

# HR Analysis

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# Attrition Analysis

*Total Employees*

1,470

*Total Attritions*

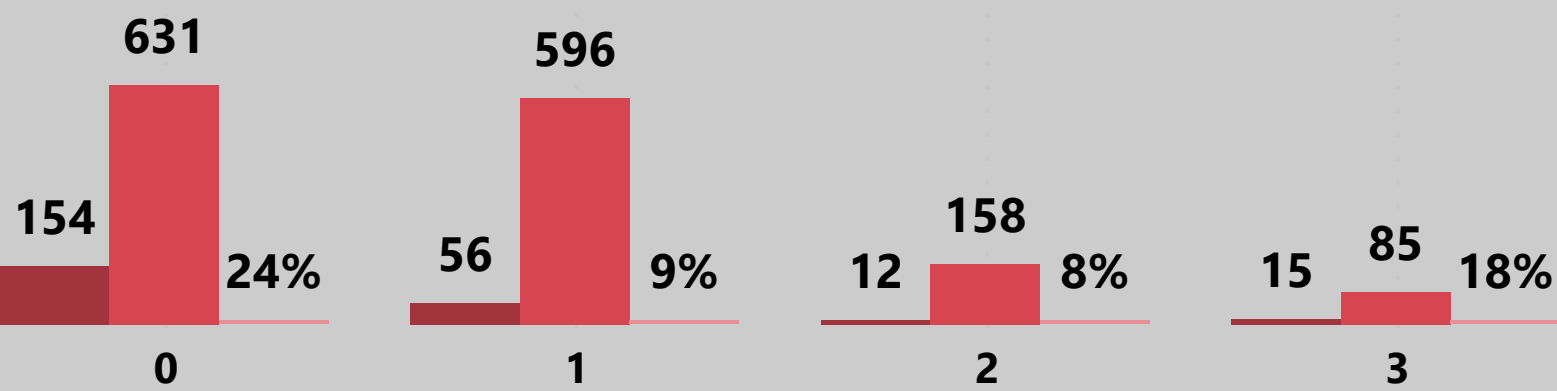
237

*Attrition %*

16%

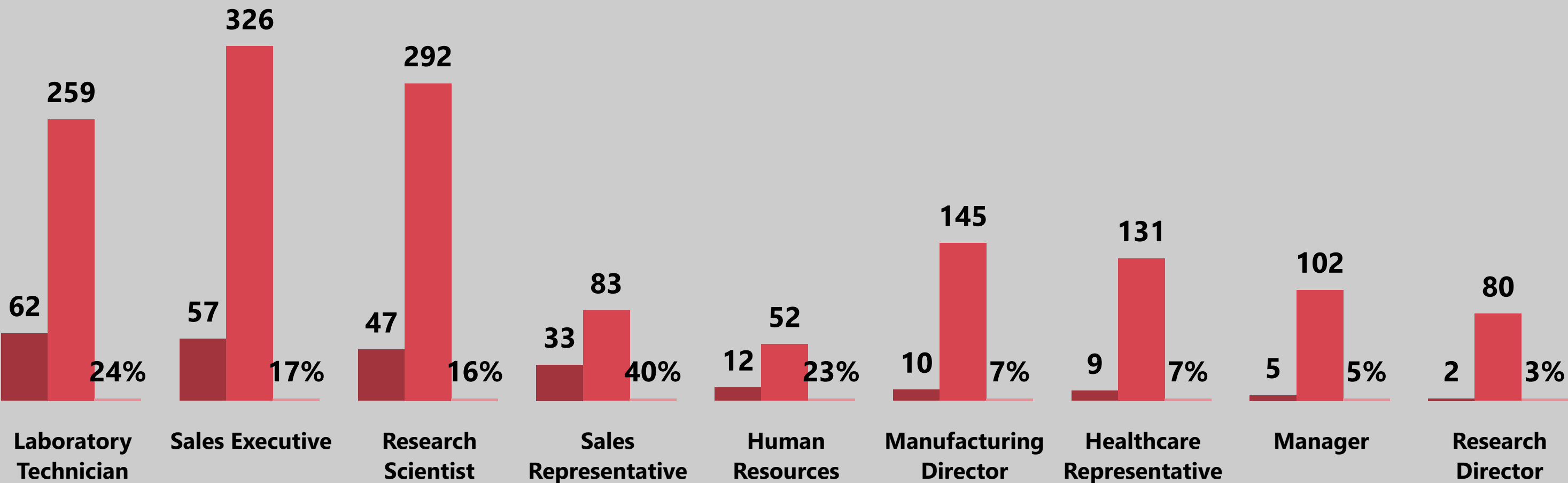
## Stock Option Level

● Total Attritions ● Total Employees ● Attrition %



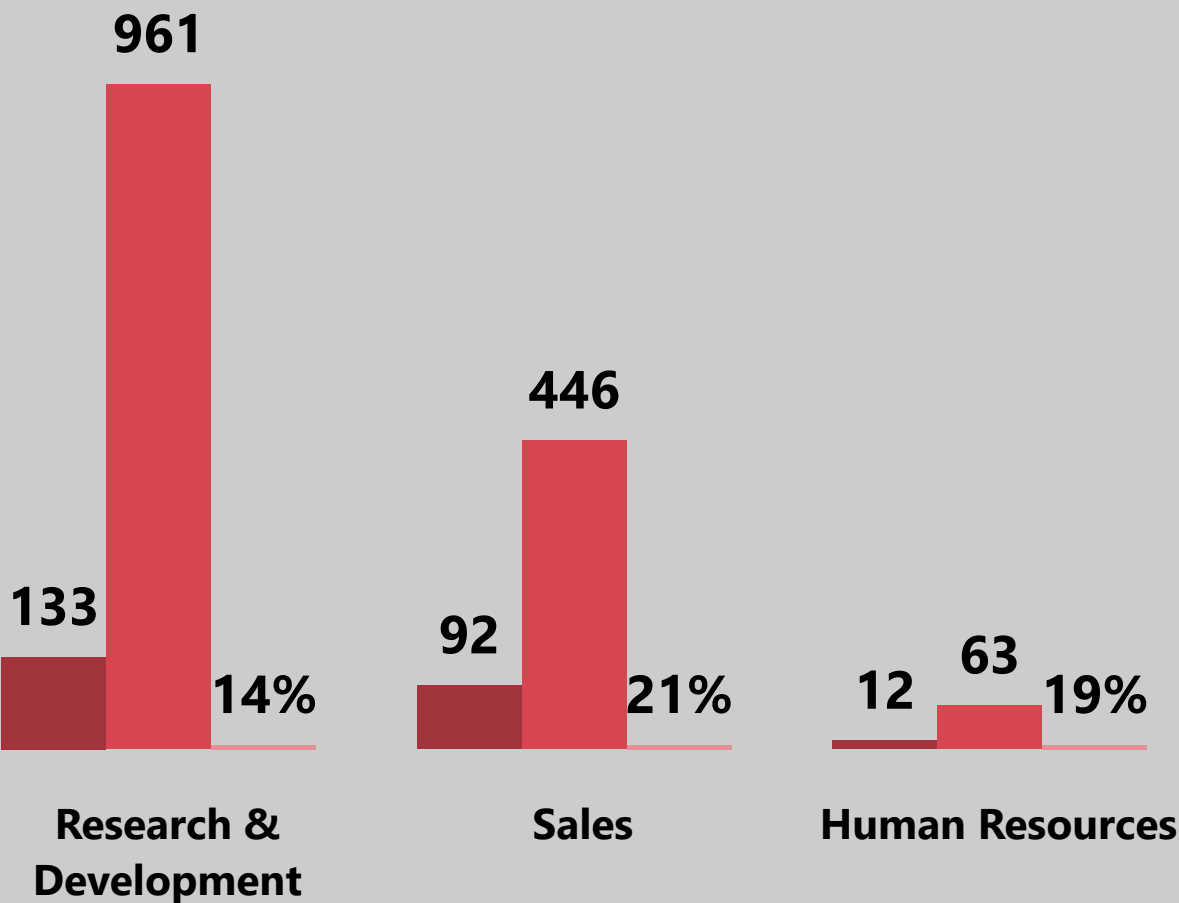
