Cracking Attrition Code

The HR Analysis

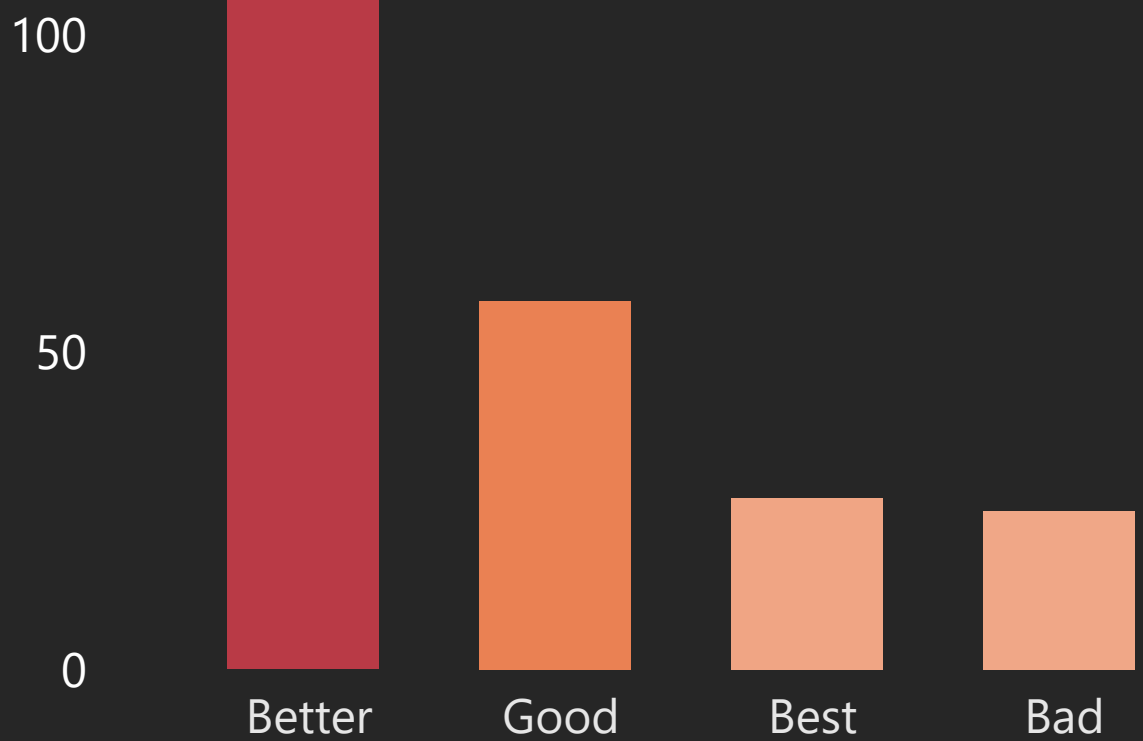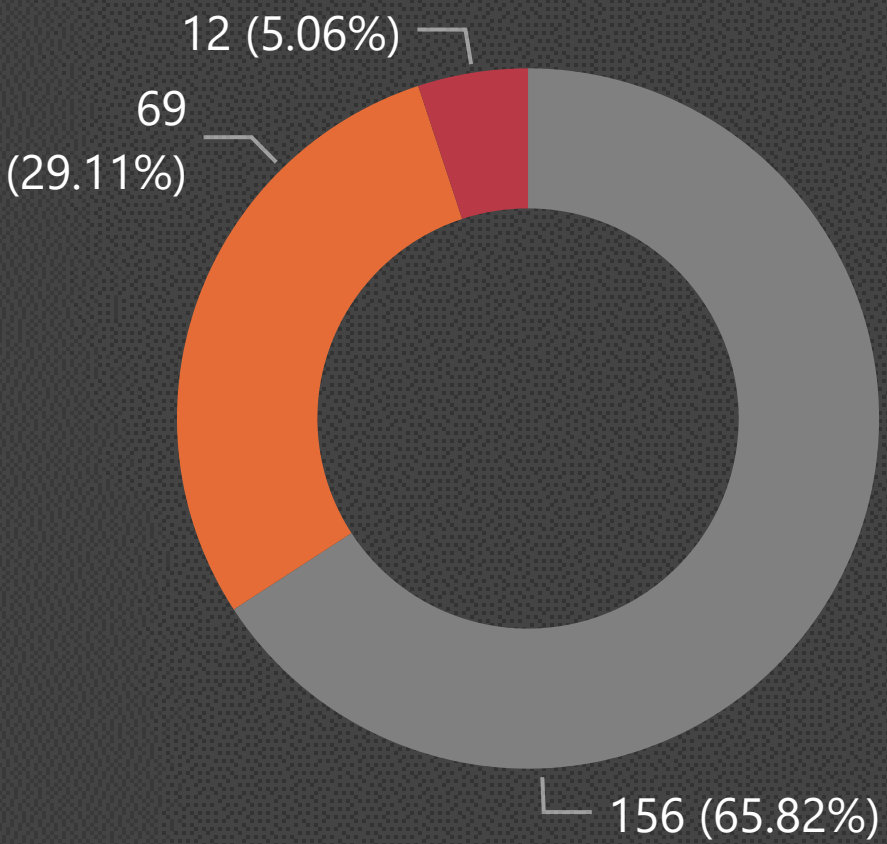| Total Employees	Active Employees
1470	**1233**

