travel, which can be categorized as "Travel Rarely," "Travel Frequently," or "Non-Travel."
- ❖ CF_age band: This column represents the age band of the employee, categorized into specific age ranges.

- ❖ CF_attrition label: This column provides additional information about the employee's attrition status, such as whether they resigned, were terminated, or retired.
- ❖ Department: This column indicates the department or functional area where the employee works. Education
- ❖ Field: This column indicates the field of study or specialization of the employee's highest education degree.
- ❖ emp no: This column provides an identification number for the employee.
- ❖ Employee Number: This column also provides an identification number for the employee.
- ❖ Gender: This column indicates the employee's gender, which can be categorized as male or female.
- ❖ Job Role: This column indicates the employee's job role or title within the organization.
- ❖ Marital Status: This column indicates the employee's marital status, which can be categorized as married, single, or divorced.
- ❖ Over Time: This column indicates whether the employee works overtime or not.
- ❖ Over18: This column indicates whether the employee is over 18 years old or not.
- ❖ Training Times Last Year: This column indicates the number of training sessions the employee attended in the last year.
- ❖ Age: This column indicates the age of the employee.
- ❖ CF_current Employee: This column indicates whether the employee is a current employee or not.
- ❖ Daily Rate: This column indicates the daily salary rate of the employee.
- ❖ Distance From Home: This column indicates the distance of the employee's home from their workplace.
- ❖ Education: This column indicates the education level of the employee, categorized into specific degree types. Employee Count: This column doesn't have a description in the given information.
- ❖ Environment Satisfaction: This column indicates the level of satisfaction the employee has with their work environment.
- ❖ Hourly Rate: This column indicates the hourly salary rate of the employee.
- ❖ Job Involvement: This column indicates the level of involvement the employee has with their job.
- ❖ Job Level: This column indicates the job level or hierarchy of the employee's position within the organization.

- ❖ Job Satisfaction: This column indicates the level of job satisfaction the employee has.
- ❖ Monthly Income: This column indicates the monthly salary of the employee.
- ❖ Monthly Rate: This column indicates the monthly salary rate of the employee.
- ❖ Num Companies Worked: This column indicates the number of companies the employee has worked for in their career.
- ❖ Percent Salary Hike: This column indicates the percentage increase in salary the employee received during their last salary hike.
- ❖ Performance Rating: This column indicates the employee's performance rating, which can be categorized into specific performance levels.
- ❖ Relationship Satisfaction: This column indicates the level of satisfaction the employee has with their work relationships.
- ❖ Standard Hours: This column indicates the standard number of hours the employee is expected to work per day.
- ❖ Stock Option Level: This column indicates the level of stock options or equity the employee has in the organization.
- ❖ Total Working Years: This column indicates the total number of years the employee has worked in their career.
- ❖ Work-Life Balance: This column indicates the employee's perceived balance between their work and personal life.