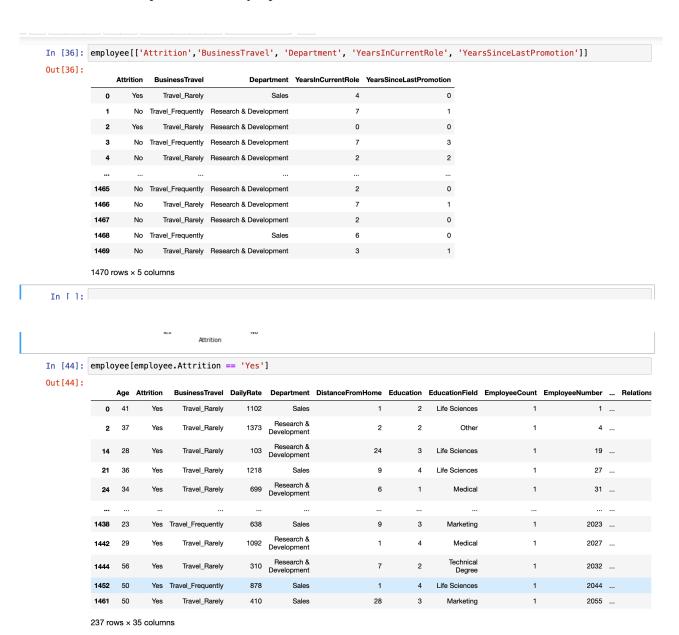
## **FACTORS LEADING TO EMPLOYEE ATTRITION**

- 1. Total working years: Employees that have worked for more than 8 years are more likely to experience attrition. But still those who have worked for quite a while are more likely to retire on the same job rather than moving to other organisation.
- Years since last promotion is also major factor that might lead to employee attrition.
   Employees who have stayed long without a promotion are more likely to leave as compared to those who are regularly.
- 3. Business travels open up employees to new opportunities thus able to easily accept opportunities as they arise as well as the exposure they get while meeting other professionals who might encourage them to move from their current positions.
- 4. Distance from home should not be overlooked since those who resides next to the office have less hassle as compared to those coming from

## Cross section analysis of the employee attrition data



## **MEAN INCOME CALCULATION**

```
In [50]: employee.mean()
Out[50]: Age
DailyRate
DistanceFromHome
                                                                                36.923810
802.485714
9.192517
                   Education
                                                                                    2.912925
                   EmployeeCount
EmployeeNumber
                                                                                    1.000000
                                                                              1024.865306
                   EnvironmentSatisfaction
HourlyRate
JobInvolvement
                                                                                 2.721769
65.891156
                                                                                   2.729932
2.063946
2.728571
                   JobLevel
JobSatisfaction
                  MonthlyIncome
MonthlyRate
NumCompaniesWorked
PercentSalaryHike
PerformanceRating
                                                                           6502.931293
14313.103401
2.693197
                                                                                 15.209524
3.153741
2.712245
80.000000
                   RelationshipSatisfaction
StandardHours
StockOptionLevel
                                                                                    0.793878
                  TotalWorkingYears
TrainingTimesLastYear
WorkLifeBalance
YearsAtCompany
YearsInCurrentRole
                                                                                 11.279592
2.799320
                                                                                   2.761224
7.008163
                                                                                    4.229252
                   YearsSinceLastPromotion
YearsWithCurrManager
                                                                                   2.187755
4.123129
                   dtype: float64
```

employee.mean().MonthlyIncome 6502 • 931292517007