INTERNSHIP PROJECT REPORT

TITLE - EMPLOYEE ATTRITION ANALYSIS

NAME - SOUNDHAR G

BATCH - 01

SADHVI
SOFTWARE SOLUTIONS

TABLE OF CONTENTS

1)INTRODUCTION

2)DETAILS OF DATA

3)TOOLS USED

4)MAIN KPI 'S

5)SCREENSHOTS

6)MY DESIGN

7)CONCLUSION

SADHVI
SOFTWARE SOLUTIONS

INTRODUCTION:

- XYZ Company, established recently, grapples with a persistent 15% attrition rate over the past few years, significantly impacting various facets of the organization. To comprehend the reasons behind this trend and mitigate the attrition challenge, XYZ has enlisted the services of an HR analytics consultancy
- The creation dashboard aims to empower the organization with actionable Insights derived from data analysis.

SADHVI
SOFTWARE SOLUTIONS

DETAILS OF DATA:

- EDA PROJECTS WE WILL BE PERFORMING AMAZON SALES DATA **EMPLOYEE ATTRITION ANALYSIS** AND IT IS A INTERESTING DATASET TO WORK ON.
- EXPLORE THE ATTRITION OF EMPLOYEE RATE OVER DIFFERENT TASK GIVEN IN THE TASK LIST.

SADHVI
SOFTWARE SOLUTIONS

TOOLS USED:

- PANDAS
- MATPLOTLIB
- POWERBI

SADHVI
SOFTWARE SOLUTIONS

MAIN KPI'S USED:

- ATTRITION BY GENDER
- ATTRITION BY AGE
- ATTRITION BY JOB LEVEL
- ATTRITION BY DEPARTMENT
- ATTRITION BY TOTAL WORKING YEARS
- ATTRITION BY WORKING LIFE BALANCE

SADHVI
SOFTWARE SOLUTIONS

SCREENSHOTS:

4.Job Levels and Attrition: Compare the attrition rates of employees with different job levels.

In [35]:
```
# Compare Attrition Rates by Job Level
plt.figure(figsize=(8, 6))
sns.countplot(x="JobLevel", hue="Attrition", data=df, palette="Set2")
plt.title("Attrition Rates by Job Level")
plt.xlabel("Job Level")
plt.ylabel("Count")
plt.legend(title="Attrition", labels=["No", "Yes"])
plt.show()
```

SADHVI
SOFTWARE SOLUTIONS

SCREENSHOTS:

TASK - 5

5.Job Roles and Attrition: Compare the attrition rates of employees with different job roles.

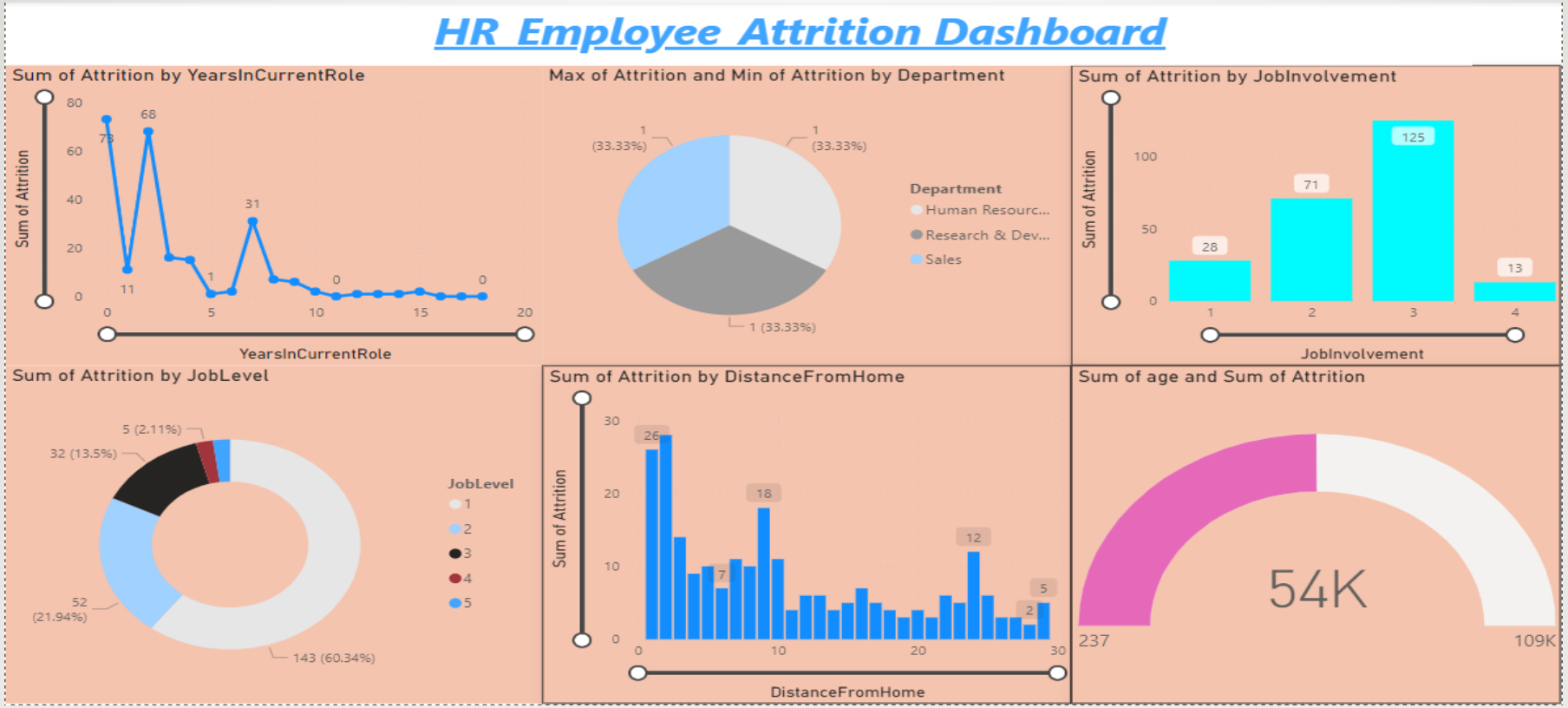
```
# Analyze the relationship between job roles and attrition
plt.figure(figsize=(12, 6))  # Adjust the figure size for better visualization
sns.countplot(x='JobRole', hue='Attrition', data=df, palette='Set1')
plt.title('Job Roles and Attrition')
plt.xlabel('Job Role')
plt.ylabel('Count')
plt.xticks(rotation=45, ha='right')  # Rotate x-axis labels for better
 ↪readability
plt.tight_layout()
plt.show()
```

3. Employee Satisfaction and Attrition: Analyse the relationship between employee satisfaction and attrition.

```
# Analyze the relationship between employee satisfaction and attrition
sns.barplot(x='Attrition', y='JobSatisfaction', data=df, ci=None)
plt.title('Employee Satisfaction and Attrition')
plt.xlabel('Attrition')
plt.ylabel('Average Job Satisfaction Level')
plt.show()
```

SADHVI
SOFTWARE SOLUTIONS

MY DESIGN:



SADHVI
SOFTWARE SOLUTIONS

CONCLUSION:

- In conclusion, the methods employed in the data analysis of the given dataset were effective in providing insights into the data distribution.
- The challenges encountered during the implementation of the methods provided valuable lessons for future works.

SADHVI
SOFTWARE SOLUTIONS

THANKYOU