## Job Role

● Total Attritions ● Total Employees ● Attrition %



## Department

● Total Attritions ● Total Employees ● Attrition %

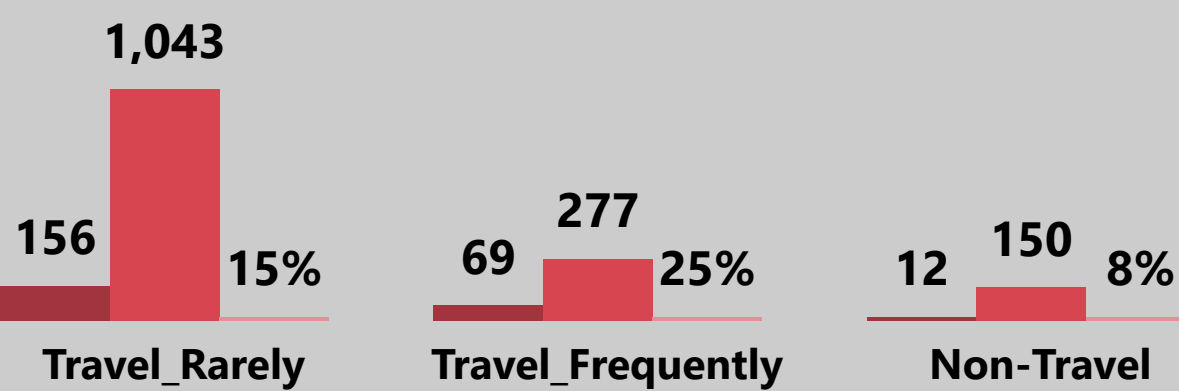


JobSatisfaction	%GT Total Employees	%GT Total Attritions	Total Attritions
2	19.05%	19.41%	46
1	19.66%	27.85%	66
3	30.07%	30.80%	73
4	31.22%	21.94%	52

