

Exploring new data

DAY 2

September 18, 2023





Option 1: Employee Attrition

IBM Employee Attrition and Performance

```
> hr
# A tibble: 1,470 × 22
  employee_number age attrition business_travel department distance_from_home education education_field environment_satisfac...1 gender job_involvement job_role
      <dbl> <dbl> <chr> <chr> <chr> <dbl> <chr> <chr> <chr> <chr> <chr> <chr>
1         1    41 Yes Travel_Rarely Sales 1 Some coll... Life Sciences Medium Female High Sales E...
2         2    49 No Travel_Frequently Research & Development 8 No college Life Sciences High Male Medium Researc...
3         4    37 Yes Travel_Rarely Research & Development 2 Some coll... Other Very high Male Medium Laborat...
4         5    33 No Travel_Frequently Research & Development 3 Masters Life Sciences Very high Female High Researc...
5         7    27 No Travel_Rarely Research & Development 2 No college Medical Low Male High Laborat...
6         8    32 No Travel_Frequently Research & Development 2 Some coll... Life Sciences Very high Male High Laborat...
7        10    59 No Travel_Rarely Research & Development 3 Bachelors Medical High Female Very high Laborat...
8        11    30 No Travel_Rarely Research & Development 24 No college Life Sciences Very high Male High Laborat...
9        12    38 No Travel_Frequently Research & Development 23 Bachelors Life Sciences Very high Male Medium Manufac...
10       13    36 No Travel_Rarely Research & Development 27 Bachelors Medical High Male High Healthc...

# i 1,460 more rows
# i abbreviated name: 1environment_satisfaction
# i 10 more variables: job_satisfaction <chr>, marital_status <chr>, monthly_income <dbl>, num_companies_worked <dbl>, over_time <chr>, percent_salary_hike <dbl>,
# performance_rating <chr>, relationship_satisfaction <chr>, training_times_last_year <dbl>, work_life_balance <chr>
# i Use `print(n = ...)` to see more rows
```