Female	Male
2019	2020

Attrition by Work Life Balance

Better, Good, Best, Bad

Worklife_balance
★★★ 2.8

Job_Satisfaction
★★★ 2.7

Env_Satisfaction
★★★ 2.7

Relationship_Satisfaction
★★★ 2.7

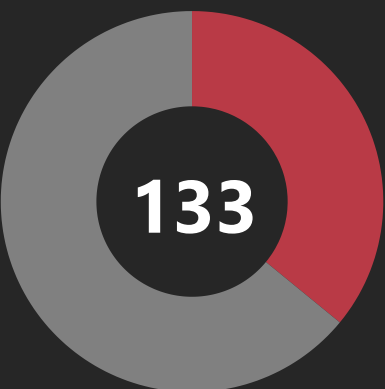## Attrition Events by Business Travel

12 (5.06%)
69 (29.11%)
156 (65.82%)

● Travel_Rarely ● Travel_Frequently ● Non-Travel

Attrition Events	Attrition Rate
237	**16.12%**
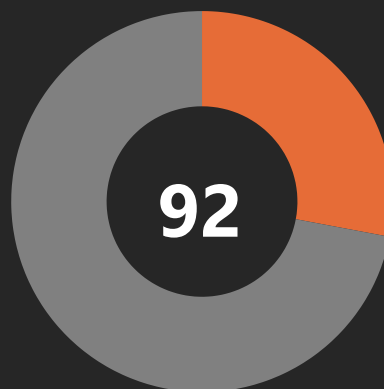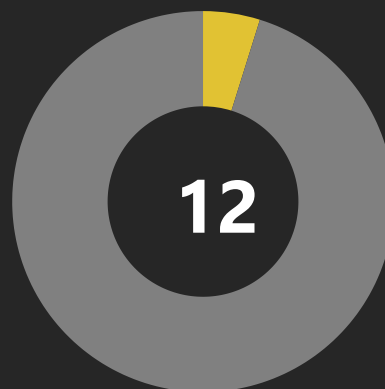
133 — R&D
92 — Sales
12 — HR