Environment Satisfaction	%GT Total Employees	%GT Total Attritions	Total Attritions
1	19.32%	30.38%	72
2	19.52%	18.14%	43
4	30.34%	25.32%	60
3	30.82%	26.16%	62

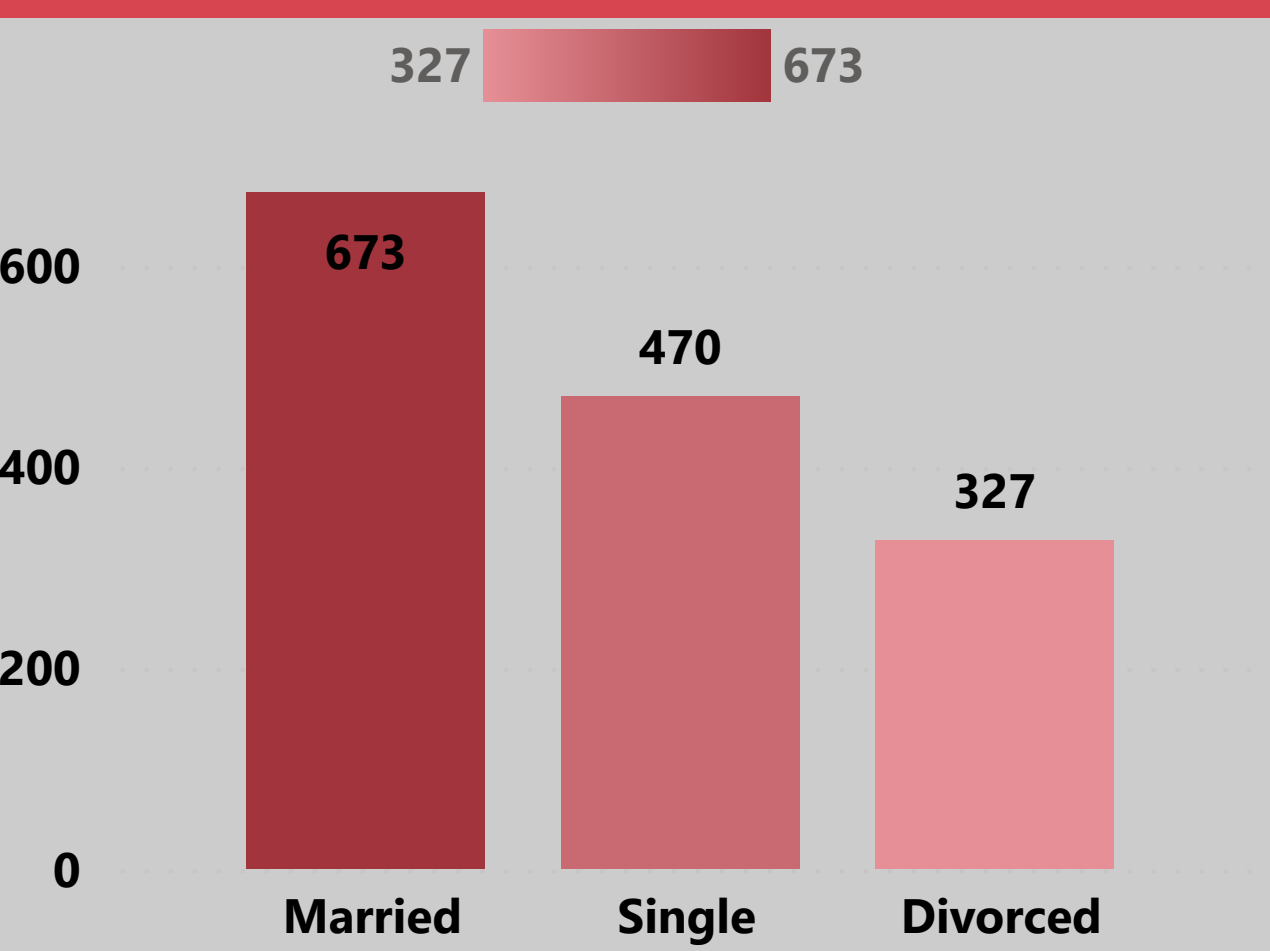
## Business Travel

● Total Attritions ● Total Employees ● Attrition %

