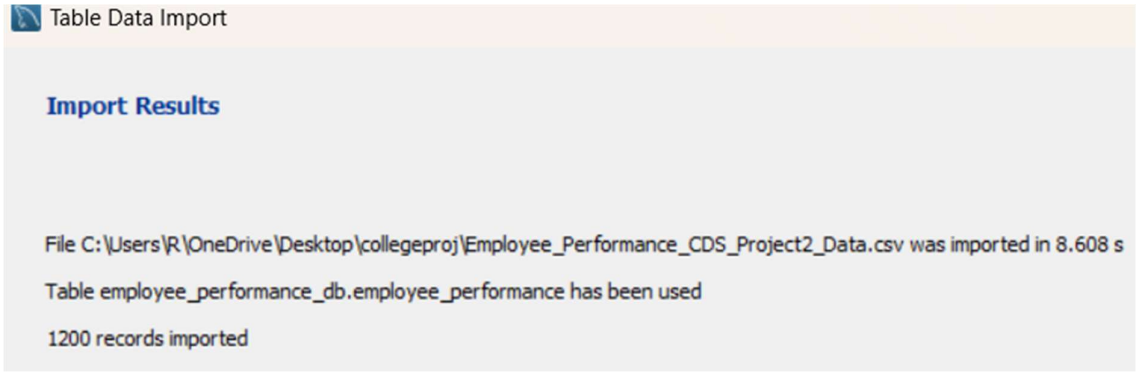
MySQL

Create Database and Table

```sql
CREATE DATABASE employee_performance_db;
USE employee_performance_db;
CREATE TABLE employee_performance (
    EmpNumber INT PRIMARY KEY,
    Age INT,
    Gender VARCHAR(10),
    EducationBackground VARCHAR(50),
    MaritalStatus VARCHAR(20),
    EmpDepartment VARCHAR(50),
    EmpJobRole VARCHAR(50),
    BusinessTravelFrequency VARCHAR(50),
    DistanceFromHome INT,
    EmpEducationLevel INT,
    EmpEnvironmentSatisfaction INT,
    EmpHourlyRate INT,
    EmpJobInvolvement INT,
    EmpJobLevel INT,
    EmpJobSatisfaction INT,
    NumCompaniesWorked INT,
    OverTime VARCHAR(10),
    EmpLastSalaryHikePercent INT,
```

Import values from CSV



Display data

```
1 •  SELECT * FROM employee_performance_db.employee_performance;
```

Result Grid | Filter Rows: | Edit: | Export/Import: | Wrap Cell Content: | Fetch rows:

EmpNumber	Age	Gender	EducationBackground	MaritalStatus	EmpDepartment	EmpJobRole	BusinessTravelFrequency
E1001000	32	Male	Marketing	Single	Sales	Sales Executive	Travel_Rarely
E1001006	47	Male	Marketing	Single	Sales	Sales Executive	Travel_Rarely
E1001007	40	Male	Life Sciences	Married	Sales	Sales Executive	Travel_Frequently
E1001009	41	Male	Human Resources	Divorced	Human Resources	Manager	Travel_Rarely
E1001010	60	Male	Marketing	Single	Sales	Sales Executive	Travel_Rarely
E1001011	27	Male	Life Sciences	Divorced	Development	Developer	Travel_Frequently
E1001016	50	Male	Marketing	Married	Sales	Sales Representative	Travel_Rarely
E1001019	28	Female	Life Sciences	Single	Development	Developer	Travel_Rarely
E1001020	36	Female	Life Sciences	Married	Development	Developer	Non-Travel

Remove Unnecessary Columns

```
1 •  ALTER TABLE employee_performance
2    DROP COLUMN NumCompaniesWorked;
```

1. **Retrieve average performance rating by department**:

```
1   SELECT EmpDepartment, AVG(PerformanceRating) AS AvgRating
2   FROM employee_performance
3   GROUP BY EmpDepartment
4   ORDER BY AvgRating DESC;
5
6
```

Result Grid | Filter Rows: | Export: | Wrap Cell Content:

EmpDepartment	AvgRating
Development	3.0859
Data Science	3.0500
Human Resources	2.9259
Research & Development	2.9213
Sales	2.8606
Finance	2.7755

2. **Retrieve employees with high job satisfaction and performance ratings:**

```
SELECT EmpNumber, EmpDepartment, EmpJobRole, PerformanceRating, EmpJobSatisfaction
FROM employee_performance
WHERE EmpJobSatisfaction >= 4 AND PerformanceRating >= 4
ORDER BY PerformanceRating DESC;
```

Result Grid | Filter Rows: | Edit: | Export/Import: | Wrap Cell Content:

EmpNumber	EmpDepartment	EmpJobRole	PerformanceRating	EmpJobSatisfaction
E1001025	Sales	Sales Executive	4	4
E1001041	Development	Developer	4	4
E1001059	Sales	Sales Executive	4	4
E1001064	Sales	Sales Executive	4	4
E1001111	Development	Developer	4	4
E1001181	Sales	Sales Executive	4	4
E1001275	Development	Senior Developer	4	4
E1001398	Research & Development	Manager R&D	4	4
E1001503	Research & Development	Research Scientist	4	4
E1001541	Research & Development	Research Director	4	4

3. **Analyze attrition rates by department:**

```
SELECT EmpDepartment, COUNT(*) AS TotalEmp, SUM(CASE WHEN Attrition = 'Yes' THEN 1 ELSE 0 END) AS AttritionCount
FROM employee_performance
GROUP BY EmpDepartment;
```

Result Grid | Filter Rows: | Export: | Wrap Cell Content:

EmpDepartment	TotalEmp	AttritionCount
Sales	373	70
Human Resources	54	8
Development	361	51
Data Science	20	2
Research & Development	343	44
Finance	49	3

4. **Correlation between years at the company and performance rating:**

```
1 •  SELECT ExperienceYearsAtThisCompany, AVG(PerformanceRating) AS AvgRating
2    FROM employee_performance
3    GROUP BY ExperienceYearsAtThisCompany
4    ORDER BY ExperienceYearsAtThisCompany;
5
```

Result Grid | Filter Rows: | Export: | Wrap Cell Content:

ExperienceYearsAtThisCompany	AvgRating
0	3.1667
1	3.1739
2	2.7290
3	2.9905
4	2.8636
5	3.0526
6	3.0606
7	2.9589
8	3.0317
9	2.8939
10	2.8100
11	2.8889
12	2.7143
13	2.8889
14	2.7143
15	2.7059
16	3.0000
17	3.0000
18	2.7273
19	2.8182
20	2.8095