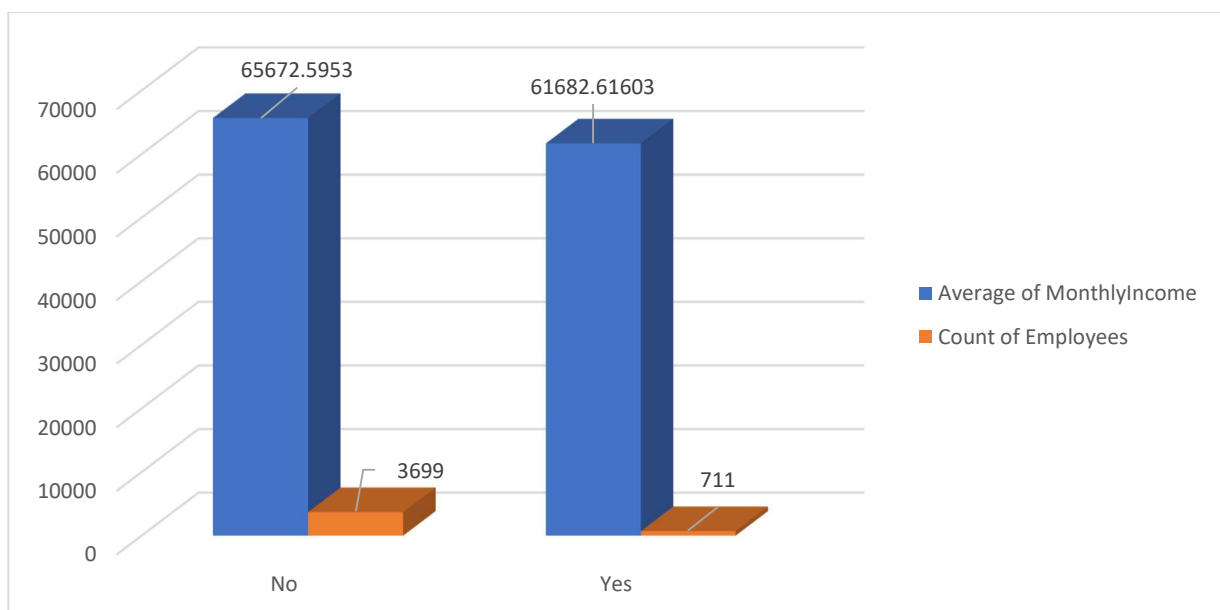


List of different Hypothesis for employee attrition in XYZ company LTD

Problem Statement: Every year 15% of employees leave the company and need to be replaced with the talent pool available in the job market

Hypothesis 1: What is the average monthly salary of the employees who are working in the organization or have left the organization?

Attrition	Average of Monthly Income	Count of Employees
No	65672	3699
Yes	61683	711
Grand Total	127355	4410



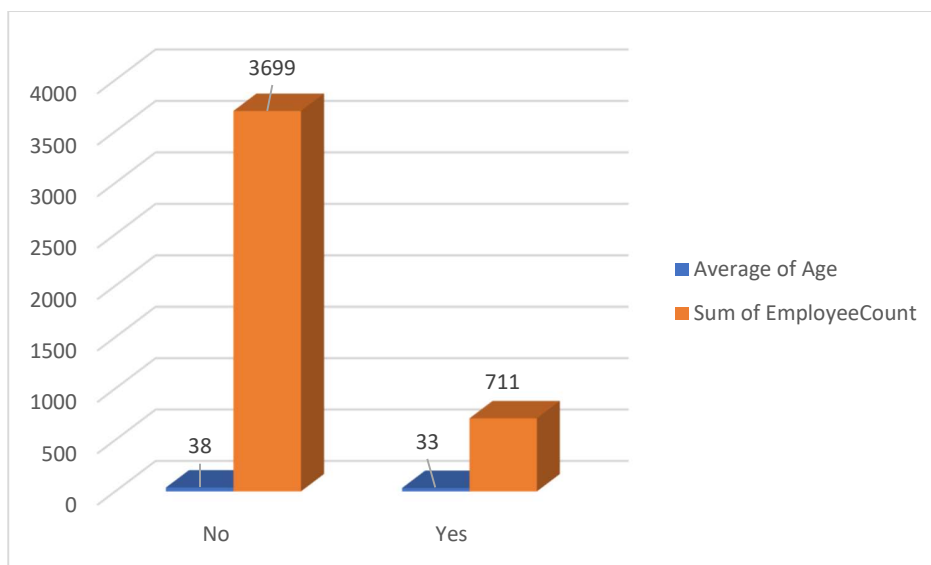
Note: We can conclude that the average monthly income of the employees who have left the is lesser as compared who are in the organization.