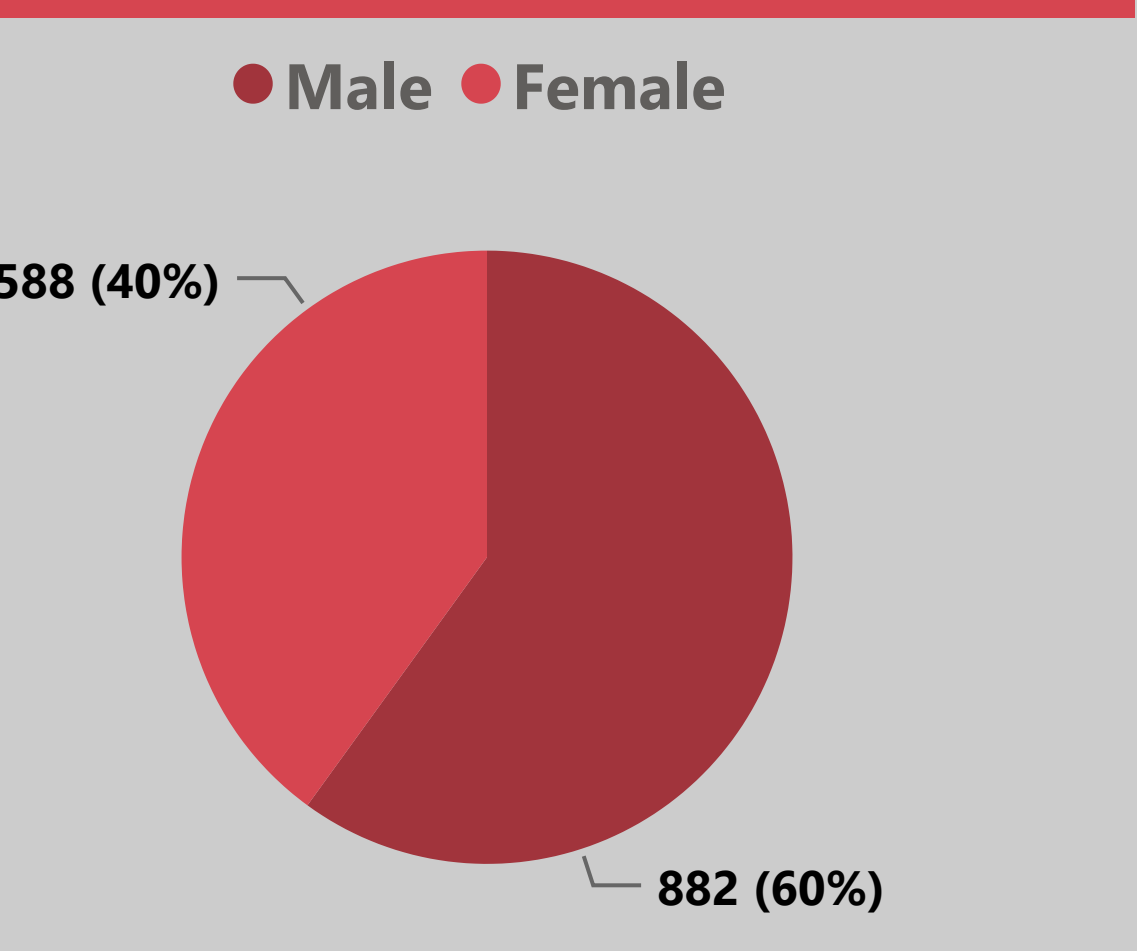


# Employee Demographics

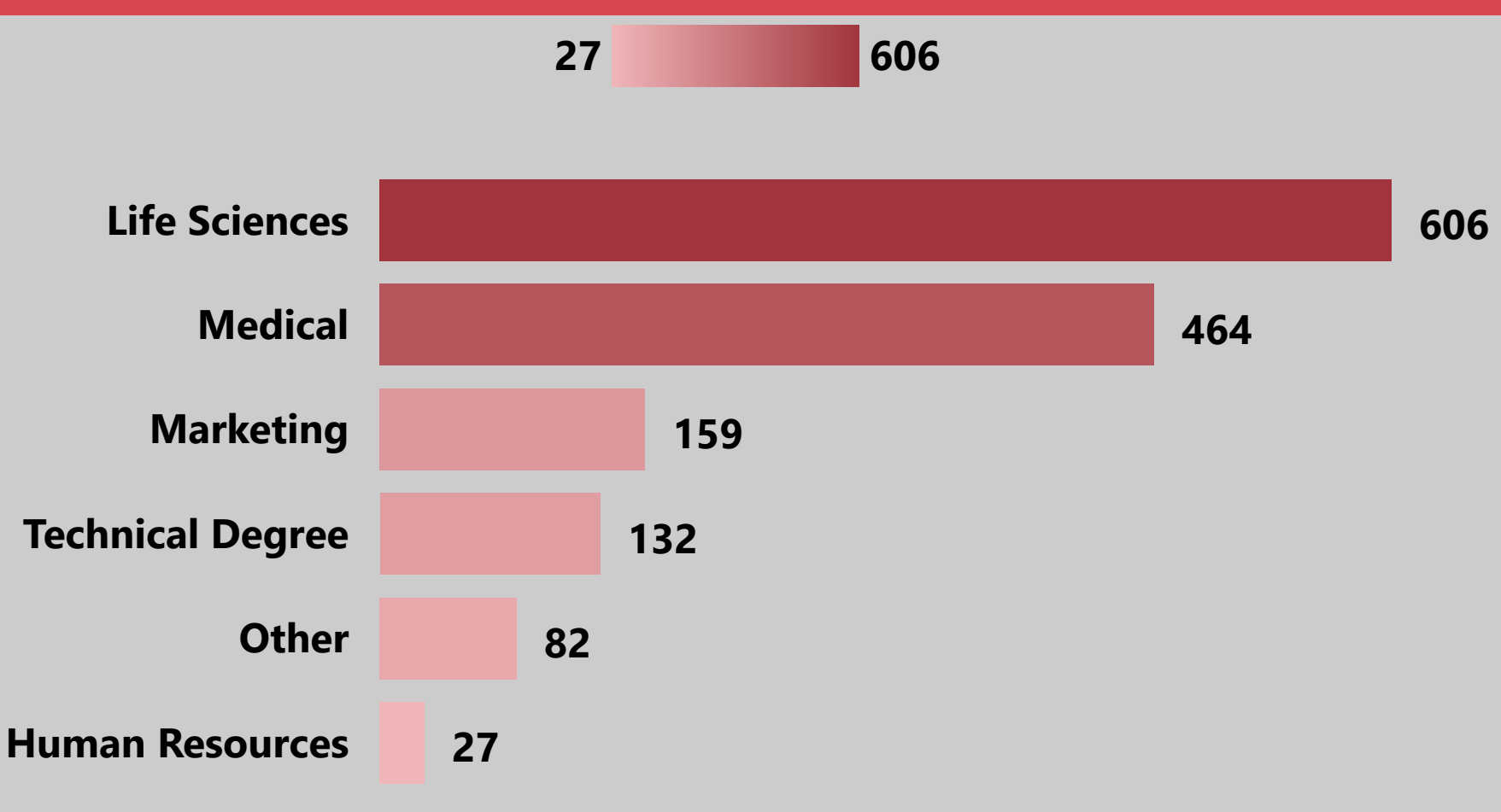
Employee Distribution by MaritalStatus



