

Pivot: Overall Attrition Summary			
Attrition		COUNTA of Employee_ID	
No		8205	
Yes		1819	
Grand Total		10024	
Pivot: Attrition_by_Department			
COUNTA of Employee_ID		Attrition	
Department		No	Yes
Finance		1468	327
HR		1454	310
IT		1414	337
Marketing		1611	330
Not Specified		754	172
Sales		1504	343
Grand Total		8205	1819
10024			
Pivot: Attrition_by_Job_Role			
COUNTA of Employee_ID		Attrition	
Job_Role		No	Yes
Analyst		1918	430
Assistant		1847	461
Executive		1859	412
Manager		1844	358
Not Specified		737	158
Grand Total		8205	1819
10024			

Pivot: Attrition_by_Job_Level			
COUNTA of Employee_ID	Attrition		
Job_Level	No	Yes	Grand Total
1	1638	350	1988
2	1715	361	2076
3	1637	347	1984
4	1598	396	1994
5	1617	365	1982
Grand Total	8205	1819	10024

Pivot: Avg_Salary_by_Job_Role			
Job_Role			
Analyst			
Assistant			
Executive			
Manager			
Not Specified			
Grand Total			

Pivot: Attrition_by_Overtime			
COUNTA of Employee_ID	Attrition		
Overtime	No	Yes	Grand Total
No	4587	1019	5606
Yes	3618	800	4418
Grand Total	8205	1819	10024

Pivot: Attrition by Work Life Balance				
COUNTA of Employee_ID	Attrition			
Work_life_Balance	No	Yes	Grand Total	
1		1836	394	2230
2		2673	587	3260
3		1901	391	2292
4		1795	447	2242
Grand Total		8205	1819	10024

Pivot: Attrition_by_Job_Satisfaction				
COUNTA of Employee_ID	Attrition			
job_Satisfaction	No	Yes	Grand Total	
1		1520	326	1846
2		1487	355	1842
3		2031	419	2450
4		1536	382	1918
5		1631	337	1968
Grand Total		8205	1819	10024

Pivot: Attrition_by_Gender				
COUNTA of Employee_ID	Attrition			
Gender	No	Yes	Grand Total	
Female		4478	989	5467
Male		3727	830	4557
Grand Total		8205	1819	10024

Pivot: Attrition_by_Marital_Status				
COUNTA of Employee_ID	Attrition			
Marital_Status	No	Yes	Grand Total	
Single		4478	989	5467
Married		3727	830	4557
Grand Total		8205	1819	10024

<i>COUNTA of Employee_ID</i>	<i>Attrition</i>			
<i>Marital_Status</i>	No	Yes	Grand Total	
Divorced		2630	609	3239
Married		2962	626	3588
Single		2613	584	3197
Grand Total	8205	1819	10024	

Pivot: Attrition_by_Years_at_Company

<i>COUNTA of Employee_ID</i>	<i>Attrition</i>			
<i>Years_at_Company</i>	No	Yes	Grand Total	
1		259	43	302
2		271	63	334
3		267	60	327
4		265	53	318
5		250	64	314
6		242	68	310
7		270	52	322
8		275	58	333
9		283	52	335
10		279	73	352
11		251	59	310
12		267	54	321
13		265	57	322
14		269	47	316
15		937	203	1140
16		241	58	299
17		215	52	267
18		260	55	315
19		231	54	285
20		260	60	320

21	244	58	302
22	245	60	305
23	256	67	323
24	248	57	305
25	256	62	318
26	285	65	350
27	265	60	325
28	252	53	305
29	287	51	338
30	10	1	11
Grand Total	8205	1819	10024

Pivot: Attrition_by_Performance_Rating

COUNTA of Empl		Attrition		
Performance_Rating	No	Yes	Grand Total	
1	2052	447	2499	
2	2041	437	2478	
3	2025	478	2503	
4	2087	457	2544	
Grand Total	8205	1819	10024	

Pivot: Attrition_by_Job_Involvement

COUNTA of Employee_ID		Attrition		
Job_Involvement	No	Yes	Grand Total	
1	2058	430	2488	
2	2031	449	2480	
3	2079	478	2557	
4	2037	462	2499	

Grand Total	8205	1819	10024
--------------------	-------------	-------------	--------------