HR Analytics

3.15
Average of PerformanceRa...

102   1499

Count of EmployeeCount by OverTime

Sum of EmployeeCount by JobRole

JobRole	Sum of EmployeeCount
Sales Executive	~325
Research Scientist	~290
Laboratory Technician	~260
Manufacturing Director	~145
Healthcare Representative	~130
Manager	~100
Sales Representative	~85
Research Director	~80
Human Resources	~50
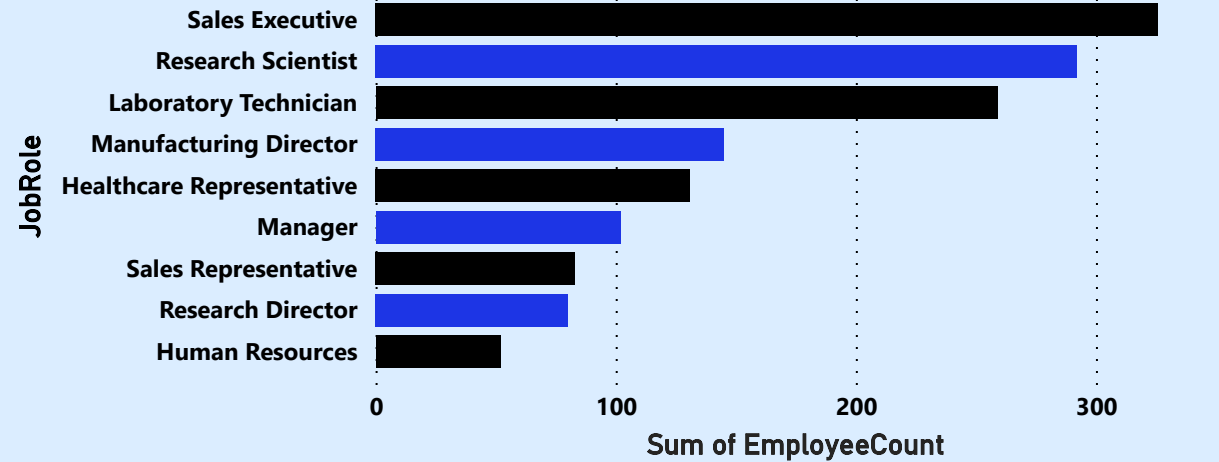
Sum of EmployeeCount by BusinessTravel

Sum of EmployeeCount by Department
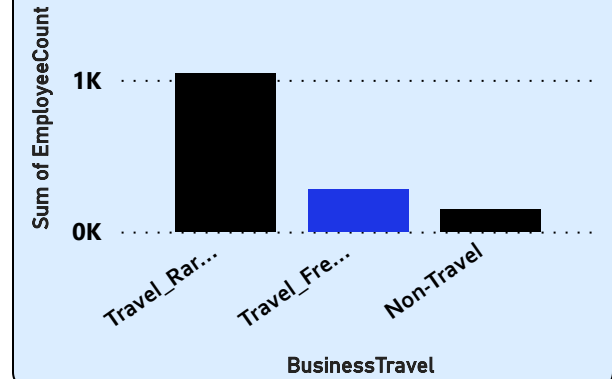
Sum of EmployeeCount by Gender

588 (40%)
882 (60%)
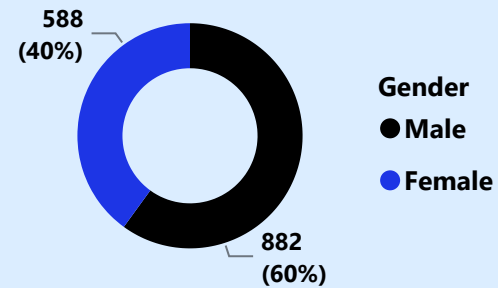
Gender
- Male
- Female

Count of EmployeeCount by MaritalStatus and Gender

401 (27.28%)
199 (13.54%)
210 (14.29%)
271 (18.44%)
272 (18.5%)

