# Age Distribution

Gender Distribution across Site

Gender ● Female ● Male

Site/Office	
Emcure Phar...	
Jehangir Ho...	
Navrachana ...	
Sedemac Me...	
Brembo Bra...	
Forbes Mars...	
Crompton G...	
Ami Life Scie...	
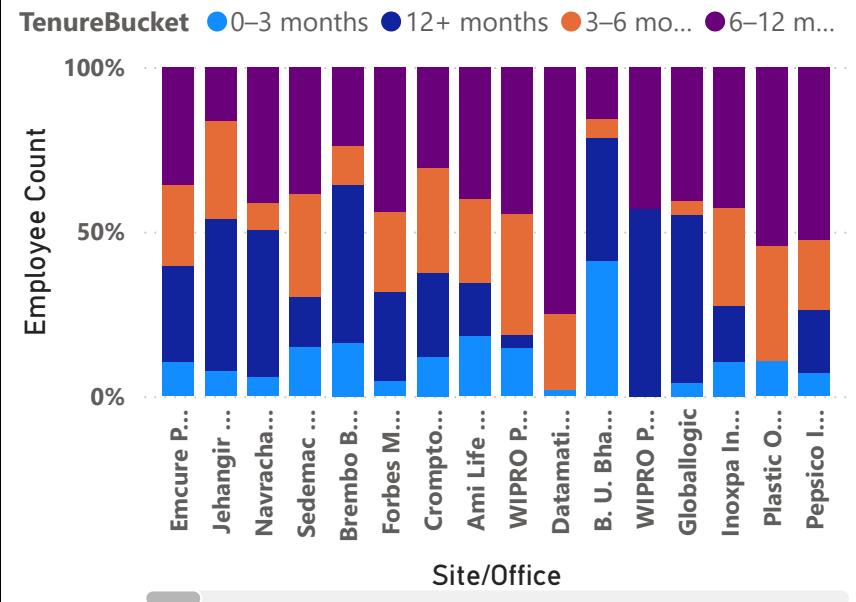
Employee's by Marital Status

1.28K (46.27%)

1.48K (53.73%)

Marital Status
● Married
● Unmarried
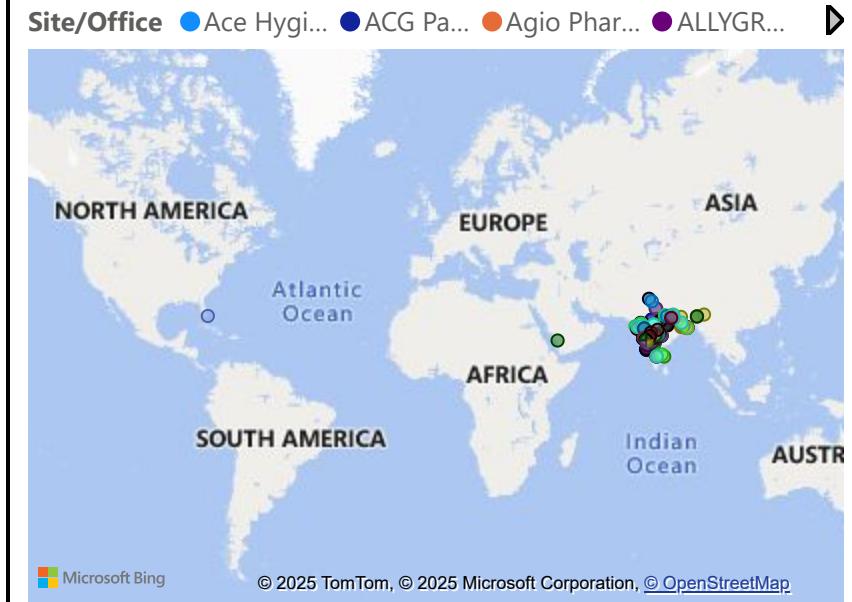
Employee Count by Education

Intermediate, Diploma, High School, Undergraduate

Employee Count by Site/Office and TenureBucket

TenureBucket ● 0–3 months ● 12+ months ● 3–6 mo... ● 6–12 m...

