First step is to make two data frame consisting of resigned and current employees based on the division while also merge them to get a full picture of current and resigned employees metrics.

```python
df_resigned = df[df['TanggalResign'] != '-']
df_current = df[df['TanggalResign'] == '-']
resigned_by_job = df_resigned.groupby('Pekerjaan').size().reset_index(name='Count')
resigned_by_job = resigned_by_job.sort_values('Count',ascending=True)
current_by_job = df_current.groupby('Pekerjaan').size().reset_index(name='Count')
current_by_job = current_by_job.sort_values('Count',ascending=True)
```
✓ 0.0s

```python
merged_by_job = pd.merge(resigned_by_job, current_by_job,on='Pekerjaan', how='outer')
merged_by_job.columns = ['Pekerjaan','CountResigned','CountCurrent']
merged_by_job['CountResigned'] = merged_by_job['CountResigned'].fillna(0)
```
✓ 0.0s

```python
merged_by_job['TotalEmployees'] = merged_by_job['CountResigned'] + merged_by_job['CountCurrent']
merged_by_job['PercentageCurrent'] = (merged_by_job['CountCurrent']/merged_by_job['TotalEmployees'])*100
merged_by_job['PercentageResigned'] = (merged_by_job['CountResigned']/merged_by_job['TotalEmployees'])*100
merged_by_job = merged_by_job.sort_values('PercentageCurrent',ascending=True)
merged_by_job
```
✓ 0.0s

	Pekerjaan	CountResigned	CountCurrent	TotalEmployees	PercentageCurrent	PercentageResigned
0	Data Analyst	8.0	8	16.0	50.000000	50.000000
12	Software Engineer (Front End)	28.0	44	72.0	61.111111	38.888889
5	Product Design (UI & UX)	9.0	15	24.0	62.500000	37.500000
7	Product Manager	6.0	11	17.0	64.705882	35.294118
1	Data Engineer	3.0	7	10.0	70.000000	30.000000
10	Software Engineer (Android)	7.0	17	24.0	70.833333	29.166667
11	Software Engineer (Back End)	28.0	81	109.0	74.311927	25.688073
2	DevOps Engineer	0.0	3	3.0	100.000000	0.000000
3	Digital Product Manager	0.0	2	2.0	100.000000	0.000000
4	Machine Learning Engineer	0.0	2	2.0	100.000000	0.000000
6	Product Design (UX Researcher)	0.0	1	1.0	100.000000	0.000000
8	Scrum Master	0.0	3	3.0	100.000000	0.000000
9	Software Architect	0.0	1	1.0	100.000000	0.000000
13	Software Engineer (iOS)	0.0	3	3.0	100.000000	0.000000

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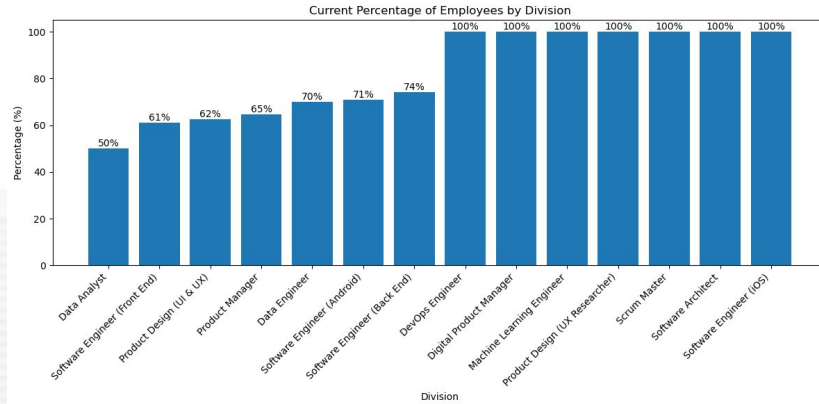
The figures of current and resigned employees are shown.