Attrition by Department
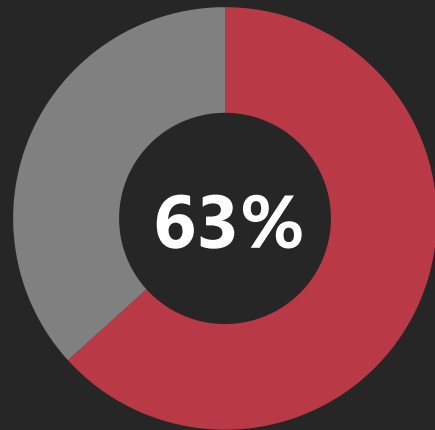
63% — Male Attrition **150**
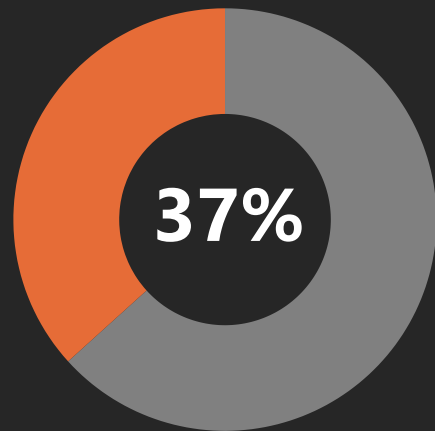
37% — Female Attrition **87**