Emcure P..., Jehangir ..., Navracha..., Sedemac ..., Brembo B..., Forbes M..., Crompto..., Ami Life ..., WIPRO P..., Datamati..., B. U. Bha..., WIPRO P..., Globallogic, Inoxpa In..., Plastic O..., Pepsico I...

Permanent Address and Site/Office

Site/Office ● Ace Hygi... ● ACG Pa... ● Agio Phar... ● ALLYGR...

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Overall Absenteeism

22.34%

Total Hiring
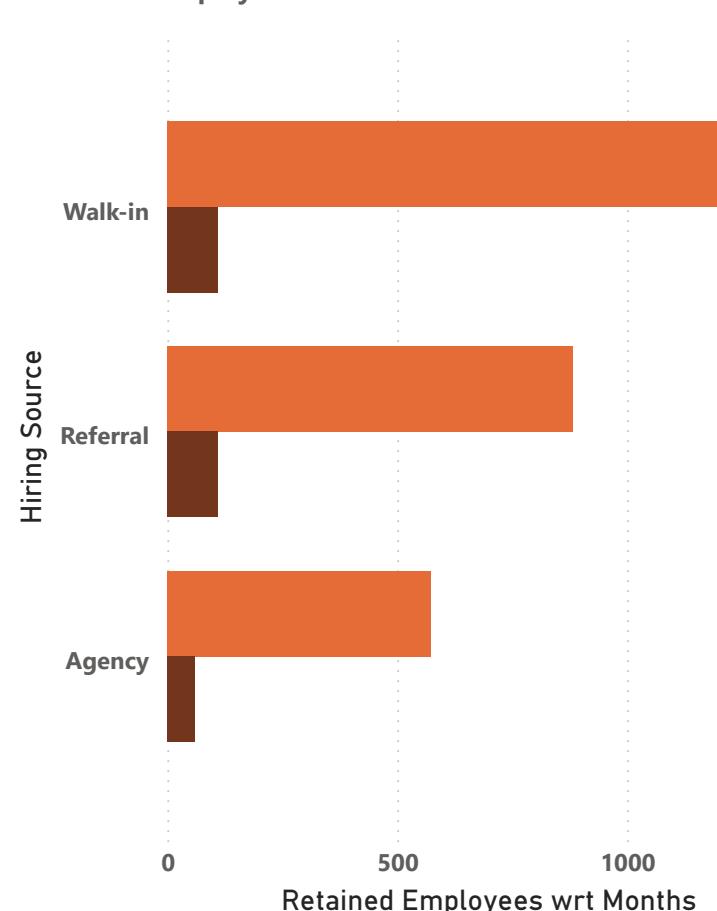
2762

Major Hiring Source

Agency
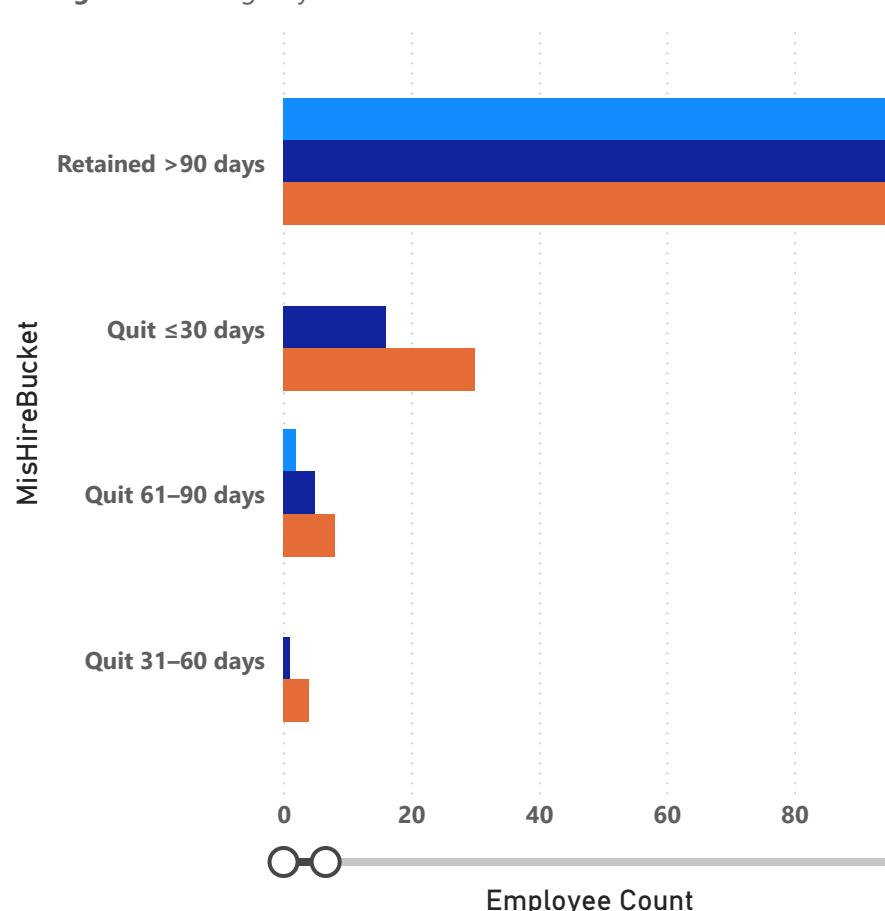
Retained Employees vs Tenure Months by Hiring Source