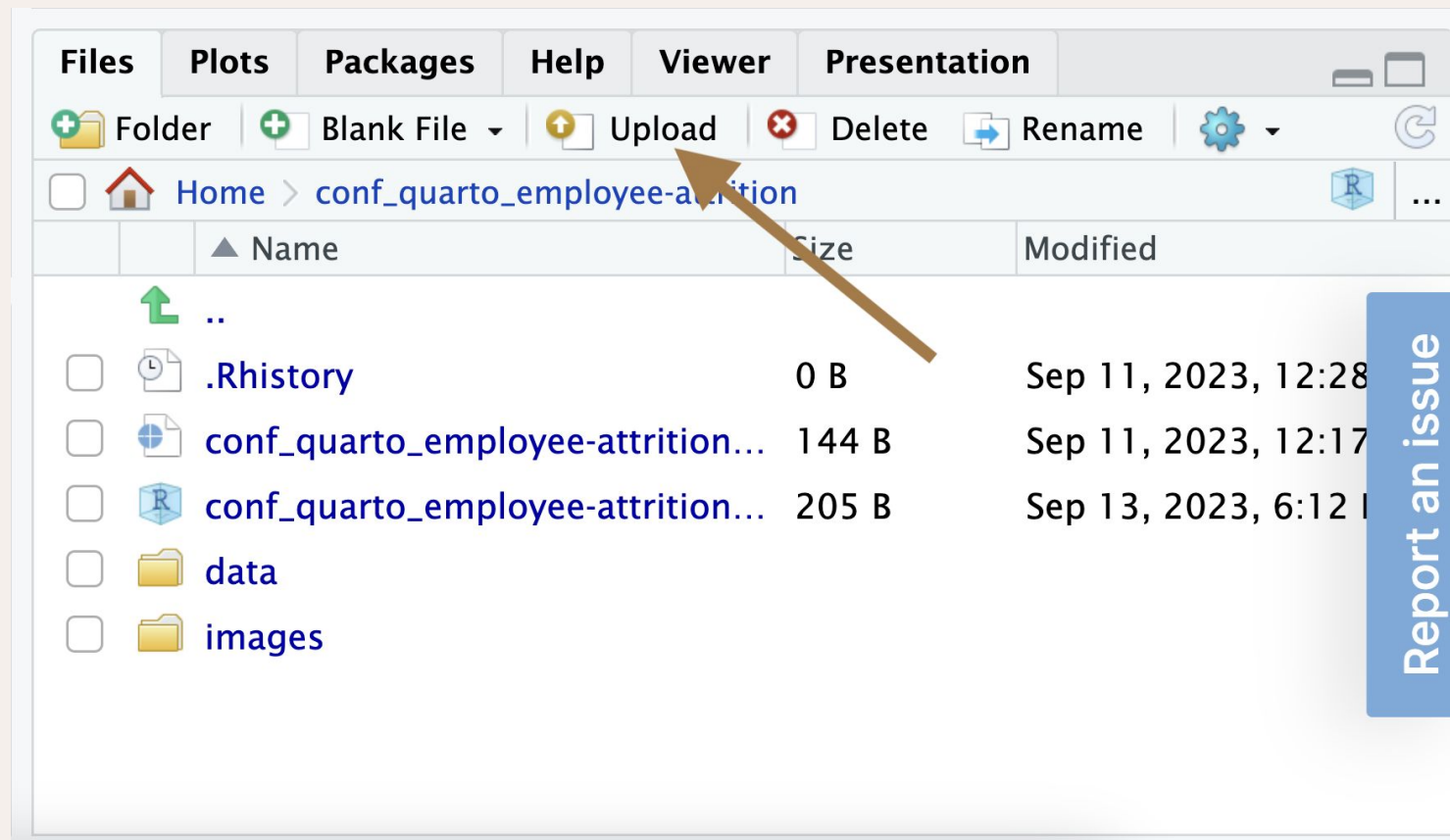
Option 1: Employee Attrition

- **What factors predict whether or not an employee has left the company?**
 - Department?
 - Salary?
 - Job satisfaction?
 - Time at company?
 - Level of education?
 - Demographic factors?
- **What else are you curious about?**

