**Problem Statement: HR Employee Attrition Analysis**

**Context:** Employee attrition, or turnover, represents a significant operational challenge and financial cost for organizations. Replacing employees involves expenses related to recruitment, onboarding, training, and lost productivity. High attrition can also negatively impact team morale, institutional knowledge retention, and overall business performance.

**Problem:** The company is experiencing employee turnover, but lacks a clear, data-driven understanding of its scale, key demographic patterns, and underlying causes. Without this quantitative insight, efforts to improve employee retention are often reactive and may not address the most critical factors driving employees to leave.

**Objective:** Leveraging the provided HR employee dataset, the objective is to conduct a comprehensive analysis to:

1. **Quantify the Extent:** Determine the overall attrition rate and the absolute number of employees who have left.
2. **Identify High-Risk Segments:** Pinpoint specific departments, job roles, age groups, and other demographic categories experiencing disproportionately high attrition rates.
3. **Uncover Key Drivers:** Analyse factors such as compensation (monthly income), workload (overtime), work-life balance satisfaction, job satisfaction, and career progression (years since last promotion) to identify significant correlations with employee attrition.

**Desired Outcome:** The analysis should yield actionable insights and key performance indicators (KPIs) that enable the HR department and leadership to develop targeted, data-informed strategies aimed at reducing employee turnover and improving overall retention.