Hypothesis 2: What is the average age of the employees in the organization or who have left the same?

Attrition	Average of Age	Employee Count
No	38	3699
Yes	33	711
Grand Total	71	4410

Attrition	Max of Age	Employee Count
No	60	3699
Yes	58	711
Grand Total	60	4410

Attrition	Min of Age	Employee Count
No	18	3699
Yes	18	711
Grand Total	18	4410



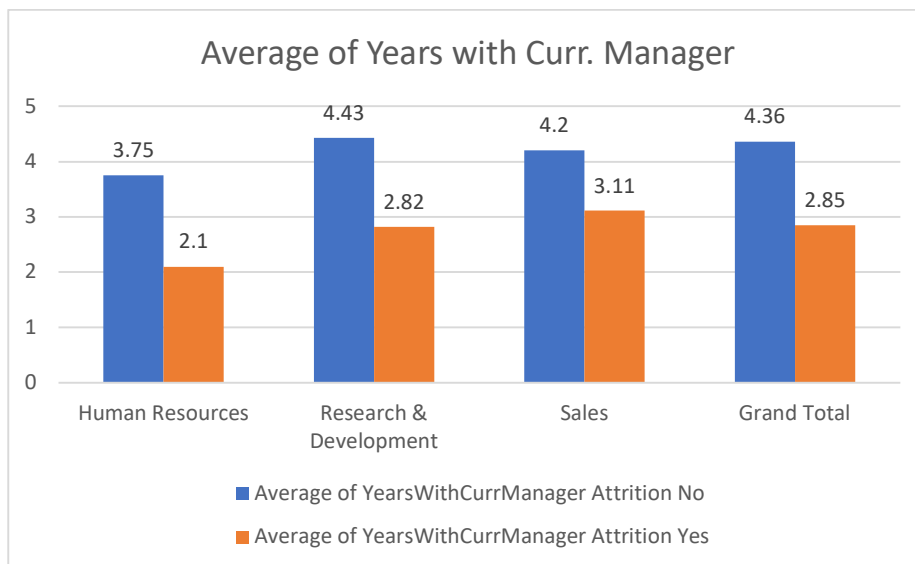
Note: We can conclude that the average age of the employees who have left the is 33 as compared who are in the organization which means older employees are more satisfied.

Hypothesis 3: The employees of the company have been with the company for more than 3+ years if yes they are satisfied or they are not?

Attrition	No	Yes
less than 3 years in company	2613	462
more than 3 years company	1086	249

Note: We can conclude that attrition of people less than 3 years in more than tenured people which is 10.48% and 5.65% respectively.

Hypothesis 4: Which are the people who are staying longer with their current manager and department or not?

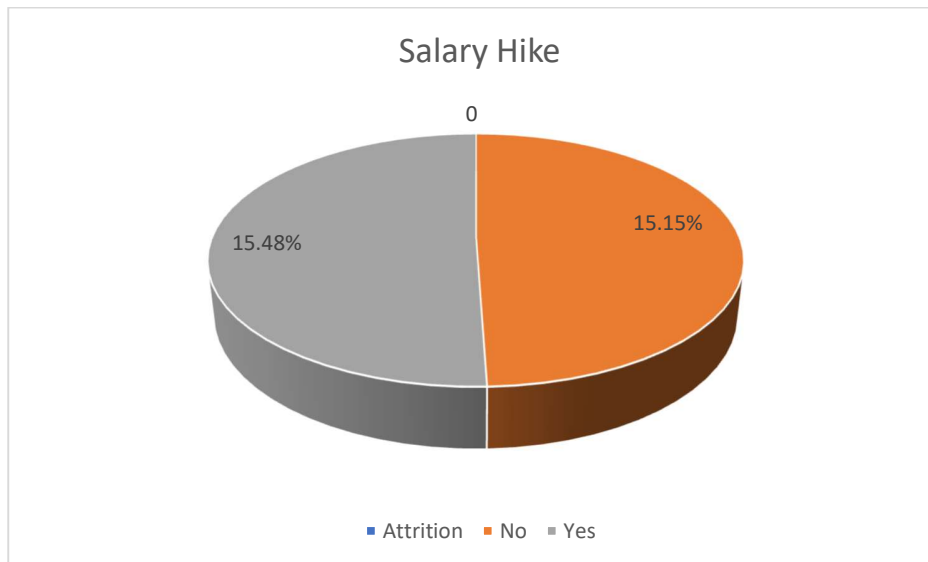


Department	Average of years with Current Manager	
	Attrition No	Attrition Yes
Human Resources	3.75	2.1
Research & Development	4.43	2.82
Sales	4.2	3.11
Grand Total	4.36	2.85

Note: Highest attrition is in the R&D department with Yes of 2.82 and No of 4.43.

