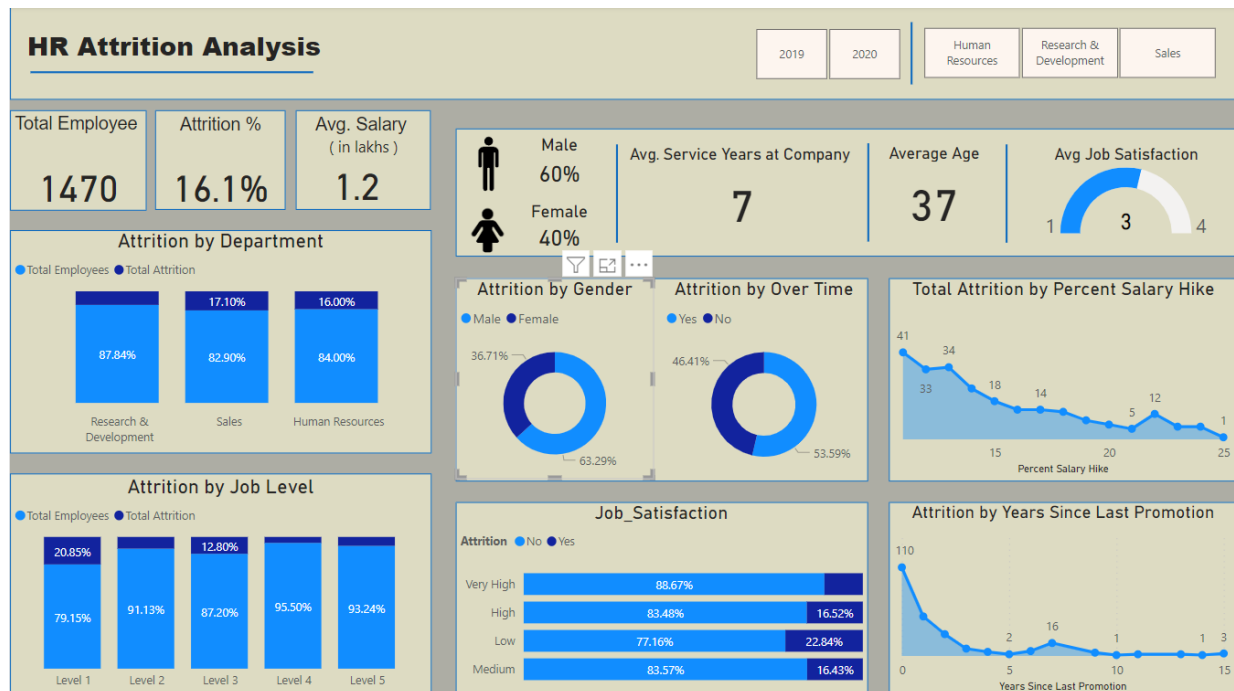
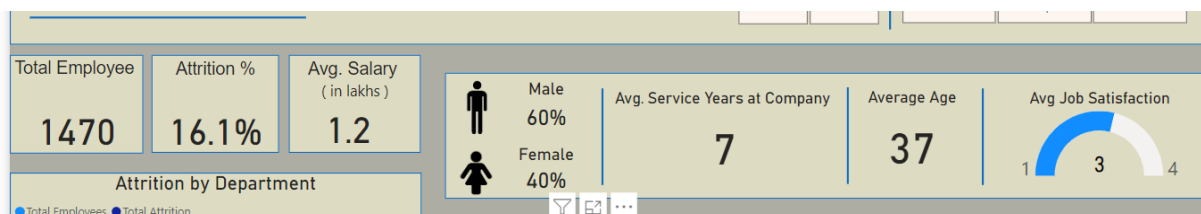