● **Retained Employees**   ● **Count of TenureMonths**

Hiring Source (y-axis): Walk-in, Referral, Agency

X-axis: Retained Employees wrt Months — 0, 500, 1000

Employee Count by Mis-Hire Bucket wrt Hiring Source

Hiring Source   ● Agency   ● Referral   ● Walk-in

MisHireBucket (y-axis): Retained >90 days, Quit ≤30 days, Quit 61–90 days, Quit 31–60 days

X-axis: Employee Count — 0, 20, 40, 60, 80

Absenteeism % by Salary

Absenteeism % (y-axis): 0%, 10%, 20%, 30%, 40%, 50%, 60%, 70%

Salary (x-axis): 10K, 20K, 30K
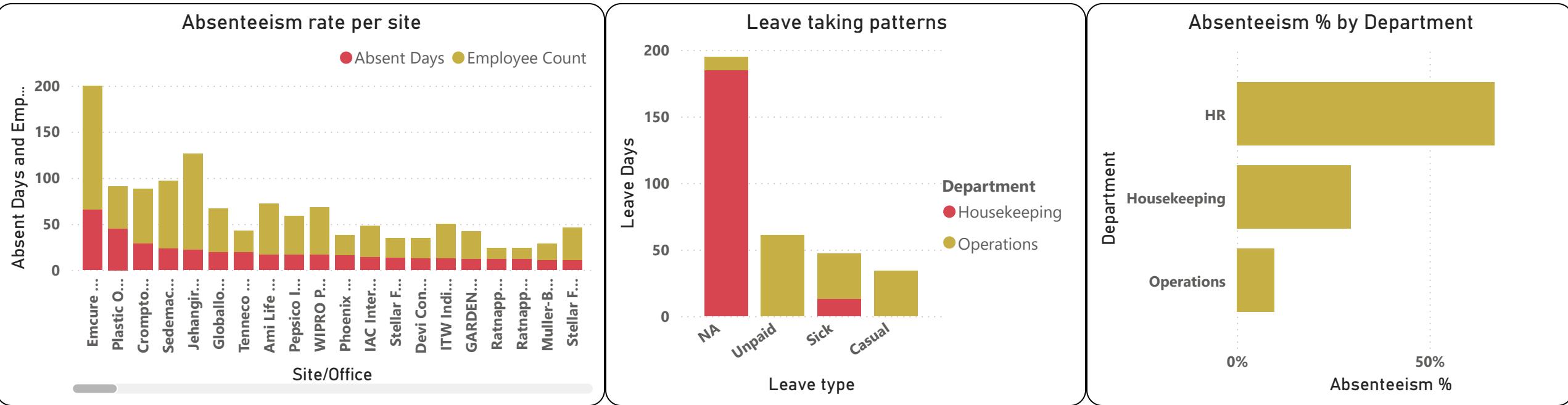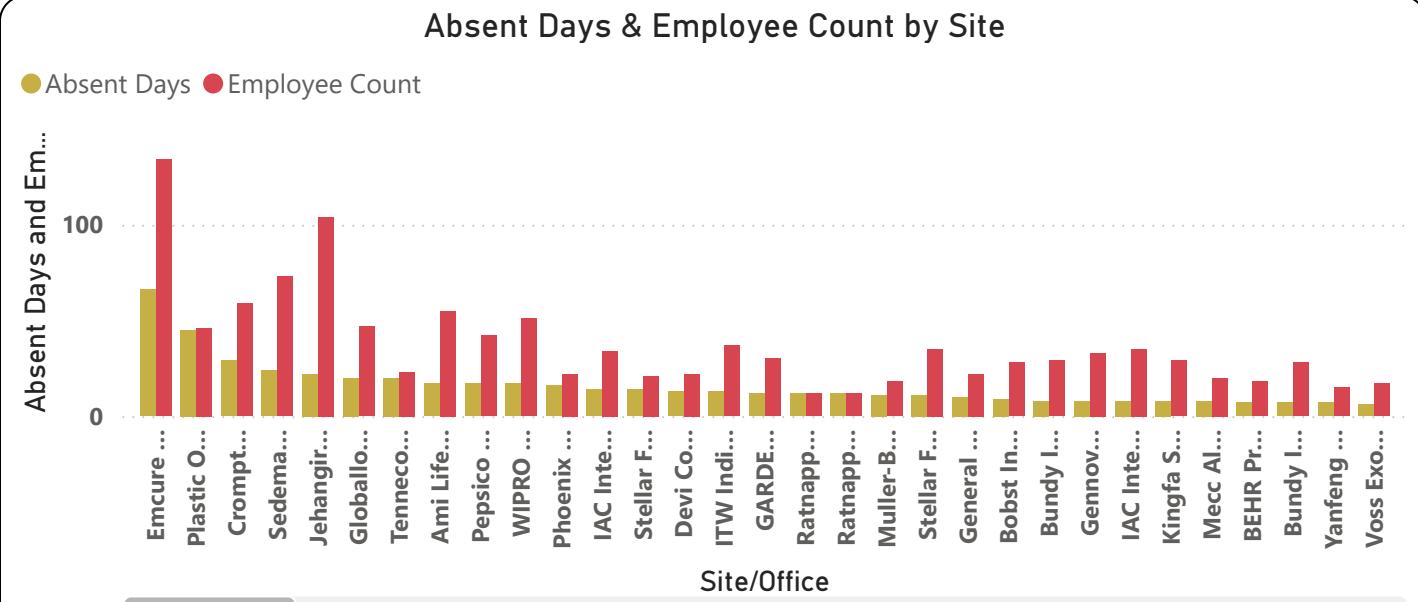
For the **Weekday Absenteeism pattern** we need a regular data by month/annual

Absenteeism rate per site

Legend: ● Absent Days ● Employee Count

Y-axis: Absent Days and Emp... (0, 50, 100, 150, 200)

X-axis (Site/Office): Emcure ..., Plastic O..., Crompto..., Sedemac..., Jehangir..., Globallo..., Tenneco..., Ami Life ..., Pepsico I..., WIPRO P..., Phoenix ..., IAC Inter..., Stellar F..., Devi Con..., ITW Indi..., GARDEN..., Ratnapp..., Ratnapp..., Muller-B..., Stellar F...

Leave taking patterns

Y-axis: Leave Days (0, 50, 100, 150, 200)

X-axis (Leave type): NA, Unpaid, Sick, Casual

Legend: Department — ● Housekeeping ● Operations

Absenteeism % by Department

Y-axis (Department): HR, Housekeeping, Operations

X-axis: Absenteeism % (0%, 50%)

For the high absenteeism in first 2 months - we need a regular attendance data

Absent Days & Employee Count by Site

Legend: ● Absent Days ● Employee Count

Y-axis: Absent Days and Em... (0, 100)

