

# Employee Data Analysis Report

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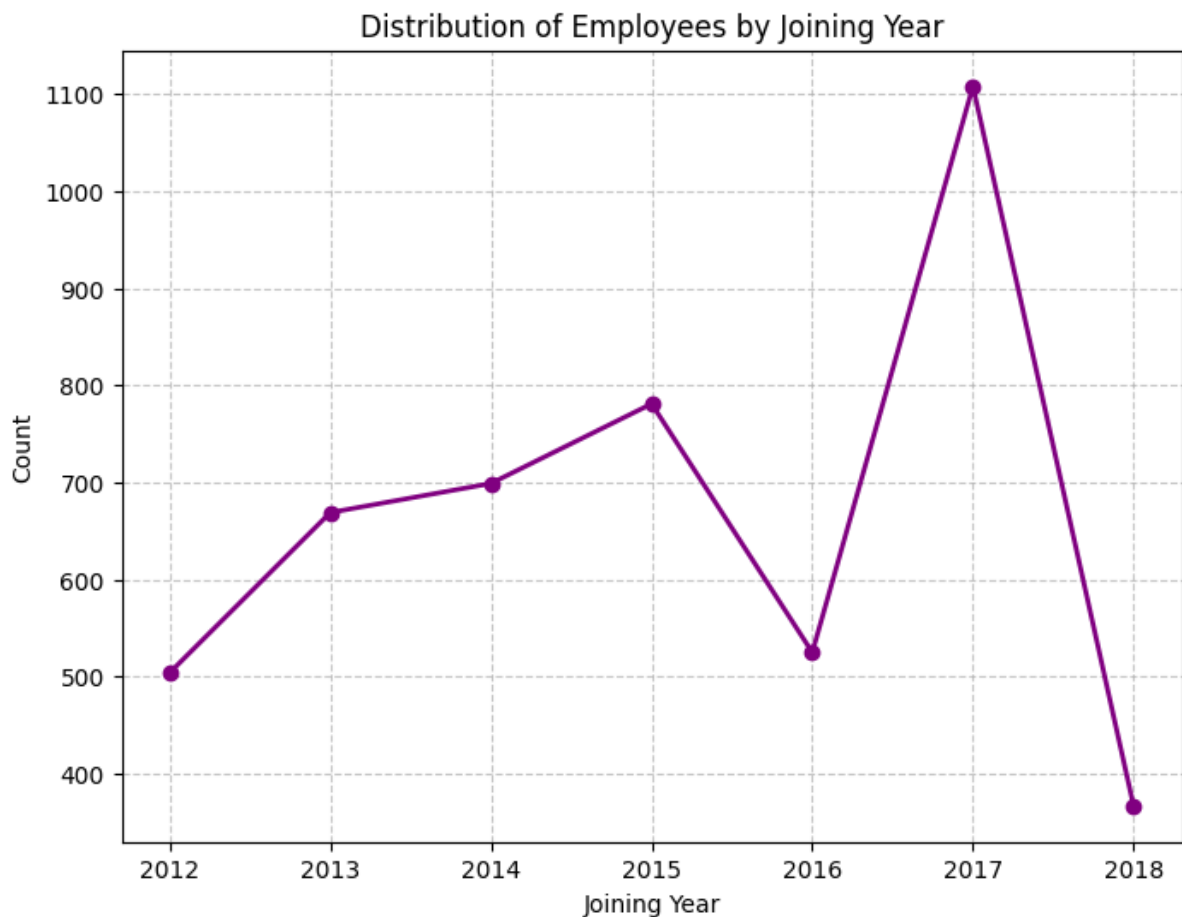
ID Number: 23069457

Dataset Link: <https://www.kaggle.com/datasets/tawfikelmetwally/employee-dataset>

