IML Assignment

Insights about the company:

* Current workforce : Gender , Age , Working Years , Years at Company , Job Level + Gender , Monthly Income, Department Split, Attrition Percentage (Big Picture)

Comparing different Departments

* Number of people in different departments before and after the people have left job :

To address which department requires hiring immediately.

* What is the operation cost of each department ?(Sum of income of all the existing employees in that department)
* Which among all the departments has the best work environment, job involvement , work life balance and job satisfaction?
* Distribution of Age and Gender in different departments before people left the company and after they have left the company. To comment on the shift of average age or gender preferences to stay in each department.
* YearsAtCompany comparison of different departments before and after people left , to comment who have left the jobs ? Newer employees or older employees?
* Which department have people working at them for the longest time? Highest employee retention ? Comments on the rating of their job ? Business Travel ? Overtime ? Income ? YearsSinceLastPromotion ? Distance from home ?
* Which department takes the longest to promote any employee?
* Which department would commonly require employees to work Overtime?
* Which department sends most of its employees for Business Travel ? For all the people who are sent on Business Travel , is there a minimum time they have to spend in the company ?

Finding insights on Attrition :

* Number of people who have marked them as 1 or 2 on EnvironmentSatisfaction and What is the major reason ?
* Number of people who have marked them as 1 or 2 on JobInvolvement and What is the major reason ?
* Number of people who have marked them as 1 or 2 on JobSatisfaction and What is the major reason ?
* Number of people who have marked them as 1 or 2 on WorkLifeBalance and What is the major reason ? DistanceFromHome ? OverTime ?
* People who have secured the required Education field for a department joined the same domains ? If not , did it lead the employee to leave the job?
* Out of all the people who are asked to work overtime, do people staying far away ( above mean ) eventually leave the job ? and does their marital status decide them continuing with the job?

Conclusions on Attrition:

* Using Multivariate Logistic Regression , find Top 5 parameters leading to the attrition of employees!
* Suggest any other methods to find the same >

Other insights :

* Distance from home to work , does it depend on the Marital Status ? or as the Monthly Income increases do they shift farther away from the company?
* What is the common characteristic of people who have been divorced ? BusinessTrips ?Work Life Balance ? Work Environment?
* Which field of education has the highest annual income (mean and median)?
* What is the preferred education field for different Genders ?