X-axis (Site/Office): Emcure ..., Plastic O..., Crompt..., Sedema..., Jehangir..., Globallo..., Tenneco..., Ami Life..., Pepsico ..., WIPRO ..., Phoenix ..., IAC Inte..., Stellar F..., Devi Co..., ITW Indi..., GARDE..., Ratnapp..., Ratnapp..., Muller-B..., Stellar F..., General..., Bobst In..., Bundy I..., Gennov..., IAC Inte..., Kingfa S..., Mecc Al..., BEHR Pr..., Bundy I..., Yanfeng..., Voss Exo...

| Absent Days ▼	Name	Site/Office
2	Mr Arjun .	Stellar Formulations Industries Pvt. Ltd. - Gujarat
2	Mr Narayan Pandurang Wanole	Sedemac Mechatronics Ltd., Chakan
2	Mr Rupesh Balu Pawar	Plastic Omnium Auto Exteriors (India) Pvt. Ltd.
2	Mr Sanjay Bhimrao Gawai	Plastic Omnium Auto Exteriors (India) Pvt. Ltd.
2	Mr Vinayak Balu Darane	Fortuna Engineering Pvt. Ltd. - II
2	Mr Vishwajit Kisan Patond	Sedemac Mechatronics Ltd., Chakan
2	Mrs Rekha Sanjay Gawai	Plastic Omnium Auto Exteriors (India) Pvt. Ltd.
1	Miss Sasmita Nayak	Sintercom India Limited
1	Miss Seema Santosh Jadhav	Plastic Omnium Auto Exteriors (India) Pvt. Ltd.
1	Miss Shabanam Mohammad Sayyed	Jehangir Hospital
1	Miss Snehal Chetan Kamble	Jehangir Hospital
1	Miss Sunita Raju More	Plastic Omnium Auto Exteriors (India) Pvt. Ltd.
1	Miss Vandana Jitendra Charate	Plastic Omnium Auto Exteriors (India) Pvt. Ltd.
1	Mr Aakash Amrsing Rathod	Voss Exotech Automotive Private Limited
1	Mr Aakash Pandit Jagtap	Gennova Biopharmaceuticals Ltd. - BI06
1	Mr Aakash Prakash Sardar	Plastic Omnium Auto Exteriors (India) Pvt. Ltd.
1	Mr Aashish Namdev Gayki	Emcure Pharmaceutical Ltd. - II
1	Mr Abdul Basit Abdul	Muller-BBM Acoustic Technology Pvt. Ltd.
1	Mr Abdul Monaf	Muller-BBM Acoustic Technology Pvt. Ltd.
1	Mr Abhijeet Sunil Mannade	First Energy Pvt. Ltd.
1	Mr Abhishek Ramesh Chavhan	Emcure Pharmaceuticals Ltd. - Commercial Office
1	Mr Abhishekh .	Crompton Greaves Consumer Electricals Limited - Goa
1	Mr Abuj Usha Limbaji	Icon Development Corporation
1	Mr Adinath Shashikant Bhoite	Kirloskar Brothers Ltd. - Shirwal

