

## Common factors of more than 50% of employee churn

(factors high lighted have more imporant weights than the rest)

Factors	Values
MontlyIncome	< 10,000
PercentSalaryHike	<= 15%
StockOptionLevel	0, 1
Age	< 38 (GenZ and GenY)
Gender	Male
MarialStatus	Married, Single
DistanceFromHome	>9
Education	3,4 (1 'Below College', 2 'College', 3 'Bachelor', 4 'Master', 5 'Doctor')
EducationField	Life Sciences, Medical, Marketing, Technical Degree
JobSatisfaction	1,3
EnvironmentSatisfaction	1,3
RelationshipSatisfaction	3
WorkLifeBalance	2, 3
PerformanceRating	3
BusinessTravel	Rarely, Frequently
OverTime	Yes
JobLevel	1, 2
JobInvolement	3,2
Department	Research & Development, Sales
JobRole	Laboratory Technician, Sales Executive, Research Scientist, Sales Representative, Human Resources
TotalWorkingYears < 10	<10
YearsAtCompany	3 years (51%)
YearsInCurrentRole	0 - 2,5 years and 7 years
YearsSinceLastPromotion	0 - 1.5 years
NumCompaniesWorked	<2