Jaya Jaya Maju HR Analytics
Demographic and Job Role

1058
Total Employee
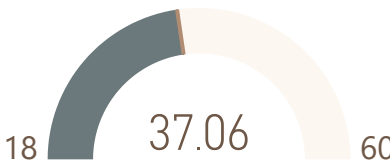
Age Range
18   37.06   60

16.9%
Attrition Percentage

Gender
Female | Male
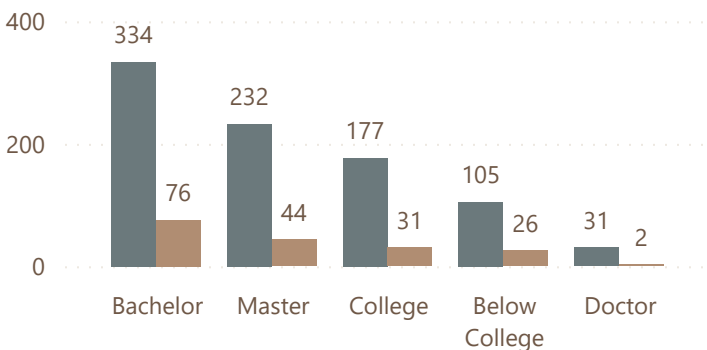
Age
18 — 60

JobLevel
1 — 5

Department
☐ Human Resources
☐ Research & Develop...
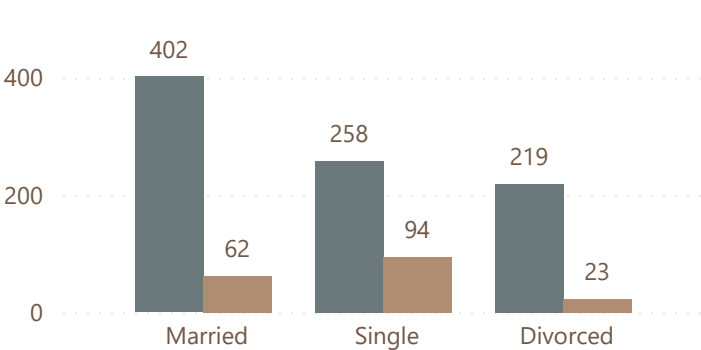
JobRole
☐ Healthcare Represent...
☐ Human Resources

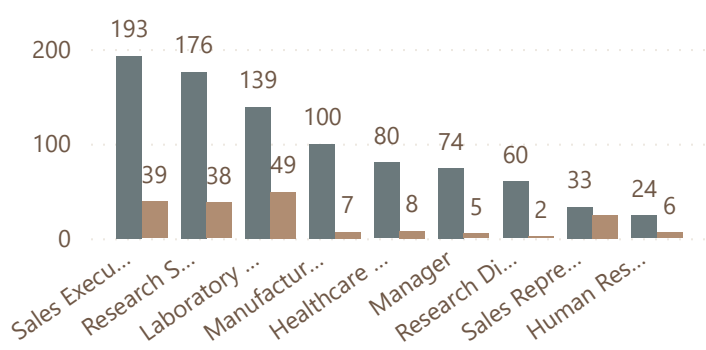### Attrition by Education
Attrition ● No ● Yes

Education	No	Yes
Bachelor	334	76
Master	232	44
College	177	31
Below College	105	26
Doctor	31	2

Attrition by Marital Status
Attrition ● No ● Yes

Marital Status	No	Yes
Married	402	62
Single	258	94
Divorced	219	23

Attrition by Job Role
Attrition ● No ● Yes

Job Role	No	Yes
Sales Execu...	193	39
Research S...	176	38
Laboratory ...	139	49
Manufactur...	100	7
Healthcare ...	80	8
Manager	74	5
Research Di...	60	2
Sales Repre...	33	
Human Res...	24	6

Attrition by Department
Attrition ● No ● Yes

Department	No	Yes
Research & Development	594	107
Sales	253	66
Human Resources	32	6
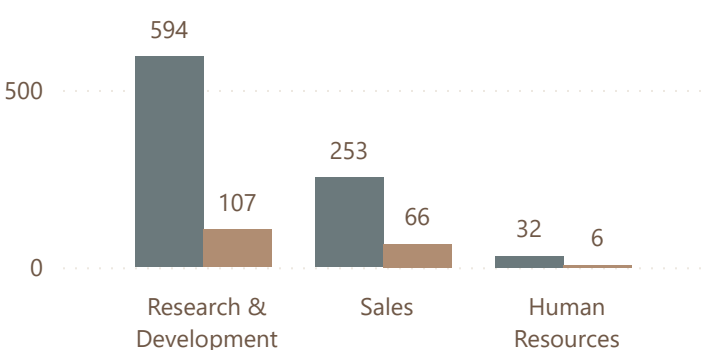
Attrition by Business Travel
Attrition ● No ● Yes