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Attrition Rate	Early Attrition	Voluntary Attrition	Involuntary Attrition	Average Tenure
3.51%	2.39%	2.10%	(Blank)	21.10
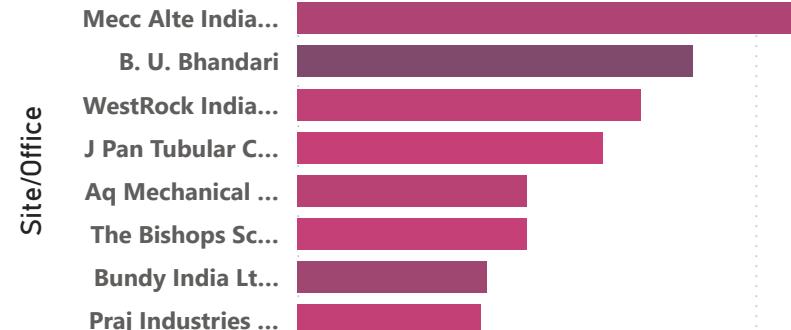
Early Attrition (0–30, 30–60, 60–90 days)
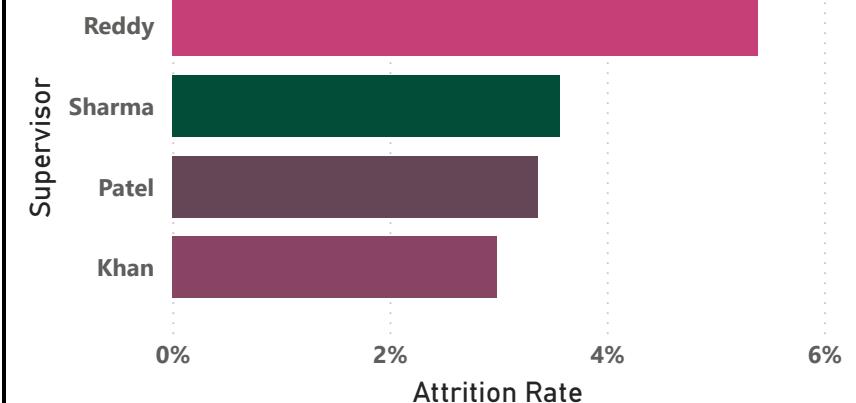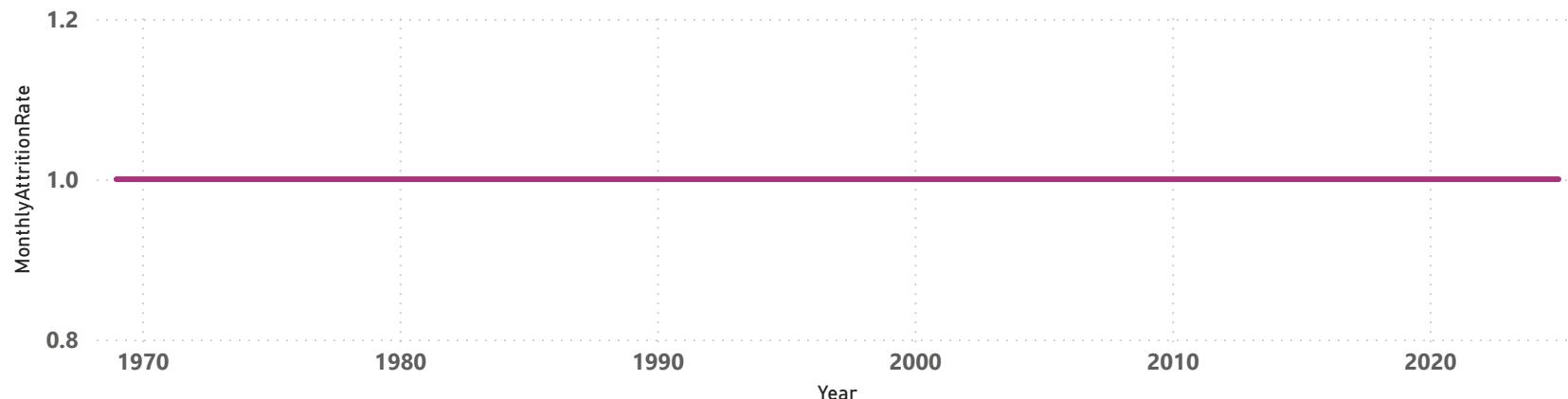
Count of TenureBucket1 0.01K ▬ 2.69K

Y-axis: Leaved (0, 20, 40)
X-axis: Tenure in Days — 0–30 Days, 90+ Days, 60–90 Days, 30–60 Days

Attrition Rate by Site/Office

Count of Site/Office 3 ▬ 134

Site/Office:
- Mecc Alte India...
- B. U. Bhandari
- WestRock India...
- J Pan Tubular C...
- Aq Mechanical ...
- The Bishops Sc...
- Bundy India Lt...
- Praj Industries ...

