

Insights/Trends from the bar charts and graphs

➤ **Attrition Finding the number of Employees :**

From pie chart we found that the **1233** employees are not leaving the organization. **237** employees get attrited from the organization.

➤ **Finding the co relation between the feature :**

From correlation we try to find out the what are the factors are impacting on the Attrition.

➤ **Finding the number of males and females Attrition :**

We found that the total **237** employees get are leaves the organization from that **150** are male and **87** are female.

From the above findings we can say that the number of male attrition is high as compared to number of female attrition.

➤ **Impact of Business Travel on Attrition :**

Graph tell us that company has more count or more no. of employee who travel rarely. It means travel rate of company is less.

There are more employees which travel rarely and are not satisfied with their job.

Non traveller has a least count as well as least attrition.

➤ **Impact of Department on Attrition :**

There are 3 departments : Sales, R&D , Human Resources.

R&D department has more no of attrition(150 employees) as compared to other departments

HR department has least Attrition approximately 5 to 10 employees.

➤ **Impact of Education Field on Attrition :**

The employees from life science and medical education field are having more attrition than other educational field.

HR educational field employees has least attrition than the others.

➤ **Impacts of Gender on Attrition :**

In case of attrition(yes), the number of males are larger than the female.

We can say that the more are the male employees are not satisfy with their job.

➤ **Impacts of Overtime on Attrition :**

In the graph there is slight change in the attrition (Yes) and attrition (no).There will be no impact on the attrition due to overtime. Most of the employees are not doing the over time.

➤ **Impact of Job Role on the Attrition :**

As the graph shows, the job role is not impacting the attrition as we expected . Laboratory tech and sales executive seems to high in attrition.

➤ **Impact of Age on Attrition :**

Employee between the age group 25 to 35 are leaving job highly. Employee having high age, in this case the percentage of leaving

the job very less. We can say that the more is the less is the attrition

➤ **Impact of Distance from home on Attrition :**

It seems that the distance range between 0 to 10, more employees are attrited. As the long distance less will be the employee attrition.

Surprisingly, the employees having the distance range between the 13 to 28 from home to office they are not leaving the job.

➤ **How Monthly income impact on Attrition :**

The employees having monthly income between 2000 to 10000, they are leaving the job is slightly more in cases and the employees having the income between 11000 to 20000, seems that Attrition is less.

We can say that the more is salary, less the attrition.

➤ **Impact of No of companies worked on Attrition**

As we see the histogram shows, the employees already worked in 1 to 2 companies they are leaving the job and the employee worked in more than 3 to 8 companies, less attrition rate.

More the worked in the company, less is the attrition.

➤ **Impact of Salary hike Attrition :**

The employees having salary hike percentage between 10 to 16, we found more employee attrition. In case of 18 to 26 percent salary hike, less attrition found.

We can say that, more is the salary hike less will be the attrition.

➤ **Years at the company :**

Higher is the years at the company, more is in attrition. Lower is the years at company, lesser is attrition.

It seems that the years at company between 0 to 10, in this case more is attrition

➤ **Impact of Environment Satisfaction and job satisfaction on Attrition :**

Increase in rate of Environment Satisfaction and job satisfaction lesser the attrition. The employees who satisfied with the job and experiences the better environment they not leaving the organization.

➤ **Impact of Job Level on Attrition :**

More is the job level, more comes the responsibilities, stress, advanced kind of work or project to be handling by the employee.

In this case the attrition is more.

➤ **Impact of Job Involvement on Attrition :**

More is in job involvement more is the attrition, yes the job involvement impacts on the attrition.

➤ **Impact of Stock Option level on Attrition :**

Employees don't have stock option they leave the organization.

So we can say that the more is the stock option less is the attrition.

➤ **Impact of Performance Rating on Attrition :**

From the chart we can say that more is the performance, attrition is less.

Yes the performance rating impacts the attrition.