Business Travel	No	Yes
Travel_Rarely	629	117
Travel_Freq...	154	51
Non-Travel	96	11
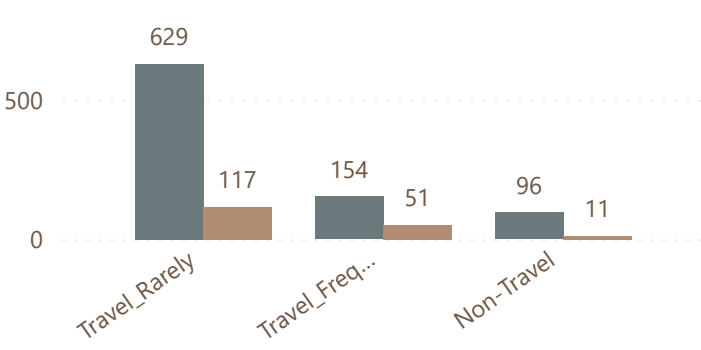
Attrition by Overtime
Attrition ● No ● Yes

Overtime	No	Yes
No	670	81
Yes	209	98
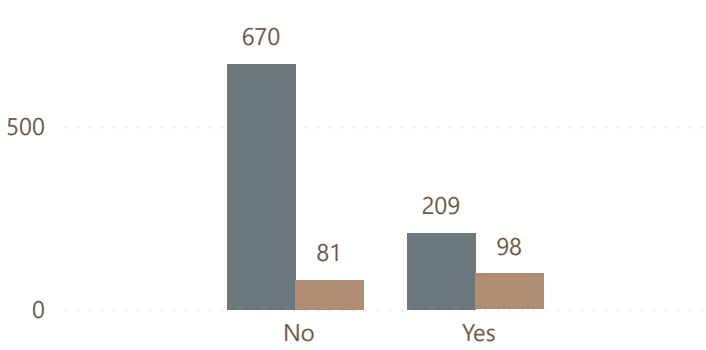
Jaya Jaya Maju HR Analytics
Experience

2.77
Average Training Times Last Year

16.9%
Attrition Percentage

Gender
Female | Male
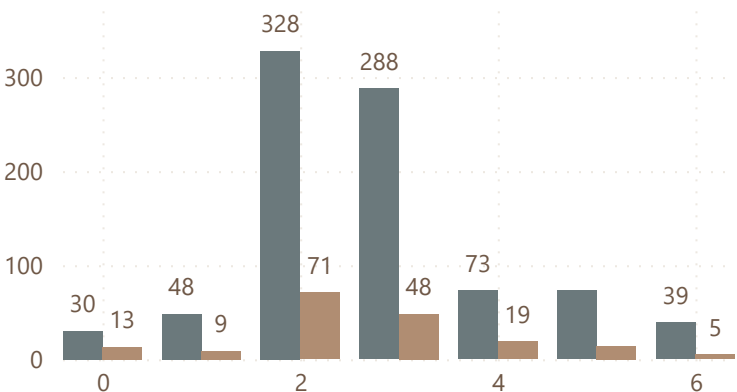
Age
18 | 60

JobLevel
1 | 5

Department
☐ Human Resources
☐ Research & Develop...

JobRole
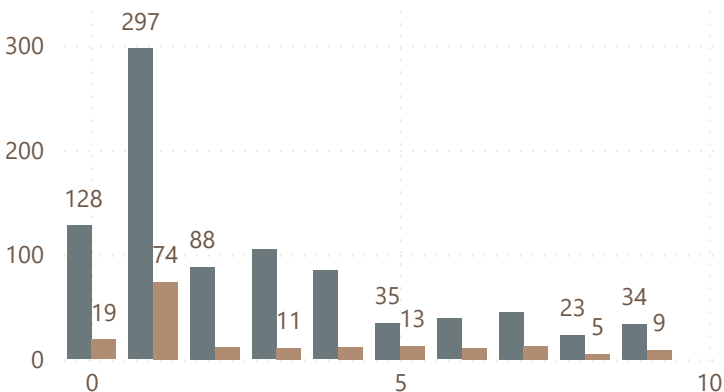☐ Healthcare Represent...
☐ Human Resources