X-axis: Attrition Rate (0%, 50%)

Attrition Rate by Supervisor
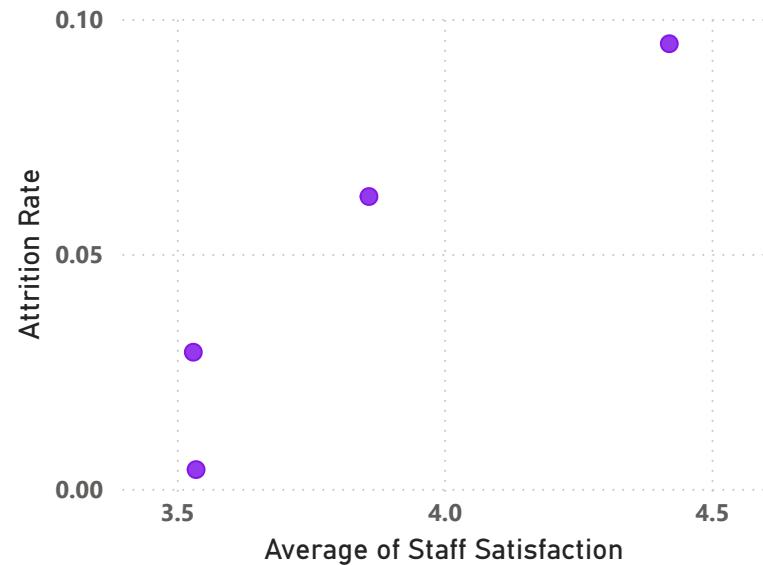
Count of Supervisor 0.17K ▬ 1.32K

Supervisor:
- Reddy
- Sharma
- Patel
- Khan

X-axis: Attrition Rate (0%, 2%, 4%, 6%)

Seasonality By Attrition

Y-axis: MonthlyAttritionRate (0.8, 1.0, 1.2)
X-axis: Year (1970, 1980, 1990, 2000, 2010, 2020)
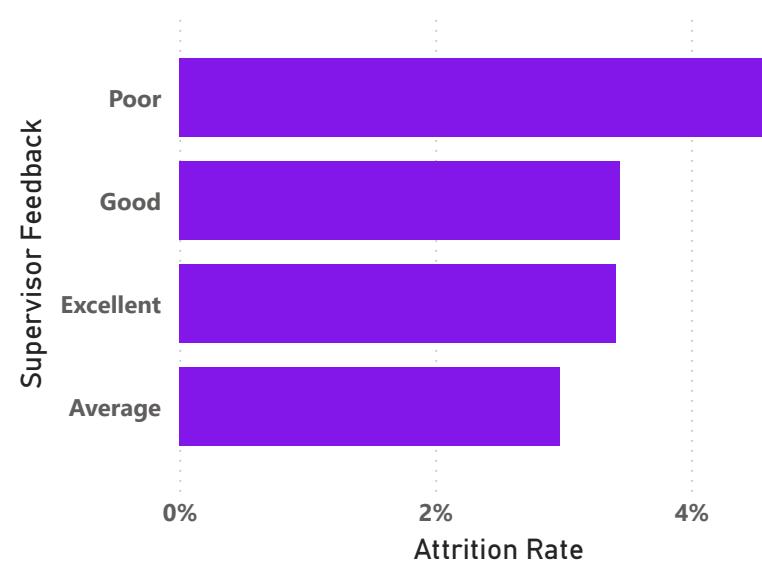
For the last **Seasonality of Attrition** - the problem is with the dummy data that its not able to process the leaving date cause of the Null values present and also not able to make a relationship between the DateTable and Sheet1.