Dashboard

37
Average Age

15.21
Average Salary Hike (%)

7.01
Average Years at Company

11.28
Average Working Ye...

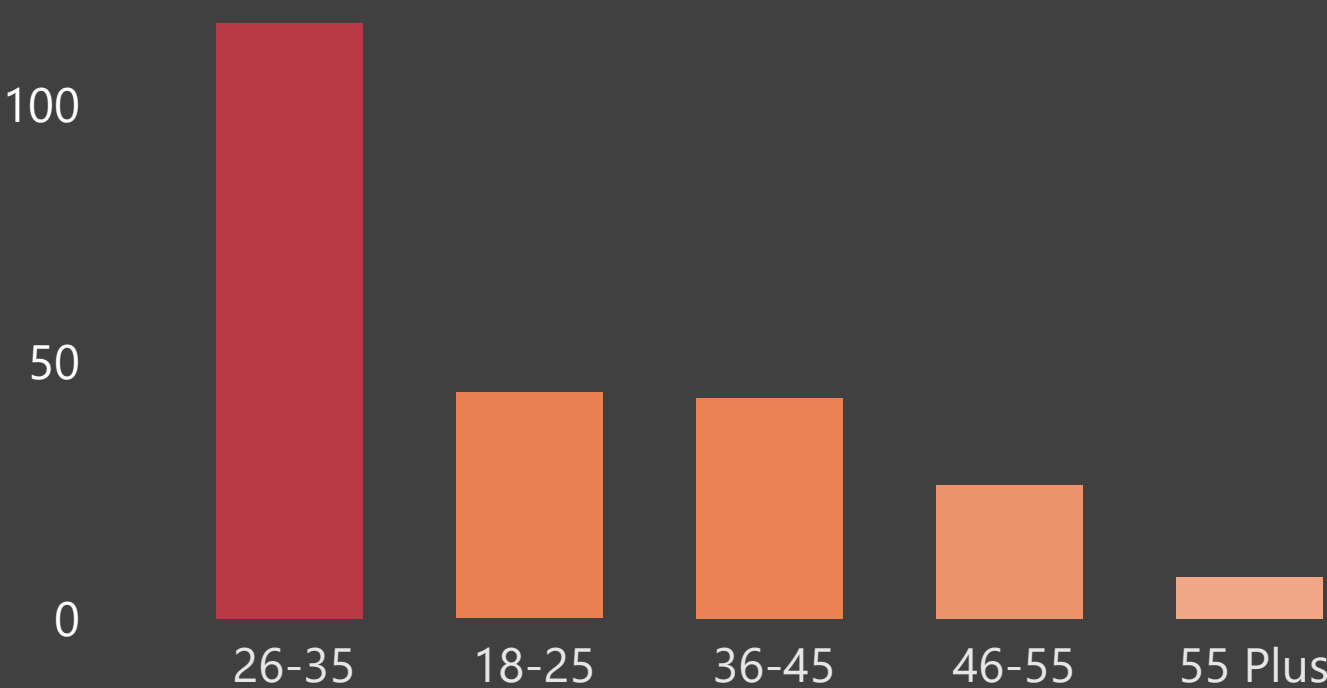## Select Gender
- ☐ Female
- ☐ Male
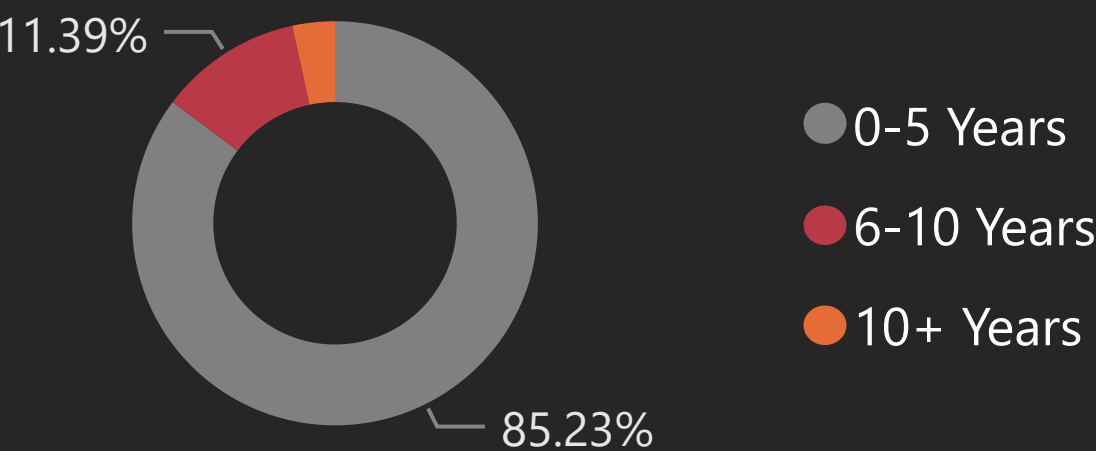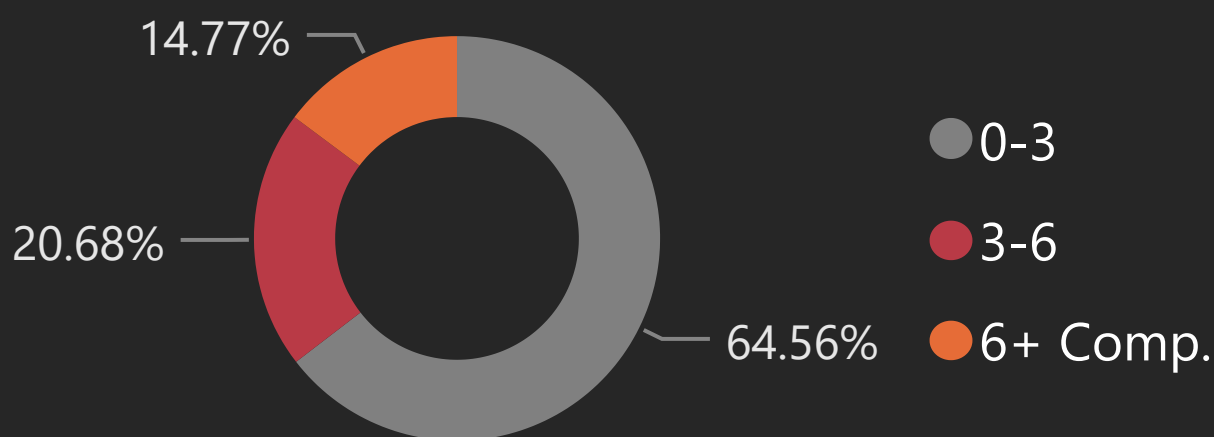
Marital Status
- ☐ Divorced
- ☐ Married
- ☐ Single

Over Time
No	Yes

Attrition Trends by Age Group

Bar chart values by age group (y-axis 0 to 100):
- 26-35: ~115
- 18-25: ~45
- 36-45: ~44
- 46-55: ~27
- 55 Plus: ~8

Attrition based on Promotion-Year

- 11.39%
- 85.23%
- ● 0-5 Years
- ● 6-10 Years
- ● 10+ Years

Attrition by Number of Companies worked

- 14.77%
- 20.68%
- 64.56%
- ● 0-3
- ● 3-6
- ● 6+ Comp.