Attrition by TrainingTimesLastYear
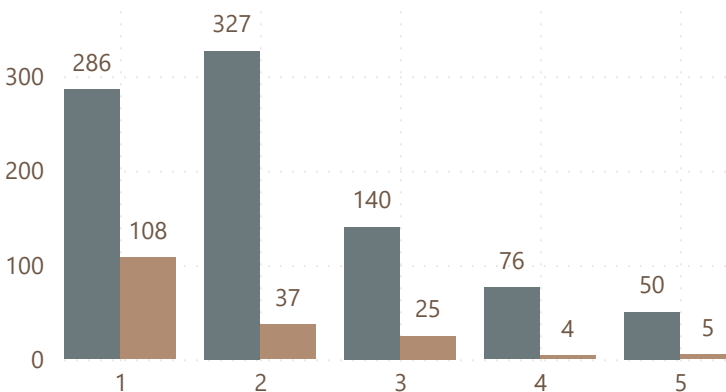**Attrition** ●No ●Yes

- 0: 30 / 13
- 1: 48 / 9
- 2: 328 / 71
- 3: 288 / 48
- 4: 73 / 19
- 5: 39
- 6: 39 / 5

Attrition by Number of Companies Worked
Attrition ●No ●Yes

- 0: 128 / 19
- 1: 297 / 74
- 2: 88 / 11
- 5: 35 / 13
- 23 / 5
- 10: 34 / 9

Attrition by Job Level
Attrition ●No ●Yes

- 1: 286 / 108
- 2: 327 / 37
- 3: 140 / 25
- 4: 76 / 4
- 5: 50 / 5

Jaya Jaya Maju HR Analytics
Ratings and Performance

1058
Total Employee
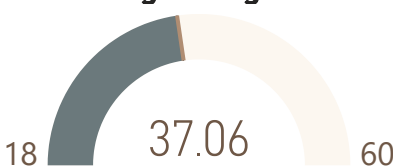
Age Range
18   37.06   60

16.9%
Attrition Percentage

Gender
Female | Male

Age
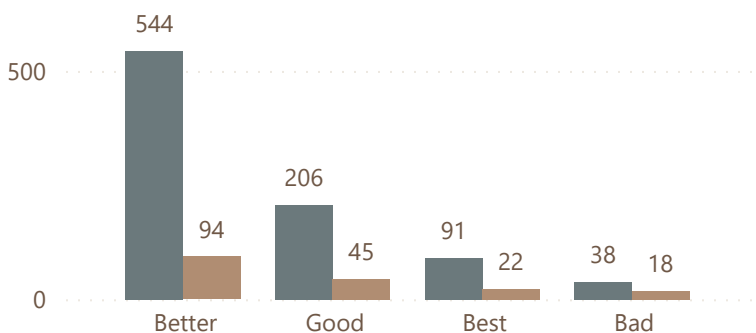18 | 60

JobLevel
1 | 5

Department
☐ Human Resources
☐ Research & Develop...
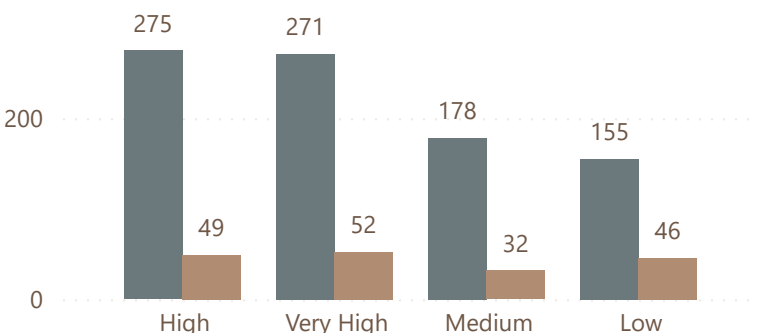
JobRole
☐ Healthcare Represent...
☐ Human Resources
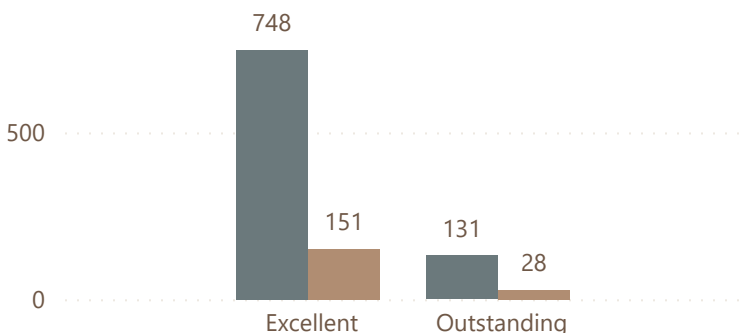
Attrition by Work Life Balance
Attrition ● No ● Yes

