```
/* Average Attrition rate for all Departments*/

select
Department,
concat(Round(Sum(case when Attrition ="Yes" then 1 else 0 end)/1000,2)," K") as Total_active_members,
concat(Round(Sum(case when Attrition ="No" then 1 else 0 end)/1000,2)," K") as Members_left,
concat(Round(count(attrition)/1000,2)," K") as Total_members,
concat(Round(Sum(case when Attrition ="Yes" then 1 else 0 end)*100/ count(attrition),2),"%") as Attrition_rate
from hr_1
group by Department
order by Attrition_rate desc;
```

Department	Total_active_members	Members_left	Total_members	Attrition_rate
Research & Developm...	4.26 K	4.06 K	8.32 K	51.21%
Software	4.21 K	4.12 K	8.34 K	50.54%
Support	4.17 K	4.14 K	8.31 K	50.19%
Sales	4.23 K	4.23 K	8.45 K	50.02%
Human Resources	4.20 K	4.22 K	8.42 K	49.86%
Hardware	4.04 K	4.13 K	8.17 K	49.44%

```
/* Average Hourly rate of Male Research Scientist */

select JobRole,Gender, Attrition, round(avg(hourlyrate),2) as Avg_hourly_rate from hr_1
group by JobRole, Gender,Attrition having JobRole = "Research Scientist" order by Attrition, gender Desc;
```

JobRole	Gender	Attrition	Avg_hourly_rate
Research Scientist	Male	No	114.05
Research Scientist	Female	No	116.55
Research Scientist	Male	Yes	114.85
Research Scientist	Female	Yes	115.27

```
/* Attrition rate Vs Monthly income stats */

select
case
when h2.monthlyincome>=1000 and h2.monthlyincome<10000 then "< 10K"
when h2.monthlyincome>=10000 and h2.monthlyincome<20000 then "10K - 20K"
when h2.monthlyincome>=20000 and h2.monthlyincome<30000 then "20K - 30K"
when h2.monthlyincome>=30000 and h2.monthlyincome<40000 then "30K - 40K"
else "> 40K"
end as Monthly_income_status,
concat(Round(Sum(case when h1.Attrition ="Yes" then 1 else 0 end)/1000,2)," K") as Total_active_members,
concat(Round(Sum(case when h1.Attrition ="No" then 1 else 0 end)/1000,2)," K") as Members_left,
concat(Round(count(h1.attrition)/1000,2)," K") as Total_members,
concat(Round(Sum(case when h1.Attrition ="Yes" then 1 else 0 end)*100/ count(h1.attrition),2),"%") as Attrition_rate
from hr_1 h1 join hr_2 h2 on h1.EmployeeNumber=h2.Employee_ID
group by Monthly_income_status
order by Attrition_rate desc;
```

Monthly_income_status	Total_active_members	Members_left	Total_members	Attrition_rate
> 40K	5.57 K	5.38 K	10.95 K	50.88%
< 10K	4.52 K	4.47 K	8.99 K	50.25%
20K - 30K	5.06 K	5.03 K	10.09 K	50.15%
10K - 20K	4.93 K	4.95 K	9.88 K	49.90%
30K - 40K	5.03 K	5.07 K	10.09 K	49.81%

```
/* Average working years for each Department */


select
h1.Department,
concat(round(avg(h2.yearsatcompany),1)," Years") as Avg_working_years
from hr_1 h1 join hr_2 h2 on h1.EmployeeNumber=h2.Employee_ID
group by h1.Department;
```

Department	Avg_working_years
Software	10.8 Years
Human Resources	10.8 Years
Sales	10.8 Years
Support	10.7 Years
Hardware	10.8 Years
Research & Developm...	10.7 Years

```
/* Job Role Vs Work life balance */

select
h1.jobrole as Job_Role,
avg(h2.worklifebalance) as Avg_work_life_balance
from hr_1 h1 join hr_2 h2
on h1.EmployeeNumber=h2.Employee_ID
group by job_role order by Avg_work_life_balance Desc;
```

Job_Role	Avg_work_life_balance
Research Scientist	2.5139
Developer	2.5113
Healthcare Representative	2.5066
Human Resources	2.5053
Manufacturing Director	2.5016
Sales Representative	2.4989
Manager	2.4966
Research Director	2.4938
Laboratory Technician	2.4904
Sales Executive	2.4688

```sql
/* Attrition rate Vs Year since last promotion relation */

select
case
when h2.YearsSinceLastPromotion < 5 then "< 5 Years"
when h2.YearsSinceLastPromotion >= 5 and h2.YearsSinceLastPromotion < 10 then "05 Years - 10 Years"
when h2.YearsSinceLastPromotion >=10 and h2.YearsSinceLastPromotion < 20 then "10 Years - 20 Years"
when h2.YearsSinceLastPromotion >= 20 and h2.YearsSinceLastPromotion < 30 then "20 Years - 30 Years"
when h2.YearsSinceLastPromotion >=30 and h2.YearsSinceLastPromotion <= 40 then "30 Years - 40 Years"
else "> 40 Years"
end as Years_since_last_promotion,
concat(Round(Sum(case when h1.Attrition ="Yes" then 1 else 0 end)/1000,2)," K") as Total_active_members,
concat(Round(Sum(case when h1.Attrition ="No" then 1 else 0 end)/1000,2)," K") as Members_left,
concat(Round(count(h1.attrition)/1000,2)," K") as Total_members,
concat(Round(Sum(case when h1.Attrition ="Yes" then 1 else 0 end)*100/ count(h1.attrition),2),"%") as Attrition_rate
from hr_1 h1 join hr_2 h2 on h1.EmployeeNumber=h2.Employee_id
group by Years_since_last_promotion
order by Years_since_last_promotion;
```

Years_since_last_promotion	Total_active_members	Members_left	Total_members	Attrition_rate
< 5 Years	14.29 K	14.15 K	28.45 K	50.24%
05 Years - 10 Years	5.76 K	5.67 K	11.44 K	50.38%
10 Years - 20 Years	3.92 K	3.98 K	7.90 K	49.65%
20 Years - 30 Years	0.98 K	0.96 K	1.94 K	50.62%
30 Years - 40 Years	0.15 K	0.14 K	0.29 K	52.63%