Exploratory Data Analysis on Attrition Dataset

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Business Problem

This project aims to predict factors affecting employee attrition.

16%
Attrited

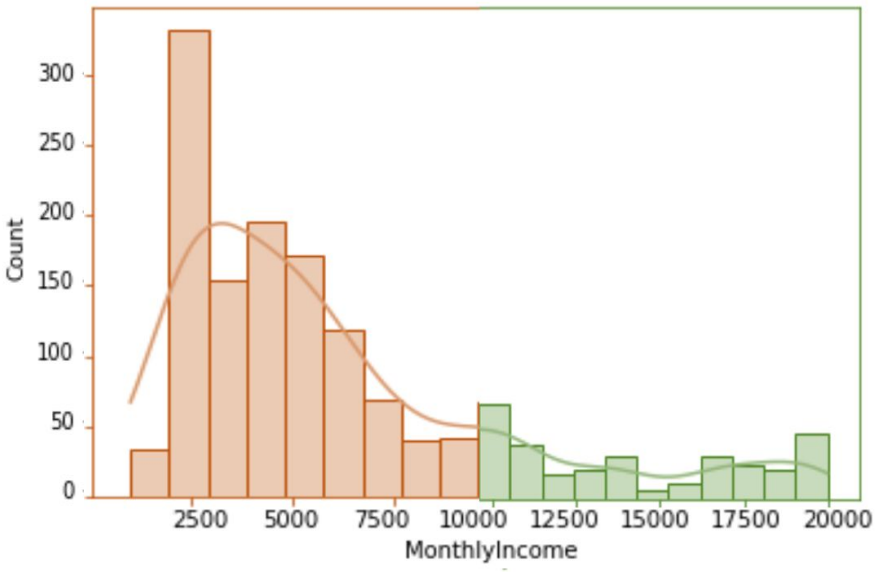
Out of 1470 employees, 235 have left the firm.

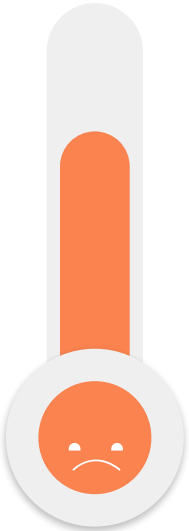
84%
Not Attrited

Out of 1470 employees,1235 are still working for the firm.

work experience
distance
work environment
gender
Job satisfaction
ATTRITION
age
years with current manager
Work life balance
Environmental Satisfaction
marital status
Low Income
promotion
overtime
Job involvement

