

SECTION 1: KPI Cards			
<b>Total Employees</b>	COUNT(Employee_ID)		
Calculated_data	10024		
	Total Employees		
	10024		
<b>Attrition Rate</b>	COUNTIF(Attrition="Yes") / Total Employees		
Calculated_data	0.1814644852		
	Attrition Rate		
	0.18		
<b>Avg Monthly Income</b>	AVERAGE(Monthly_Income)		
Calculated_data	38236.72925		
	Avg Monthly Income		
	38236.73		
<b>Avg Job Satisfaction</b>	AVERAGE(Job_Satisfaction)		
Calculated_data	3.031923384		
	Avg Job Satisfaction		
	3.03		

<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

COUNTA of Employee_ID	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

COUNTA of Employee_ID	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

COUNTA 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

Job_Level	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

COUNTA of Employee_ID	Attrition		
job_Satisfaction	No	Yes	
1	82.34%	17.66%	
2	80.73%	19.27%	
3	82.90%	17.10%	
4	80.08%	19.92%	
5	82.88%	17.12%	


### Pivot Table 7 – Work-Life Balance vs Attrition

COUNTA 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				
COUNTA of Employee_ID	Attrition			
Relationship_with_Manager	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				
COUNTA 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				

COUNTA of Employee_ID	Attrition		
Age Group	No	Yes	
20-30	2007	448	
31-40	2599	566	
41-50	1947	405	
51+	1652	400	
<b>SECTION 6: PERFORMANCE &amp; TRAINING INSIGHTS</b>			
Pivot Table 12 – Performance Rating vs Attrition			
COUNTA 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	COUNTA 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				
Department	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				
COUNTA of Employee_ID	Attrition			
Grouped Distance_From_Home	No	Yes		
1 - 10	1553	318		
11 - 20	1573	352		
21 - 30	2004	455		
31 - 40	1594	348		
41 - 50	1481	346		
Grand Total	8205	1819		
COUNTA of Employee_ID	Attrition			
Salary_band	No	Yes		
High	85.00%	15.00%		
Low	18.02%			
Medium	19.52%			


Pivot Table 13 – Training Hours