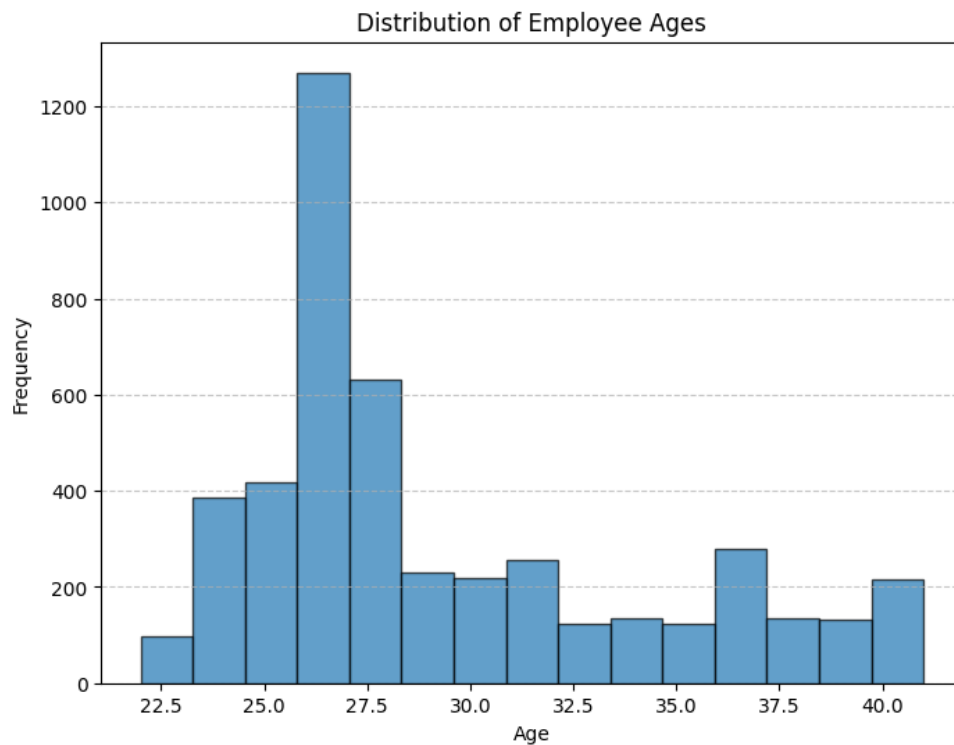
GitHub Link: <https://github.com/sireeshas2/Final-Visualisation-Report.git>

## Introduction

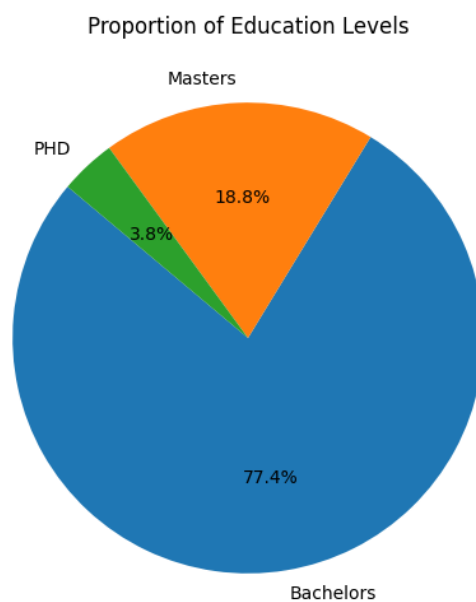
The dataset analysed in this report contains information about employees, including their demographics, job-related factors, and employment outcomes such as leave status and bench status. The purpose of this analysis is to provide insights into the trends and patterns observed in the data, which include understanding employee retention, benching trends, and education-level impacts. Using tables and visualizations, actionable insights can be drawn to inform strategies for improving organizational policies and employee satisfaction.