In terms of current employees, some division shown 100 percentage which means no incumbents are resigned for over the years.
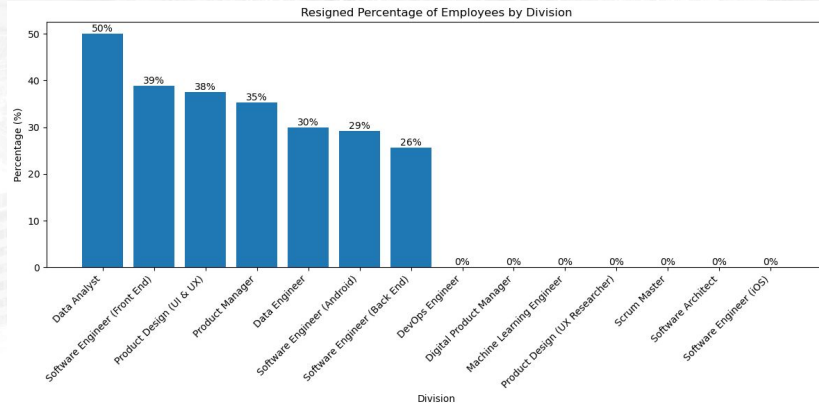
While with resigned percentage, it can be derived that the highest turnover comes from Data Analysts with 50% resigned percentage. This has to be analysed further.

In order to analysed the behaviour of resigned Data Analysts, aggregate function is used to see the career stage, performance as well as reason of resign.

```python
df_resigned_data_analyst_agg = df_resigned_data_analyst.groupby(['JenjangKarir', 'PerformancePegawai','AlasanResign']).size().reset_index(name='Count')
df_resigned_data_analyst_agg = df_resigned_data_analyst_agg.sort_values('Count', ascending=False)
df_resigned_data_analyst_agg = df_resigned_data_analyst_agg.replace(['Freshgraduate_program','Sangat_bagus','Sangat_kurang','toxic_culture','internal_conflict'],
            ['Freshgraduate','Sangat bagus','Sangat kurang','toxic culture','internal conflict'])
df_resigned_data_analyst_agg
```

✓ 0.0s

	JenjangKarir	PerformancePegawai	AlasanResign	Count
4	Freshgraduate	Sangat bagus	toxic culture	3
0	Freshgraduate	Bagus	toxic culture	1
1	Freshgraduate	Biasa	internal conflict	1
2	Freshgraduate	Biasa	toxic culture	1
3	Freshgraduate	Sangat bagus	internal conflict	1
5	Freshgraduate	Sangat kurang	toxic culture	1

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Resignation Reason of Data Analysts
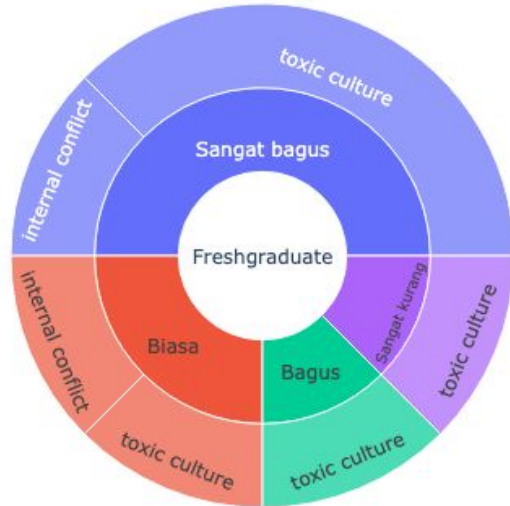
The sunburst chart reveals that all data analysts who resigned were fresh graduates. Despite varying employee performance levels, the primary reasons for resignation were toxic culture and internal conflict. This suggests a significant underlying issue within the company, even among those with excellent or good performance. Notably, some high-performing employees cited toxic culture as a reason for leaving, while others attributed their resignations to internal conflicts that may have been exacerbated by the company's culture.

Some recommendation that can be implemented to tackle to problem stated before including:

- **Improving company culture:** Conducting a cultural audit, implementing a transformation program, and enhancing communication.

- **Mentoring and developing fresh graduates:** Providing guidance, career paths, and soft skills training.

- **Managing conflicts:** Conducting training, forming a mediation team, and implementing a 360-degree feedback system.

- **Enhancing work-life balance:** Evaluating policies, promoting well-being, and improving rewards and recognition.

- **Improving leadership:** Providing training, encouraging inclusivity, and promoting a positive work environment.

- **Promoting diversity and inclusion:** Creating a more balanced and accepting workplace.