Hypothesis 5: What is the percent salary hike of the employees who are in the organization or have left the organization?

Attrition	Average of Percent Salary Hike
No	15.15%
Yes	15.48%



Note: The people who are leaving the have a marginally higher percent salary hike at 15.48%.

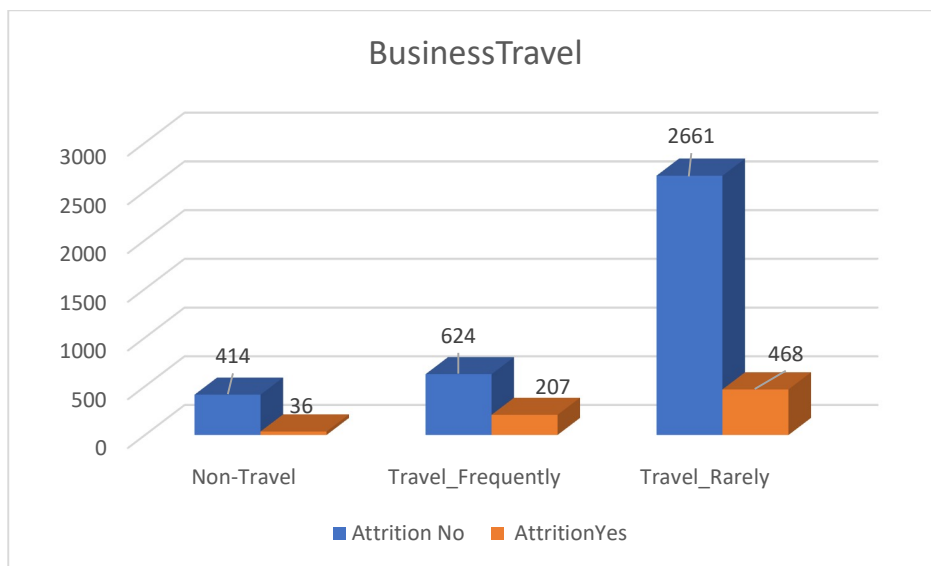
Hypothesis 6: How many times are all the employees who are in the organization or have left being trained year on year?

	Attrition		Grand Total
	No	Yes	
Average of Training Times Last Year	2.82%	2.65%	-
Employee Count	3699	711	4410

Note: The people who are in the organization are trained 2.82% which more Than who have left the same.

Hypothesis 7: How frequently have the employees who are in the organization or have left traveled for business?

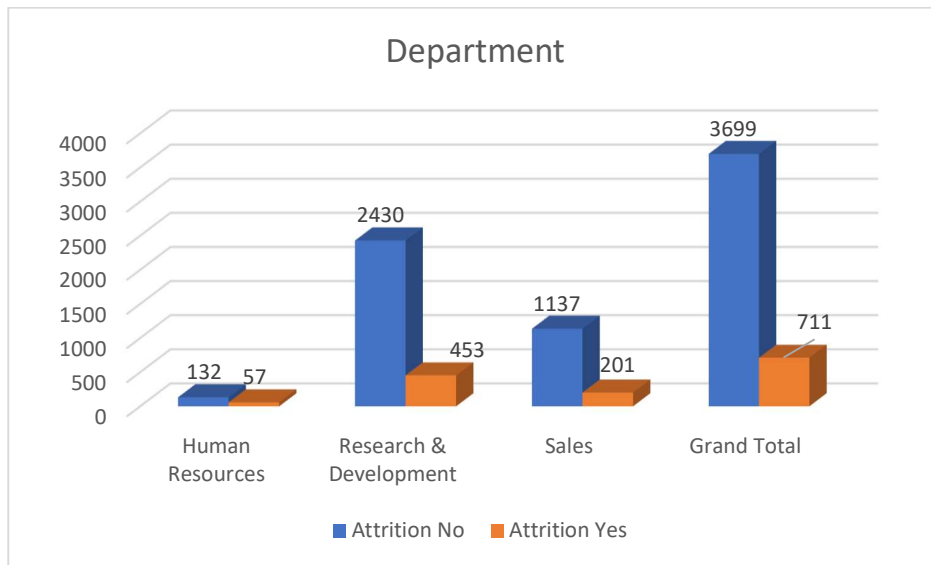
Business Travel	Attrition No	Attrition Yes
Non-Travel	414	36
Travel Frequently	624	207
Travel Rarely	2661	468
Grand Total	3699	711



Note: People who are in the organization have travelled more than who have left the same.