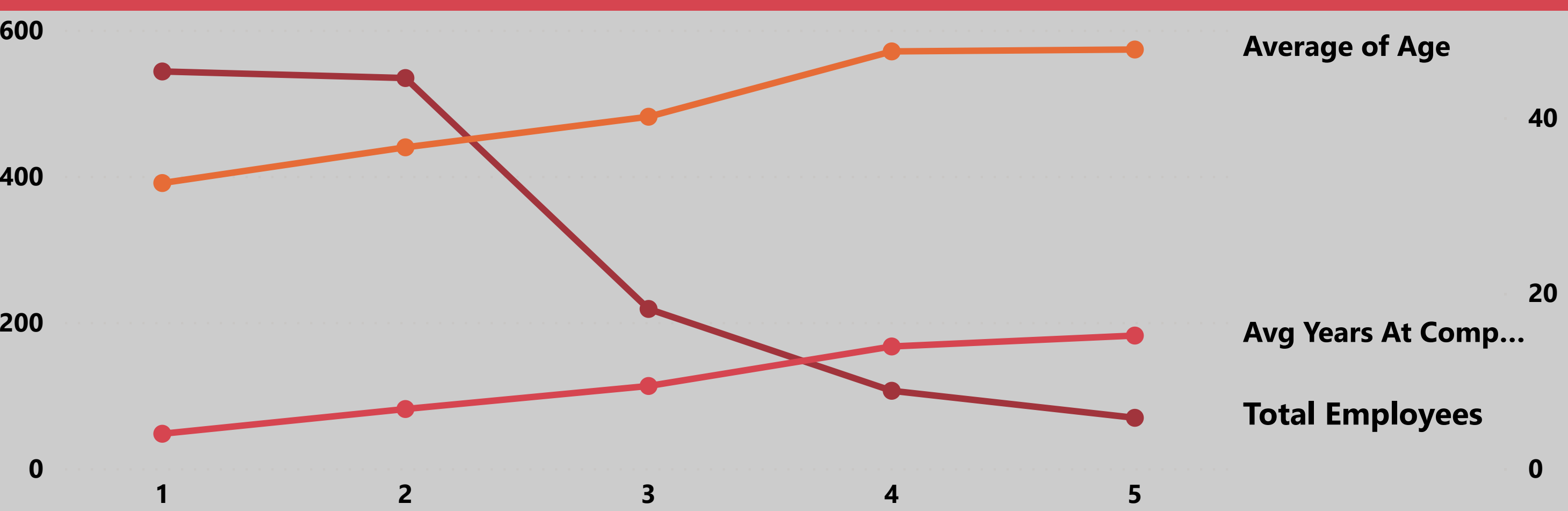
Employee Distribution by Gender



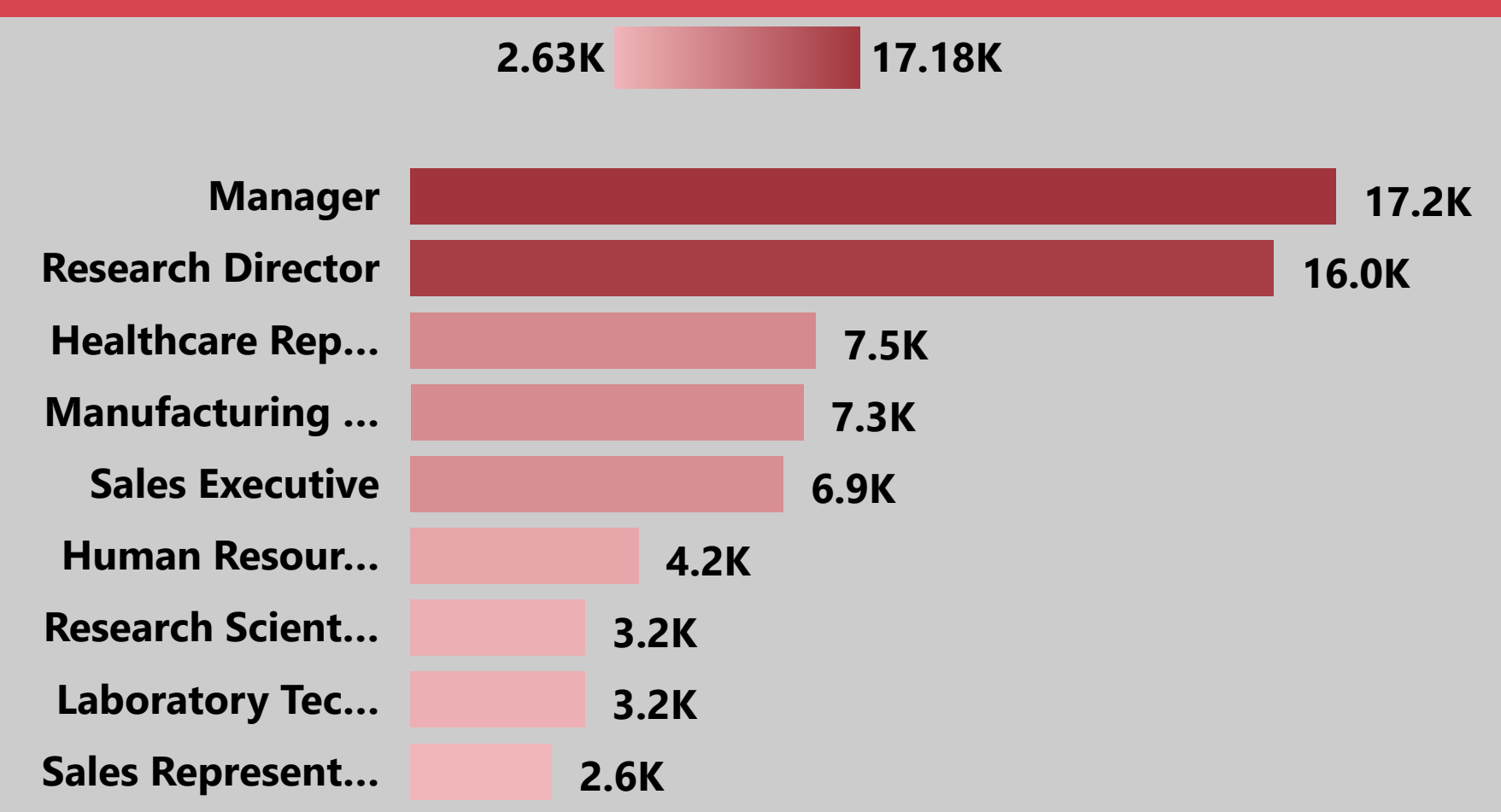
Employee Distribution by Education Field