MaritalStatus Gen...
- Married Male
- Married Female
- Single Male
- Divorced Male
- Single Female
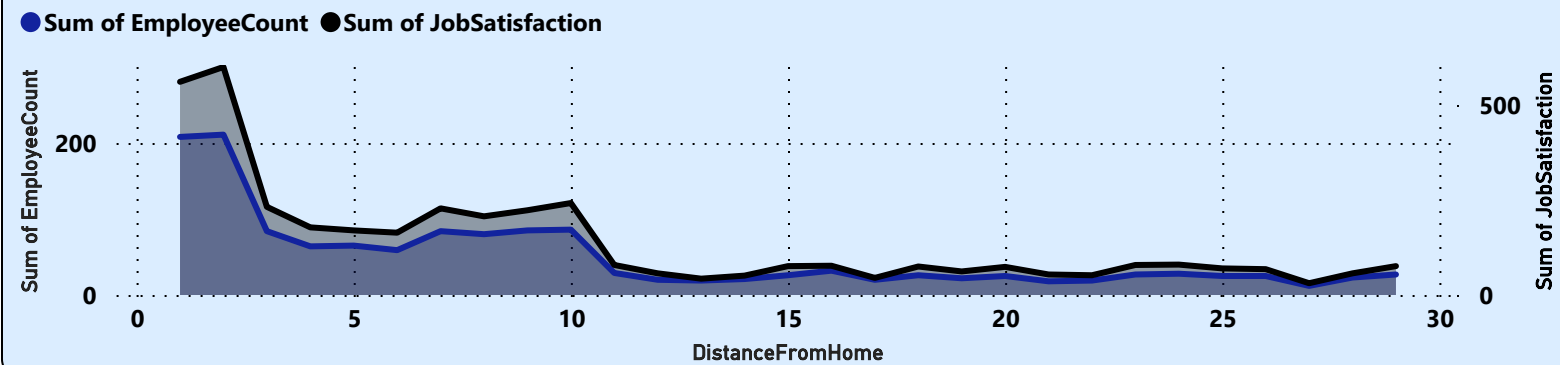- Divorced Female
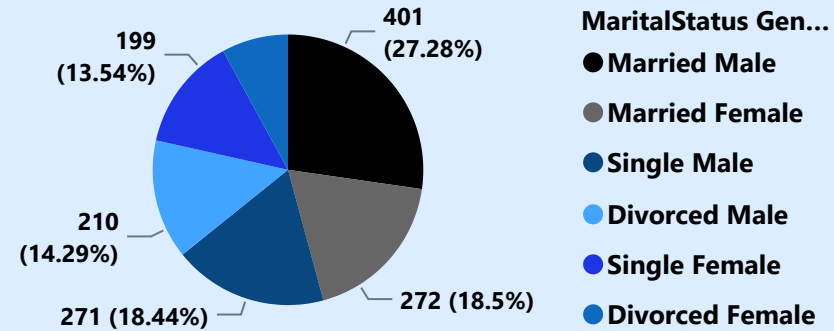
802.49
Average of DailyRate

Count of OverTime by Age
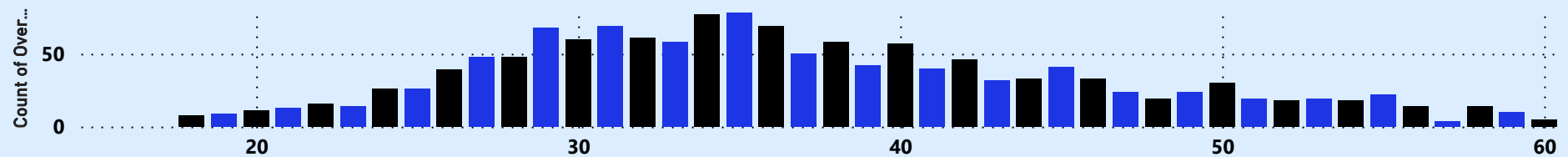
Sum of EmployeeCount and Sum of JobSatisfaction by DistanceFromHome