# Overview



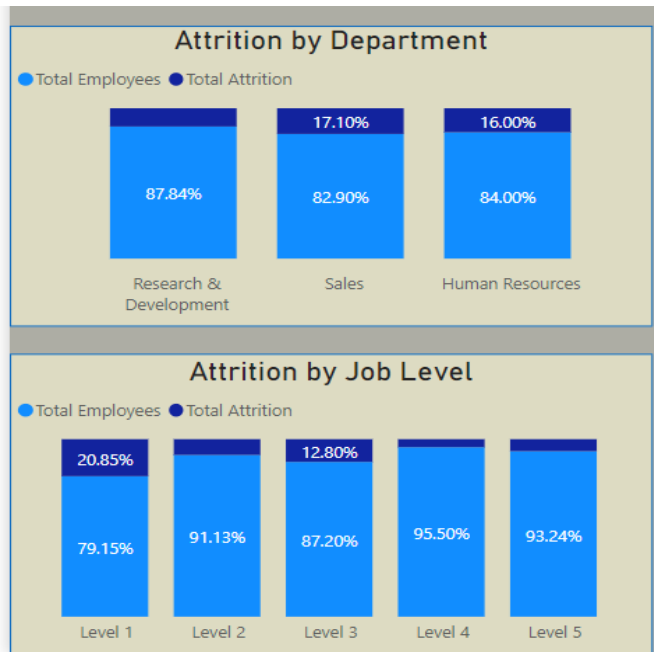
## Key Indicators



- **Total Employees** : Total number of employees in the organisation.
- **Attrition %** : Ratio of people who left the company ( Total num of attrition / Total num of people )
- **Avg. Salary ( in lakhs )** : Average salary an employee earns at an organisation.
- **Male** : Percentage of Male in an organisation
- **Female** : Percentage of Female in an organisation
- **Avg. Service Years at Company** : Average time an employee gives service at an organisation
- **Average Age** : Average age of an employee.

- **Avg Job Satisfaction** : On an average, how much an employee is satisfied with his job.

## Level 1 analysis - Analysing where the attrition rate is more



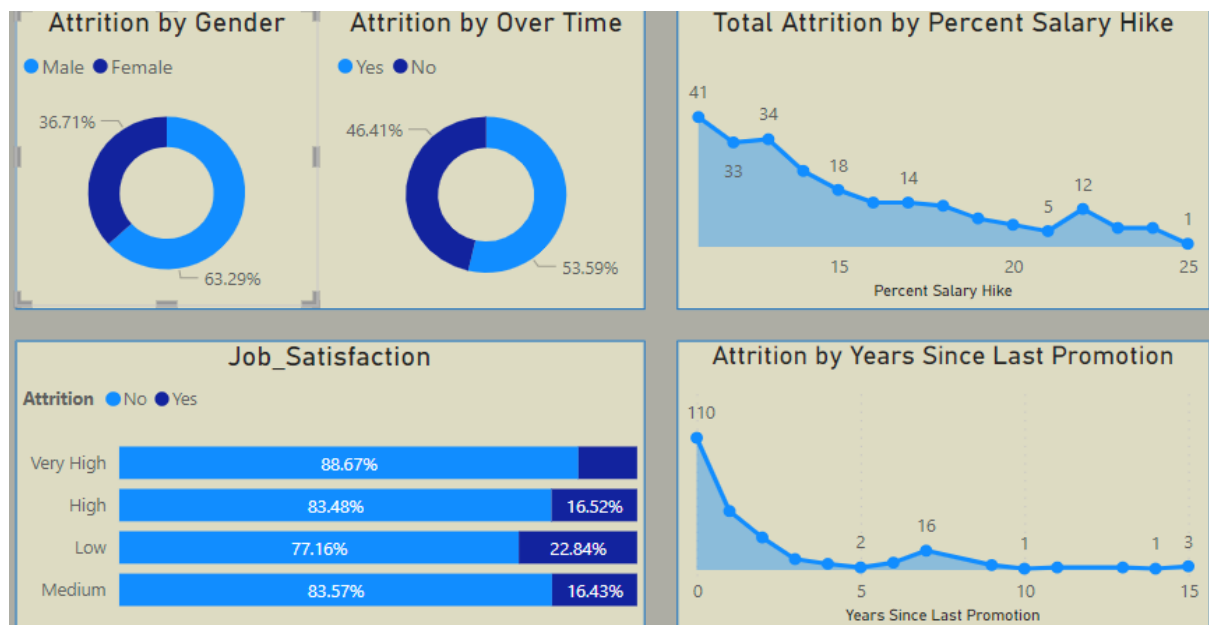
### Attrition rate by Department

- **Insight** - Attrition rate is highest in Sales department with 17.10% and lowest in research and development with 12.16%

### Attrition rate by job Level

- **Insight** - Attrition rate is highest among the employees who are in Level 1 with 20.85% and lowest in level 4 with 4.5%

## Level 2 Analysis: Analysing the factors for the attrition



### Attrition by Gender

- **Insight :** Out of total attrition, 63.29% are males and 36.71% are females which shows men have higher chances of leaving the company.

### Attrition by Over Time

- **Insight :** Out of total attrition, 53.59% of employees left the organisation who have done overtime which indicates the fact that overtime is not a crucial factor for an employee while leaving the company.

### Job Satisfaction

- **Insight :**
  - **11.33 %** of employees are attrited among all the employees with **Very High** job satisfaction
  - **16.52 %** of employees are attrited among all the employees with **High** job satisfaction
  - **16.43 %** of employees are attrited among all the employees with **Medium** job satisfaction
  - **22.84 %** of employees are attrited among all the employees with **Low** job satisfaction
- This shows attrition is highest among employees with **Low** job satisfaction

## Attrition by Percentage Salary Hike

- **Insight** : We can clearly see a downward trend in the graph which indicates the fact that employees with less percentage hike attrited more.

## Attrition by Years since Last Promoted

- **Insight** : From the graph, it is clear that most of the employees attrited with 0 years since promotion which indicates the fact most of the employees left the company within 1 year of their joining.