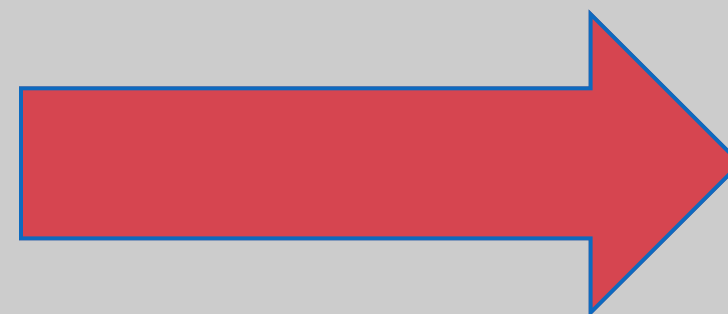
Job Level



Avg Monthly Income By Job Role



**Explanation**



Total Employees	Total Attritions	Attrition %
1,470	237	16%

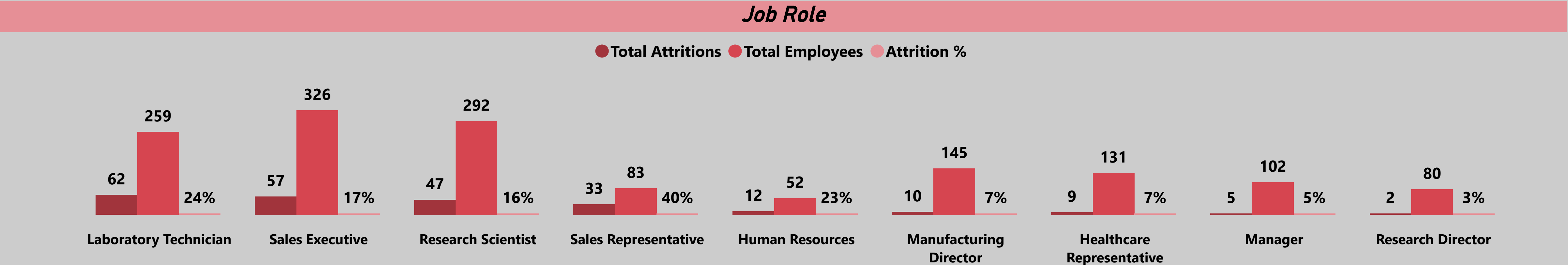
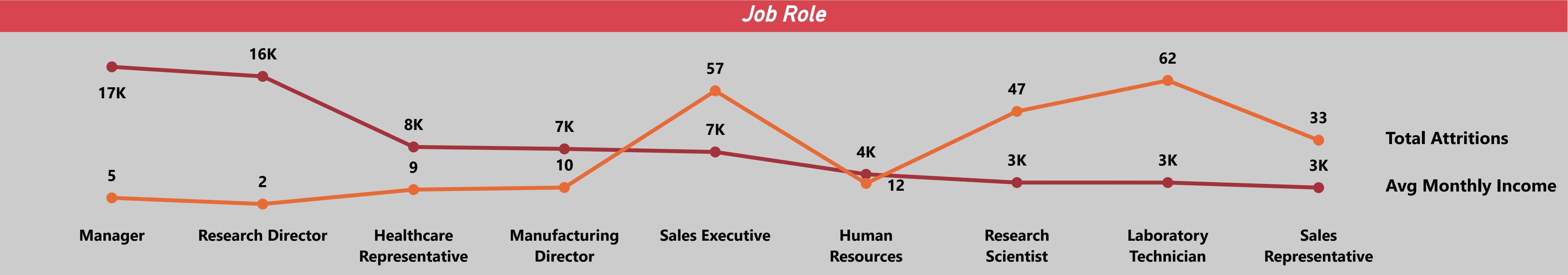
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4	31.22%	21.94%	52

Notes

"Given that over 60% of employees rated their job satisfaction and environmental satisfaction as 3 or 4 (out of 4), one might expect a lower attrition rate. However, the actual attrition rate stands at a high 16%, indicating a notable inconsistency between reported satisfaction levels and retention."

"Remarkably, 50% of employees who left the company (attritions) had rated their satisfaction levels as 3 or 4 (out of 4). This implies that even those with relatively high satisfaction scores are choosing to leave."