- Better: 544 / 94
- Good: 206 / 45
- Best: 91 / 22
- Bad: 38 / 18

Attrition by Relationship Satisfaction
Attrition ● No ● Yes

- High: 275 / 49
- Very High: 271 / 52
- Medium: 178 / 32
- Low: 155 / 46

Attrition by Performance Rating
Attrition ● No ● Yes

- Excellent: 748 / 151
- Outstanding: 131 / 28

Attrition by Job Satisfaction
Attrition ● No ● Yes

- Very High: 301 / 39
- High: 256 / 62
- Low: 159 / 46
- Medium: 163 / 32
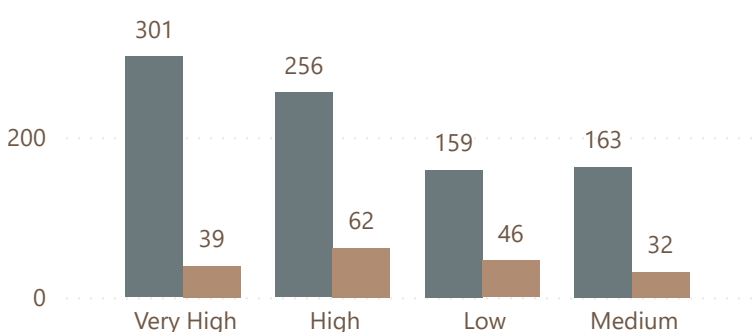
Attrition by Environment Satisfaction
Attrition ● No ● Yes

- High: 288 / 47
- Very High: 274 / 40
- Low: 152 / 57
- Medium: 165 / 35
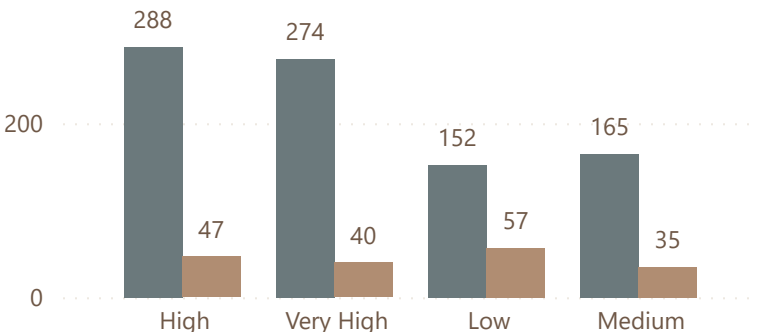
Attrition by Job Involvement
Attrition ● No ● Yes

- High: 533 / 92
- Medium: 218 / 55
- Very High: 95 / 10
- Low: 33 / 22

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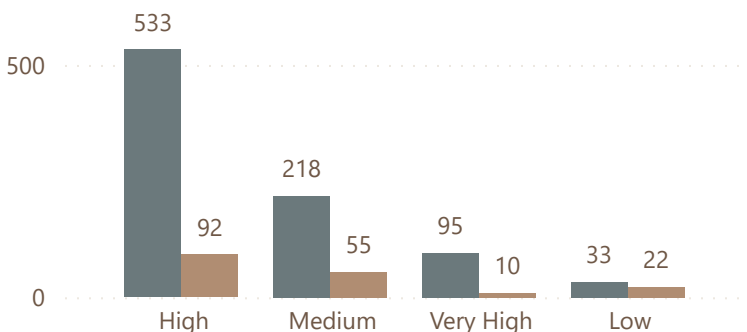
Jaya Jaya Maju HR Analytics
Distance, Salary and Years at Company

14.27K
Average Monthly Rate

Years at Company Range
0   7.07   40
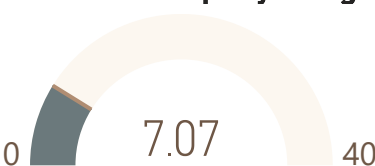
16.9%
Attrition Percentage

Gender
Female | Male
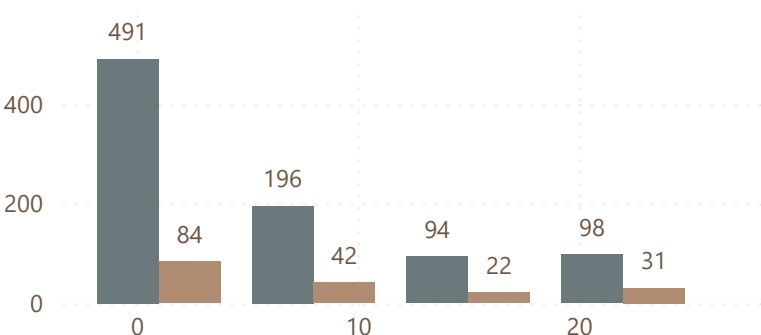
Age
18 — 60

JobLevel
1 — 5

Department
☐ Human Resources
☐ Research & Develop...