Attrition by Job Satisfaction Level

Horizontal bar chart (x-axis 0 to 50):
- High
- Low
- Very High
- Medium
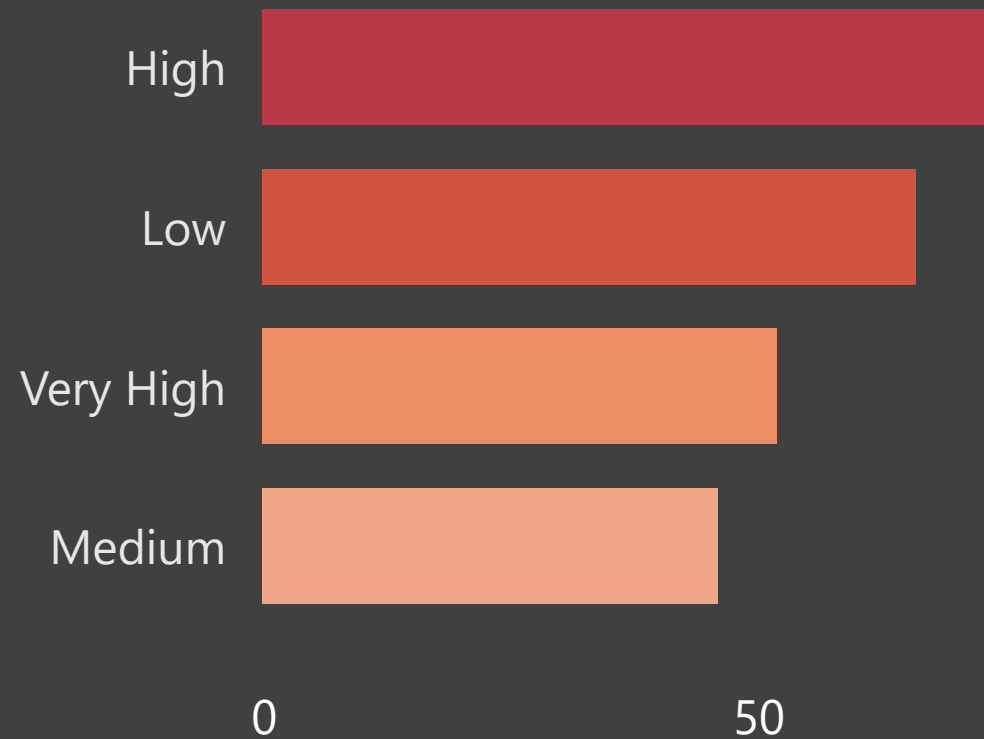
Attrition based on % salary hike

