

## SECTION 1: KPI Cards

<b>Total Employees</b>	COUNT(Employee_ID)
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Calculated_data	10024
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<b>Total Employees</b>
<b>10024</b>

<b>Attrition Rate</b>	COUNTIF(Attrition="Yes") / Total Employees
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Calculated_data	0.1814644852
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<b>Attrition Rate</b>
<b>0.18</b>

<b>Avg Monthly Income</b>	AVERAGE(Monthly_Income)
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Calculated_data	38236.72925
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<b>Avg Monthly Income</b>
<b>38236.73</b>

<b>Avg Job Satisfaction</b>	AVERAGE(Job_Satisfaction)
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Calculated_data	3.031923384
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<b>Avg Job Satisfaction</b>
<b>3.03</b>

<b>Avg Work-Life Balance</b>	AVERAGE(Work_life_Balance)		
Calculated_data	2.453511572		
<b>Avg Work-Life Balance</b>			
<b>2.45</b>			

## SECTION 2: ATTRITION ANALYSIS

Pivot Table 1 – Department vs Attrition

<i>COUNTA of Employee_ID</i>	Attrition	
Department	No	Yes
Finance		81.78% 18.22%
HR		82.43% 17.57%
IT		80.75% 19.25%
Marketing		83.00% 17.00%
Sales		81.43% 18.57%

Pivot Table 2 – Job Role vs Attrition

<i>COUNTA of Employee_ID</i>	Attrition	
Job_Role	No	Yes
Analyst		81.69% 18.31%
Assistant		80.03% 19.97%
Executive		81.86% 18.14%

Manager	83.74%	16.26%

### Pivot Table 3 – Overtime vs Attrition

<i>COUNTA</i> of Employee_ID	Attrition		
Overtime	No	Yes	
No		81.82%	18.18%
Yes		81.89%	18.11%

## **SECTION 3: SALARY ANALYSIS**

## Pivot Table 4 – Department vs Average Salary

Department	AVERAGE of Monthly_Income
Finance	40251.30585
HR	19912.48016
IT	44272.82125
Marketing	19074.35085
Sales	68116.43909

## Pivot Table 5 – Job Level vs Salary

<i>Job_Level</i>	AVERAGE of Monthly_Income	COUNTA of Emp
1	36348.63732	1988

2	44368.0525	2076
3	33560.65726	1984
4	51560.02156	1994
5	24985.25681	1982

## **SECTION 4: SATISFACTION & WORK-LIFE INSIGHTS**

## Pivot Table 6 – Job Satisfaction vs Attrition

Pivot Table 7 – Work-Life Balance vs Attrition

<i>COUNTA</i> of Employee_ID	Attrition		
Work_life_Balance	No	Yes	
1		1836	394
2		2673	587
3		1901	391
4		1795	447

## Pivot Table 8 – Relationship with Manager vs Attrition

<i>COUNTA of Employee_ID</i>	<i>Attrition</i>		
<i>Relationship_with_Manager</i>	No	Yes	
1		81.21%	18.79%
2		82.65%	17.35%
3		81.40%	18.60%
4		82.14%	17.86%

## **SECTION 5: DEMOGRAPHICS**

## Pivot Table 9 – Gender Distribution

Gender	COUNTA of Employee_ID
Female	5467
Male	4557

## Pivot Table 10 – Marital Status vs Attrition

<i>COUNTA</i> of Employee_ID	Attrition		
Marital_Status	No	Yes	
Divorced		81.20%	18.80%
Married		82.55%	17.45%
Single		81.73%	18.27%

## Pivot Table 11 – Age Group Analysis

<i>COUNTA</i> of Employee_ID	Attrition		
Age Group	No	Yes	
20-30		2007	448
31-40		2599	566
41-50		1947	405
51+		1652	400

## SECTION 6: PERFORMANCE & TRAINING INSIGHTS

Pivot Table 12 – Performance Rating vs Attrition

<i>COUNTA</i> of Employee_ID	Attrition		
Performance_Rating	No	Yes	
1		2052	447
2		2041	437
3		2025	478
4		2087	457

Pivot Table 13 – Training Hours vs Performance

Performance_Rating	AVERAGE of Training_Hours_Last_Year	<i>COUNTA</i> of Emp
1	49.78751501	2499
2	48.11985472	2478
3	50.73951258	2503
4	49.65762579	2544

Pivot Table 14 – Average Working Hours by Department

<i>Department</i>	SUM of Average_Hours_Worked_Per_Week
Finance	79696
HR	78560
IT	77465
Marketing	86062
Sales	82814

## BONUS

Pivot Table 15 – Distance From Home vs Attrition

<i>COUNTA of Employee_ID</i>	<i>Attrition</i>		
<i>Grouped Distance_From_Home</i>	No	Yes	
1 - 10		1553	318
11 - 20		1573	352
21 - 30		2004	455
31 - 40		1594	348
41 - 50		1481	346
<b>Grand Total</b>		<b>8205</b>	<b>1819</b>

<i>COUNTA of Employee_ID</i>	<i>Attrition</i>		
<i>Salary_band</i>	No	Yes	
High		85.00%	15.00%
Low		18.02%	
Medium		19.52%	

Pivot Table 13 – Training Hours