JobRole
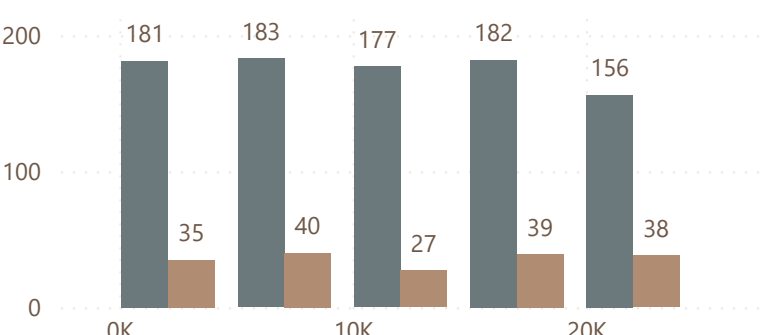☐ Healthcare Represent...
☐ Human Resources

Attrition by Distance from Home Ranges
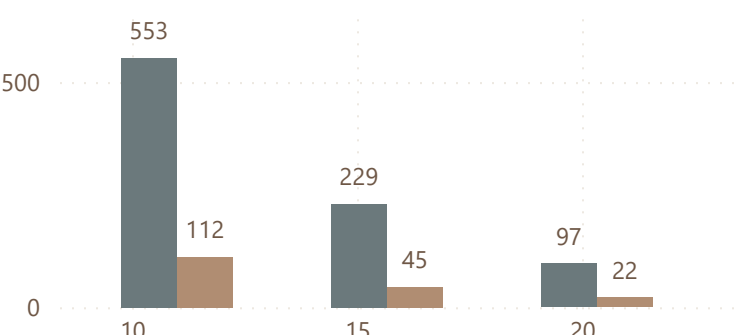Attrition ● No ● Yes

0	10	20
491 / 84	196 / 42	94 / 22 , 98 / 31

Attrition by Monthly Rate Ranges
Attrition ● No ● Yes

0K: 181 / 35, 183 / 40
10K: 177 / 27, 182 / 39
20K: 156 / 38

Attrition by Salary Hike (%) Ranges
Attrition ● No ● Yes

10: 553 / 112
15: 229 / 45
20: 97 / 22

Attrition by Years at Company Ranges
Attrition ● No ● Yes

0: 314 / 106, 334 / 45
10: 44 / 4
20: 42
30: 8 / 2, 2 / 1
(17)
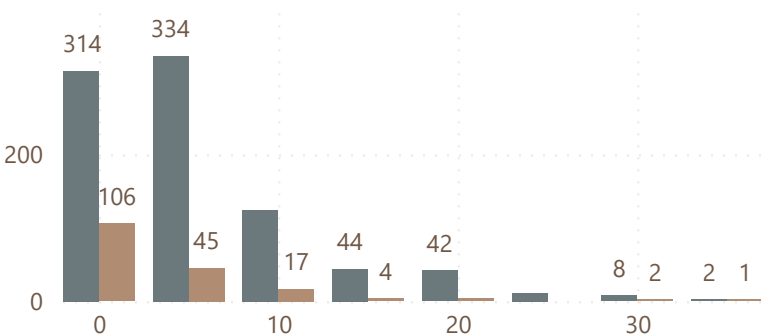
Attrition by Years Since Last Promotion Ranges
Attrition ● No ● Yes

0: 721 / 151
5: 110 / 21
10: 48 / 7
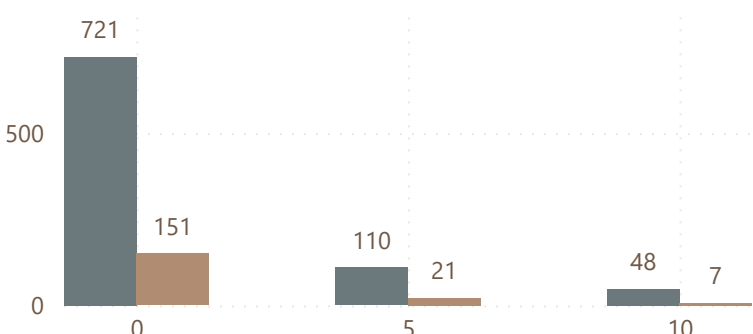
Attrition by Years in Current Role Ranges
Attrition ● No ● Yes

0: 509 / 138
5: 252 / 32
10: 99 / 6, 19 / 3

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