Income

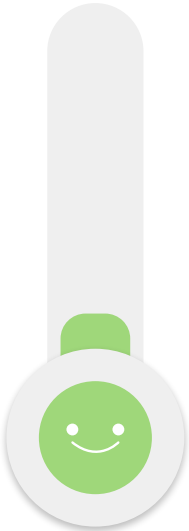




75%

Low Income

Majority of employees with low income are attriting



2.7%

High Income

Minority of employees with high income are attriting

Overtime

Yes

Total 28%

Attrited % 30%

No

Total 72%

Attrited % 10%

Age-Group

34%

Age- 18 to 25

40 employees have attrited

Age - 25 to 35

106 employees have attrited

20%

Age - 35 to 40

41 employees have attrited

10%

Age - 40 to 48

21 employees have attrited

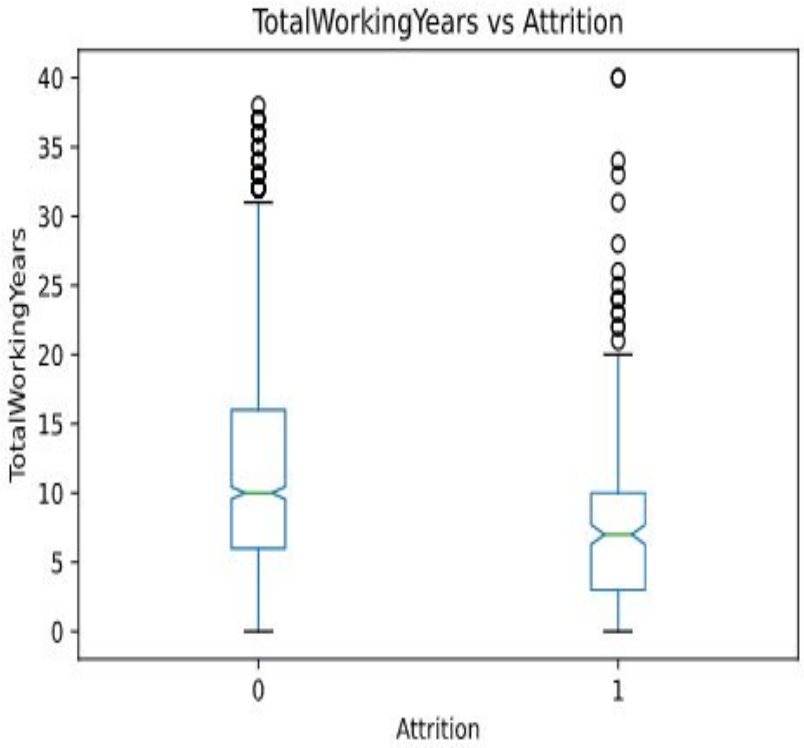
9%

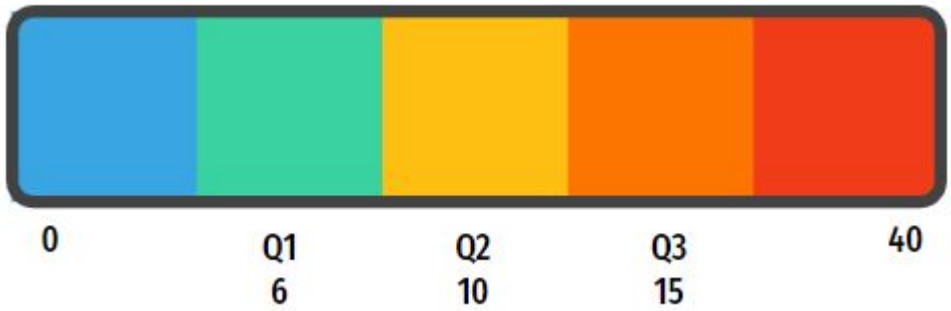
12%

Age - 48 to 60

25 employees have attrited

Total Working Years

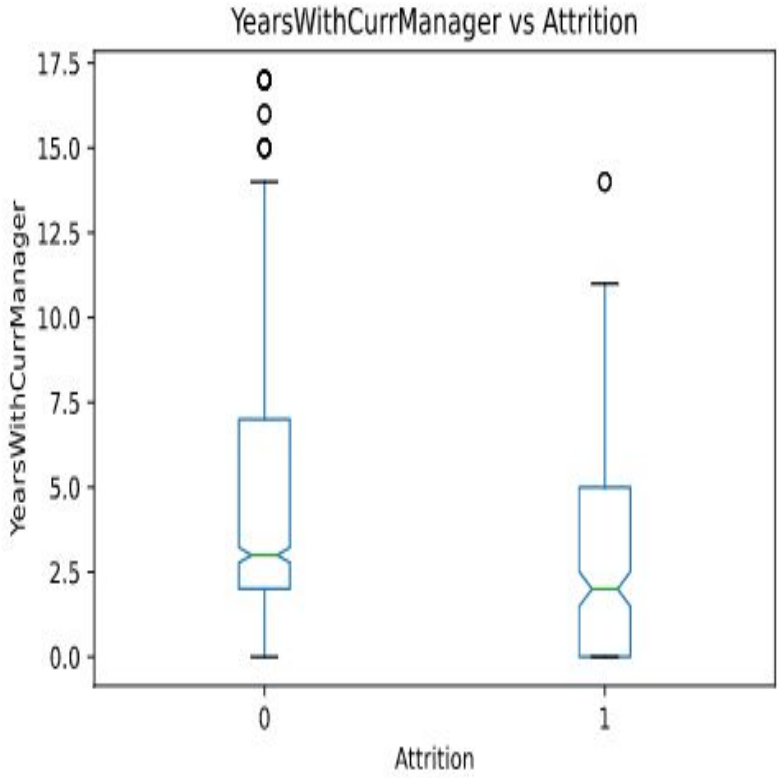


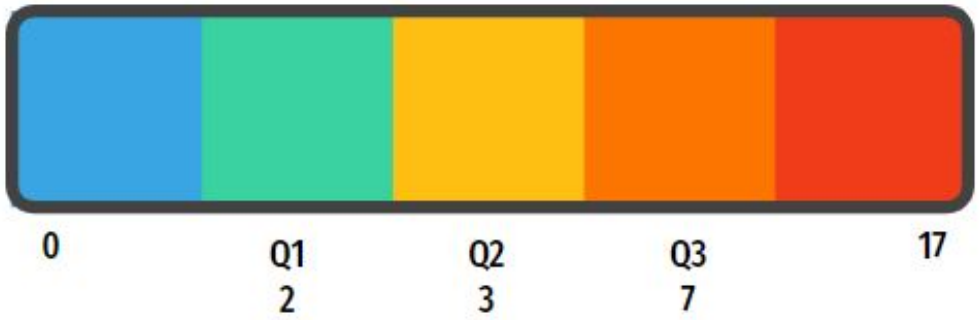


Insights:

Median value of Total Working Years is :10
IQR value of Total Working Years is :9
Most of the employees who have attrited have total experience less than 7 years

Years with Current Manager





Insights:

Median value of Years with Current Manager is :3
IQR value of Years With Current Manager is :5
Employees who worked under toxic managers tend to leave the firm within 3 years

Thank You