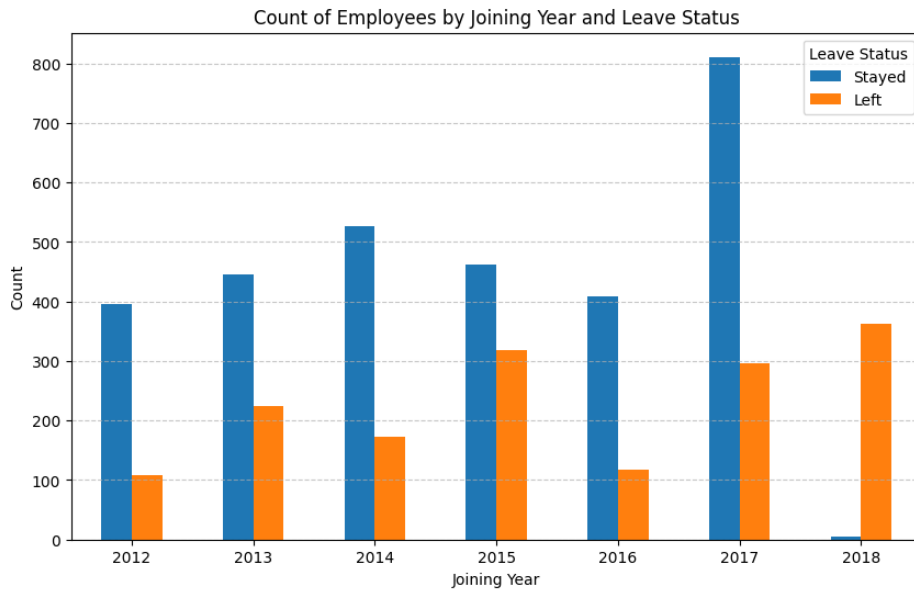
The line plot shows the trends in employee recruitment over the years. A sharp increase in hiring was observed in 2017, followed by a steep decline in 2018. This could indicate a one-time recruitment drive or a strategic hiring decision by the organization.



The histogram highlights that most employees are between 25 and 30 years old, with a peak around age 27. This suggests that the workforce is relatively young, which may have implications for training and career progression.



The pie chart indicates that the majority of employees hold a bachelor's degree (77.4%), while fewer employees have a master's degree (18.8%) or a PhD (3.8%). This trend suggests a focus on hiring individuals with bachelor's degrees, potentially due to cost considerations or role requirements.



The grouped bar chart shows that employees who joined in earlier years are more likely to have stayed, while those who joined in 2017 and 2018 exhibit higher proportions of leaving. This indicates potential retention challenges for newer recruits.

City	Stayed (%)	Left (%)
Bangalore	73.29443447	26.70557
New Delhi	68.366465	31.63354
Pune	49.60567823	50.39432

**Table1: City-wise Leave or Stay Proportion**

Employees in Bangalore exhibit the highest retention rate (73.3%), while Pune has the lowest (49.6%), indicating potential location-specific retention issues. New Delhi's retention rate is moderate at 68.4%.

Education	Stayed Count	Left Count	Never Benched Count	Ever Benched Count
Bachelors	2472	1129	3208	393
Masters	447	426	791	82
PHD	134	45	176	3

**Table2: Leave and Bench Status by Education Level**

Employees with bachelor's degrees have the highest count of both leaving (1,129) and staying (2,472). PhD holders are less likely to leave, with only 45 employees leaving, compared to 134 staying. Master's degree holders are relatively balanced in leaving (426) and staying (447). Bench status indicates that bachelor's degree holders are more frequently benched compared to master's and PhD holders.

## Conclusion

This report provides a comprehensive overview of the trends in employee demographics, job factors, and outcomes. Recommendations include enhancing retention efforts for new recruits, addressing benching among bachelor's degree holders, and investigating city-specific challenges. Employees who joined more recently are leaving at higher rates, indicating a potential need to evaluate onboarding processes and retention strategies. Bachelor's degree holders are more frequently benched, possibly due to the nature of roles assigned or performance factors.