

## **Data Visualisation Challenge**

### **Inferences**

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- Most employees who left the firm are sales executives, there are very few people at higher grades and designations.
- Most people are young and in their 20's. The distribution of age yields a Bimodal distribution with an additional peak at age 35.
- Most of the employees who left are Males.
- Also, there is a larger IQR in the case of Males than there is in the case of Females. Indicating most females leave the Job in a very narrow range of age. The percentage of outliers in the case of females is more considering that their total number is small.
- Most people who left possess only a Bachelor's degree
- Most people have an Income of lower than 75k, with a few people having a very high Income(>200k)
- Most people left the firm because they had issues with their manager, followed by growth and job satisfaction issues like salary and quality of work. A small but sizable number of people were sacked due to poor performance.
- There is no general trend in the Marital Status
- Most of the people has an average Rating before they left, very few had a bad or very good rating.
- There is a strong correlation between the age and Salary which is expected but surprisingly none of the other columns have a strong correlation.
- There is no particular trend in the engagement score, a uniform(ish) distribution is seen
- The engagement ration is forward skewed in the lower grades/designations and centrally and backward skewed in higher grades/designations
- The satisfaction scores don't seem to be affected by the Zone.
- There is little correlation between the nature of exit and the satisfaction score.
- The employees in a particular designation mostly have the same income but there is a bit more spread in the higher designations.
- Monthly Income doesn't change much from zone to zone
- Most of the young people have an rating 2-4. Most of the people who have a rating of 5 are older.
- There is no relation between rating and satisfaction.