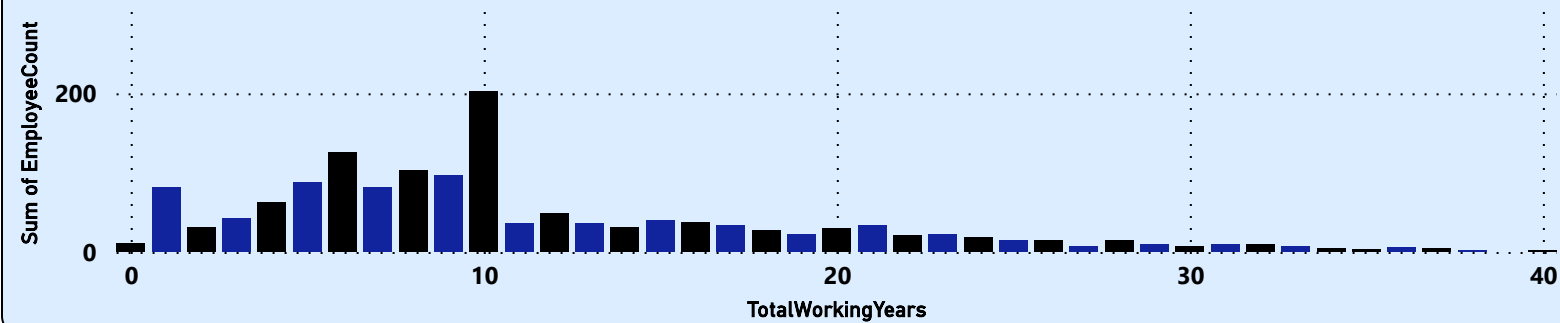- Sum of EmployeeCount
- Sum of JobSatisfaction

Count of Attrition by NumCompaniesWorked
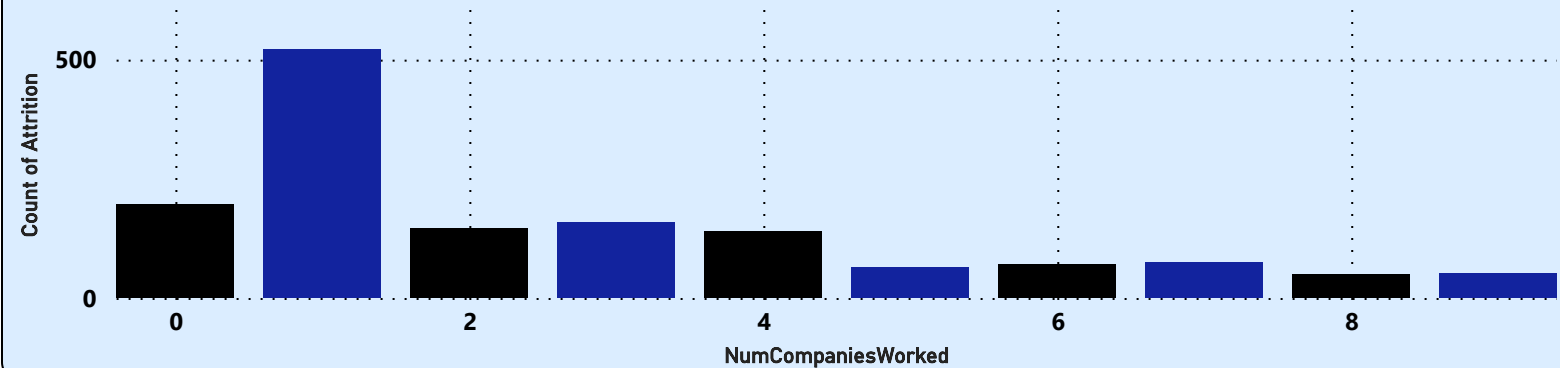
Sum of EmployeeCount by TotalWorkingYears

Inferences

1. **Correlation Map for Numeric Variables:**
   - Higher job levels and longer total working years are positively correlated with higher monthly incomes.

2. **Attrition by Overtime:**
   - Employees who work overtime are more likely to leave the company.

3. **Attrition by Marital Status:**
   - Single employees have a higher attrition rate compared to married or divorced employees.

4. **Attrition by Job Role:**
   - Sales Representatives and Laboratory Technicians have higher attrition rates.

Education	EducationField	Sum of EmployeeCount
1	Human Resources	2
2	Human Resources	2
3	Human Resources	16
4	Human Resources	5
5	Human Resources	2
1	Life Sciences	67
2	Life Sciences	116
3	Life Sciences	233
4	Life Sciences	173
5	Life Sciences	17
Total		**1470**