- 11-15%: 10.20%
- 16-20%: 3.88%
- More than 20%: 2.04%
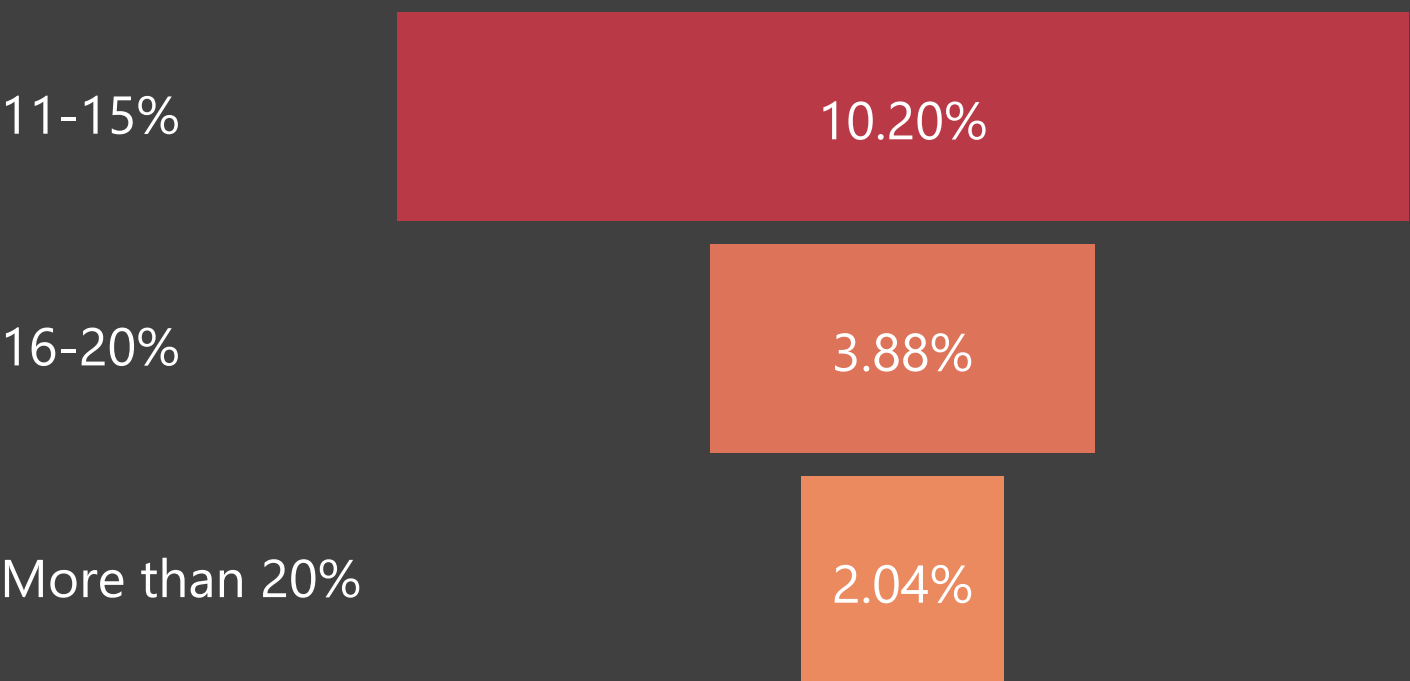
Attrition based on Distance

- 18.99%
- 20.25%
- 60.76%
- ● Near by
- ● Far
- ● Very Far
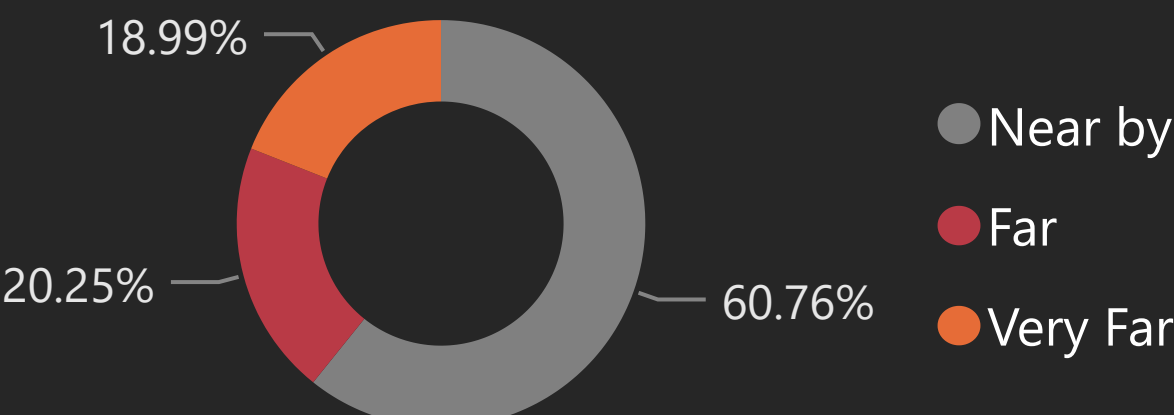
1.22
Avg Monthly Income (in Lacs)