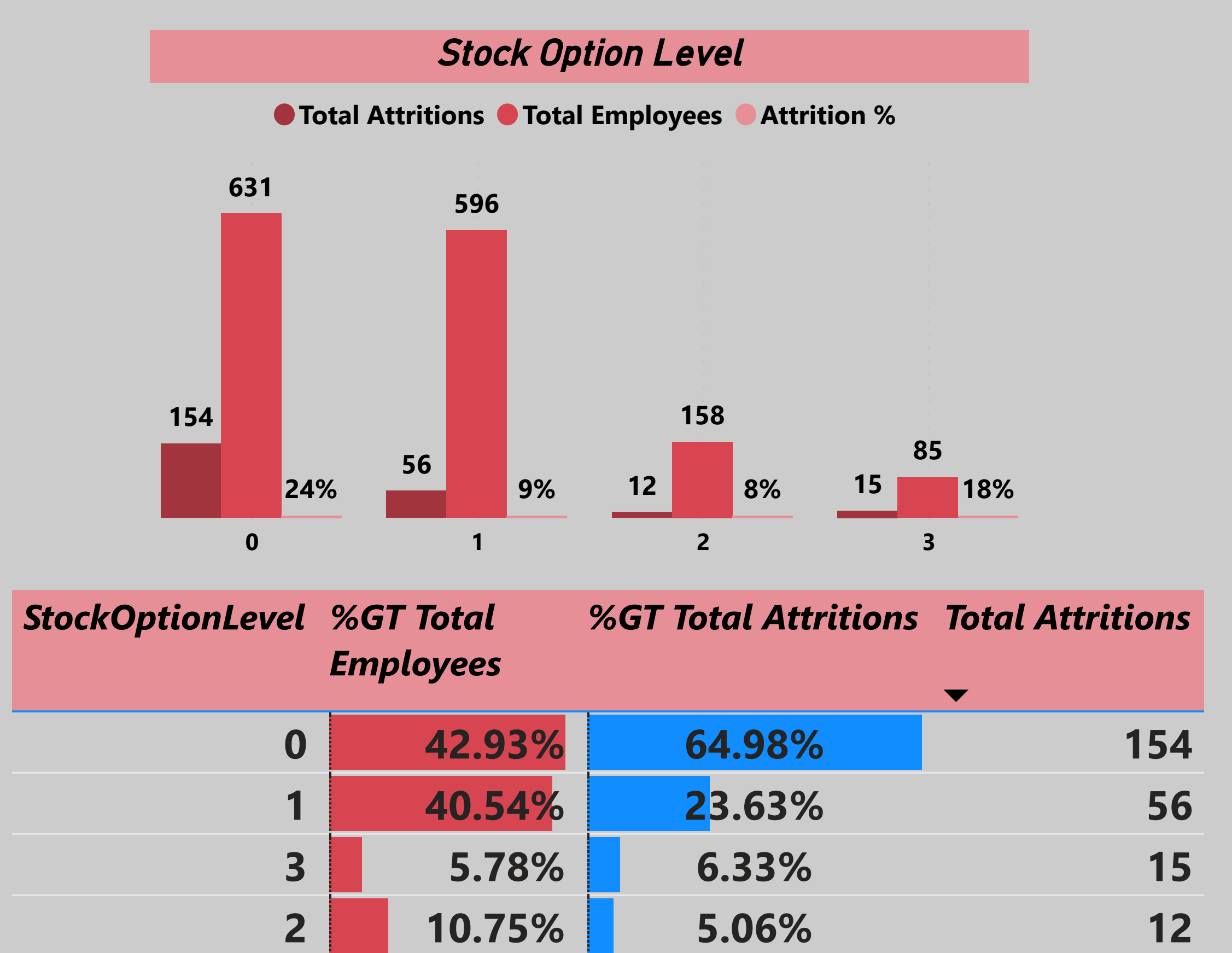


**Notes**

"There's a substantial salary gap between **Managers & Research Directors** and other roles, with the former earning significantly more. This is also reflected in their lower attritions compared to roles with lower salaries."

**Notes**

"there are also roles with a very high attrition rates such as **Sales Representative, Lab Technician, and Human Resources** ."





<i>JobLevel</i>	<i>%GT Total Employees</i>	<i>%GT Total Attritions</i>	<i>Total Attritions</i>
1	36.94%	60.34%	143
2	36.33%	21.94%	52
3	14.83%	13.50%	32
4	7.21%	2.11%	5
5	4.69%	2.11%	5

**Notes**

"It's evident that attrition rates have an inverse relationship with job levels. Higher job levels correspond to lower attrition rates, indicating that employees in more senior positions tend to stay with the company longer."

<i>JobLevel</i>	<i>%GT Total Employees</i>	<i>Avg Years At Company</i>	<i>Avg Years Before promotion</i>	<i>Average of Age</i>
1	36.94%	3.93	1.60	32.52
2	36.33%	6.75	3.23	36.60
3	14.83%	9.38	3.81	40.09
4	7.21%	13.89	3.48	47.54
5	4.69%	15.13	2.87	47.75

**Notes**

"There exists a noticeable correlation between job levels and several key factors. Job levels exhibit a positive correlation with both the average age and the average tenure at the company. This suggests that higher job levels tend to be associated with more experienced employees. Conversely, there is a negative correlation between job levels and employee count, indicating that higher-level positions are generally held by fewer employees."