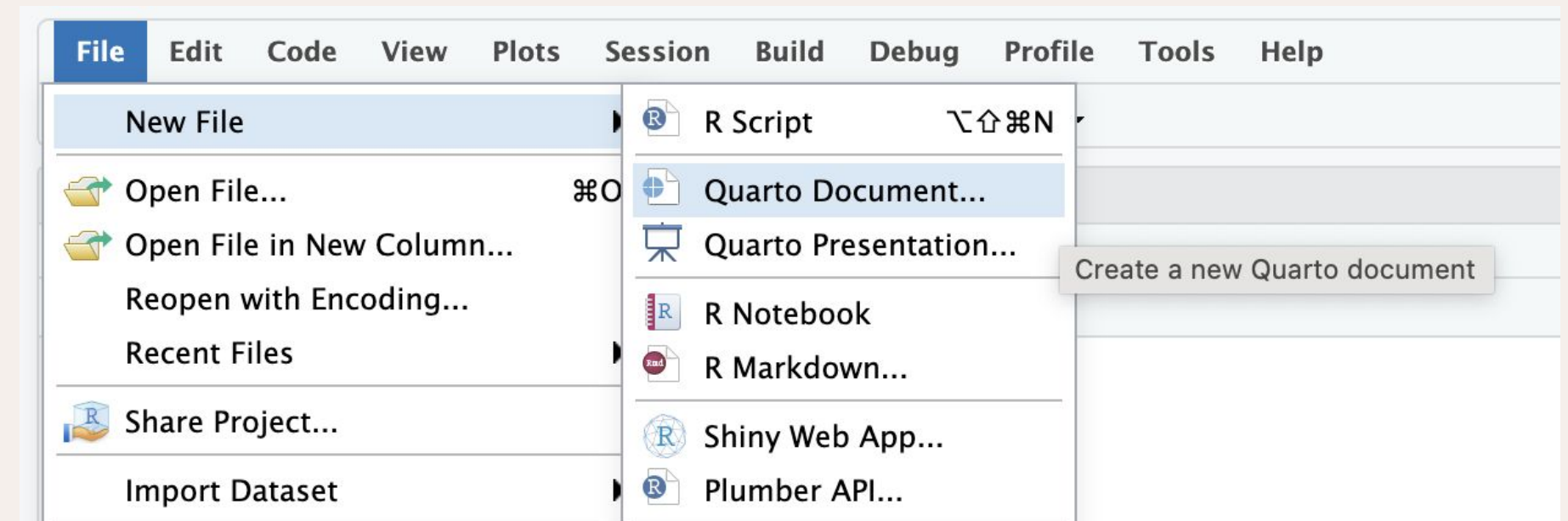


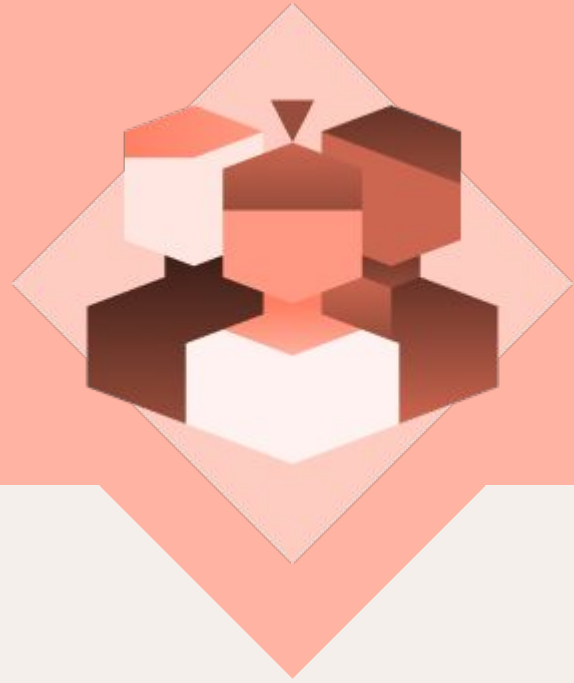
Option 2: Your own data

**Upload your data
(or work locally if you prefer)**



Create a new Quarto document





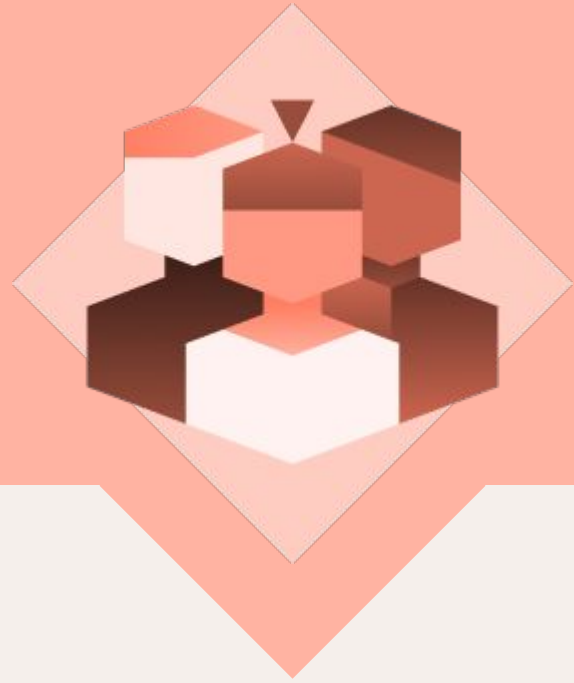
Agenda

Option 1: Explore employee attrition data

Option 2: Explore your own data



Until coffee break (10:30 AM)



Agenda

Option 1: Explore employee attrition data

Option 2: Explore your own data



Until lunch (12:30 PM)