Attrition by Education

Attrition by Job Involvement

Attrition by Working Years
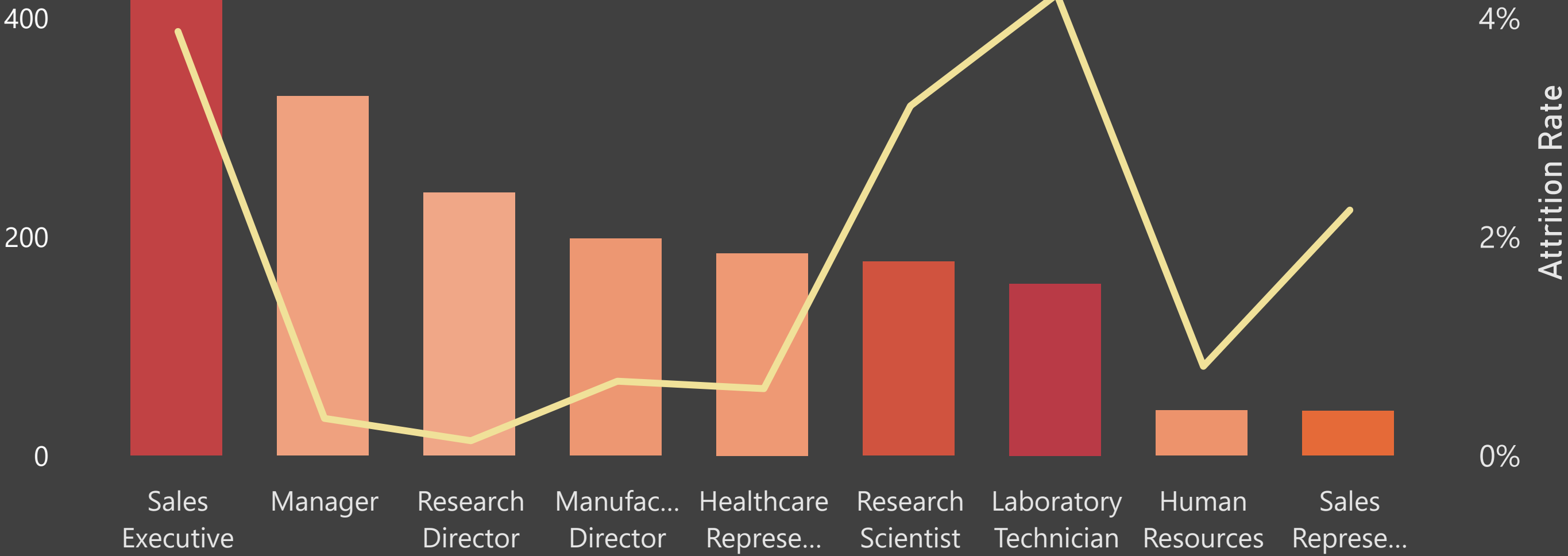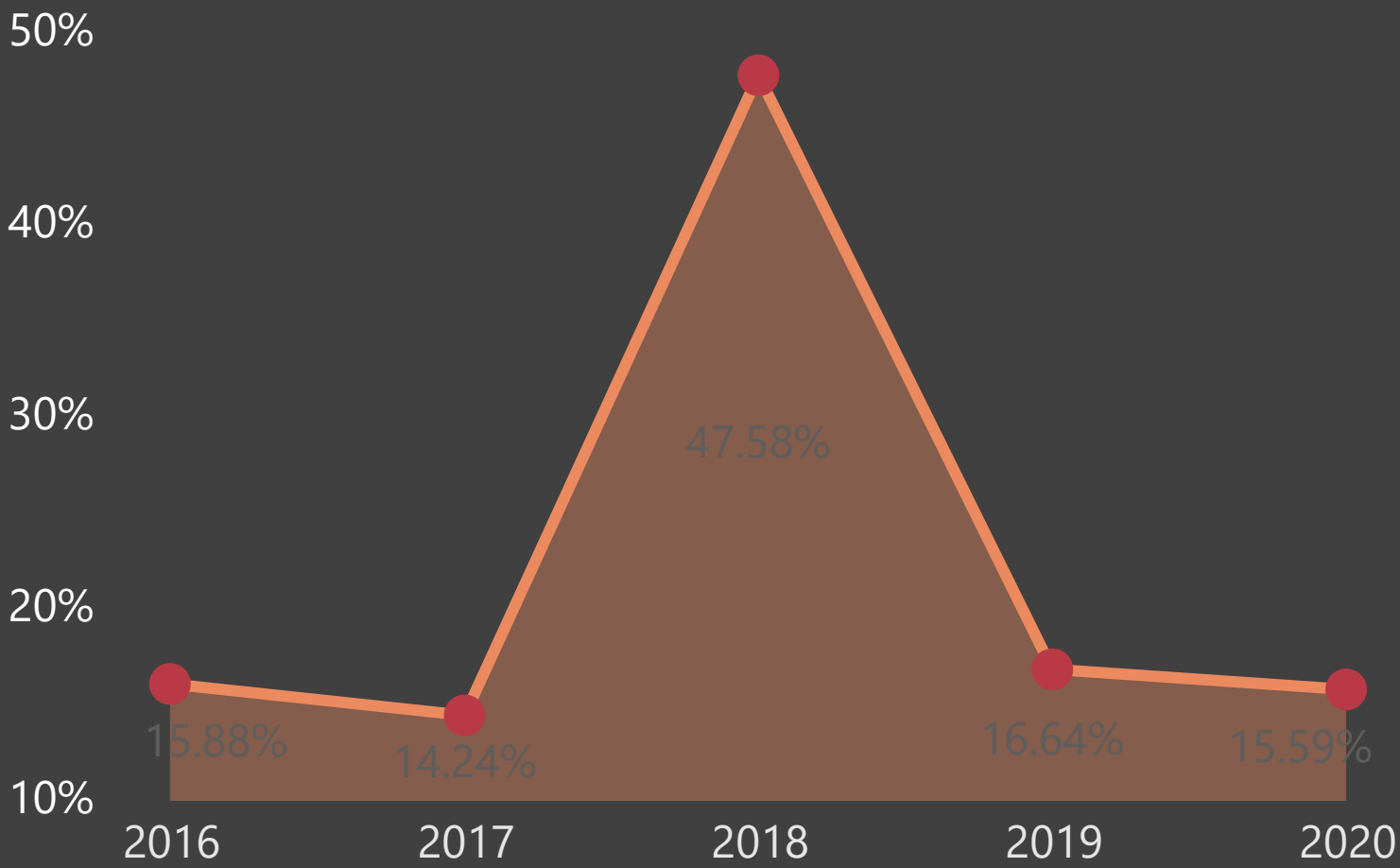
Attrition by Education Field

Sum of Monthly Income (Lacs) and Attrition_Rate by JobRole

Attrition Rate

Sales Executive · Manager · Research Director · Manufac... Director · Healthcare Represe... · Research Scientist · Laboratory Technician · Human Resources · Sales Represe...

Attrition_rate by Year

15.88%	14.24%
47.58%	
16.64%	15.59%

2016 2017 2018 2019 2020

Select Gender
☐ Female
☐ Male

Performance
☐ Excellent
☐ Outstanding

Attrition by Education Level

Bachelors
Masters
College
Below College
Doctors

0   50   100