Hypothesis 8: Which department has the highest number of attritions from the employees who are in the organization or have left?

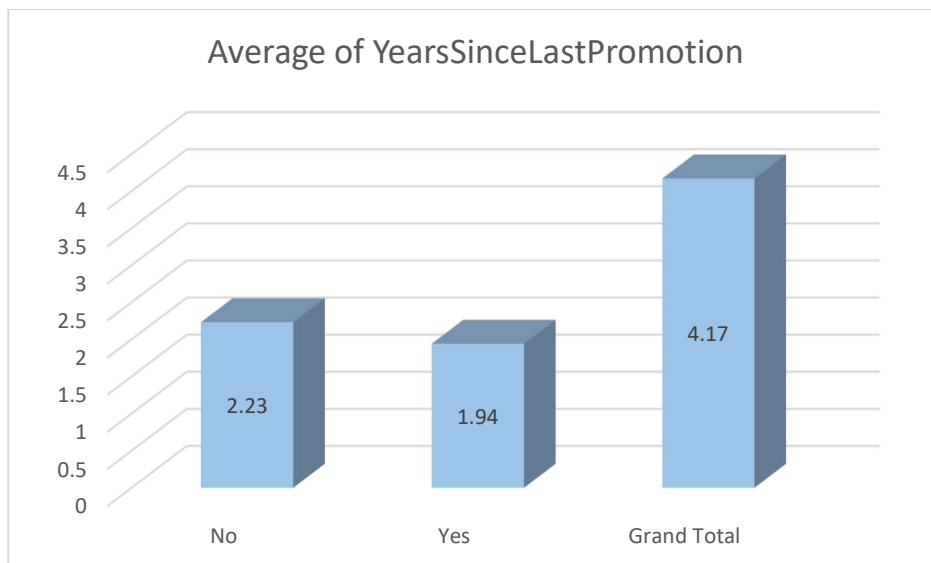
Department	Attrition No	Attrition Yes
Human Resources	132	57
Research & Development	2430	453
Sales	1137	201
Grand Total	3699	711



Note: People in R&D have the highest number of attritions 453

Hypothesis 9: What is the duration (time frame) of promotions of the employees who are in or leaving the organization?

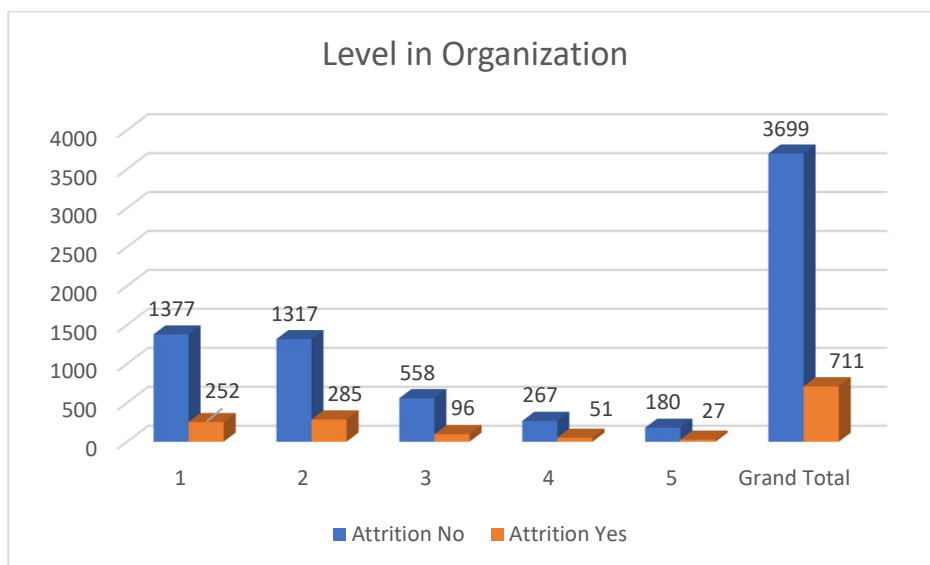
Attrition	Average of Years Since Last Promotion
No	2.23
Yes	1.94
Grand Total	4.17



Note: Promotion is good for people leaving is 1.94 yrs and for people in the organization is 2.23 years.

Hypothesis 10: Which job role employees are staying in or leaving the organization?

Level in Organization	Attrition	
	No	Yes
1	1377	252
2	1317	285
3	558	96
4	267	51
5	180	27
Grand Total	3699	711



Note: Attrition is highest in the first two levels one & two 252 and 285 respectively.