Name	TenureBucket1	Leavers_ByBucket
Mr Aakash Amrsing Rathod	0–30 Days	1
Mr Abuj Usha Limbaji	0–30 Days	1
Mr Ajay Nagnath Kamble	0–30 Days	1
Mr Alafanarayan .	0–30 Days	1
Mr Aneesh .	0–30 Days	1
Mr Arun Manohar Sable	0–30 Days	1
Mr Balaji Babasaheb Mane	0–30 Days	1
Mr Chandubhai Amratbhai Jalodhiya	0–30 Days	1
Mr Dhammadip Shantaram Dhurandhar	0–30 Days	1
Mr Dhondiba Nagorav More	0–30 Days	1
Mr Dilip Devidas Rathod	0–30 Days	1
Mr Dyanaba Hanavant Pawar	0–30 Days	1
Mr Ganesh Khandu Sonwane	0–30 Days	1
Mr Gayakwad Ismal Vishambhar	0–30 Days	1
Mr Govind Ujalaji Reddy	0–30 Days	1
Mr Hansaben Manharbhai Harijan	0–30 Days	1
Mr Harijan Kamal Naginbhai	0–30 Days	1
Mr Jashubhai Chaganbhai Harijan	0–30 Days	1
Mr Kiran Sanjay Rathod	0–30 Days	1
Mr Kirankumar Budhabhai Harijan	0–30 Days	1
Mr Laxman Dhondiram Kumbhar	0–30 Days	1
Mr Manharbhai Jashbhai Harijan	0–30 Days	1
Mr Moula Shb	0–30 Days	1
Mr Nilesh Tilakrai Bidlan	0–30 Days	1
Total		**97**
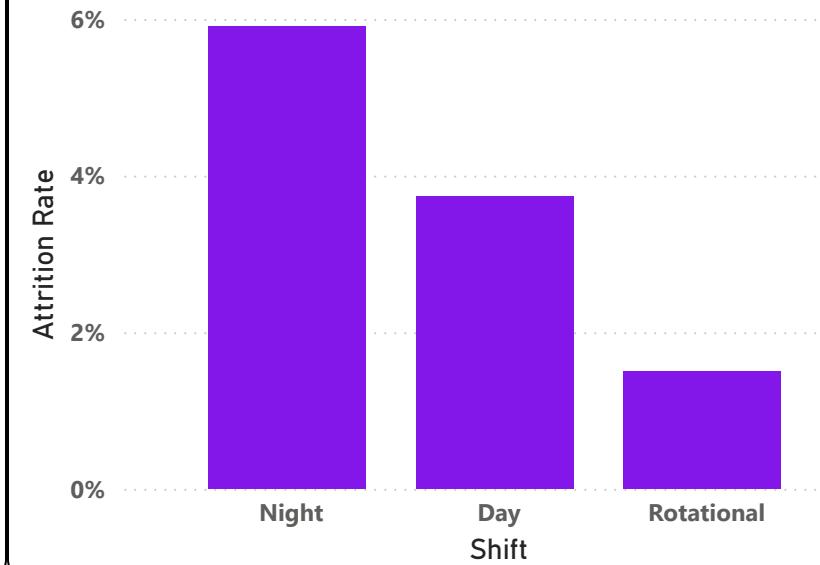
Client demands vs Staff satisfaction

Attrition Rate by Supervisor Feedback
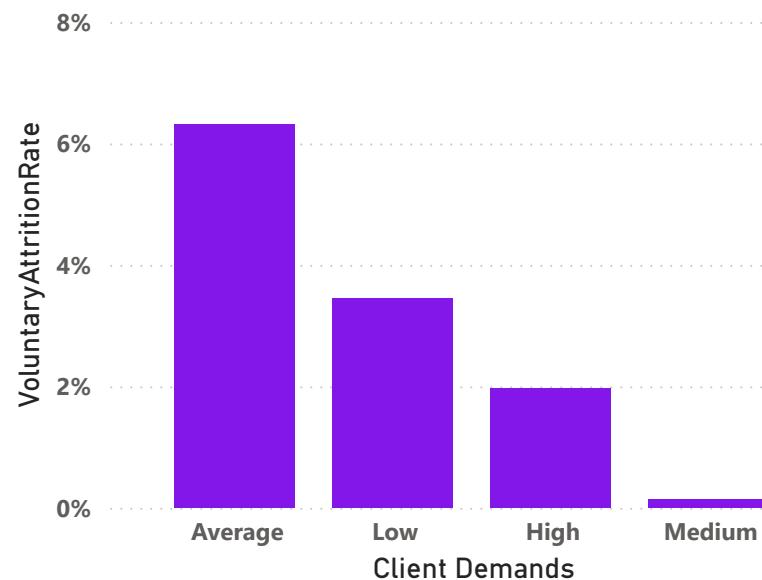
Attrition Rate by Shift
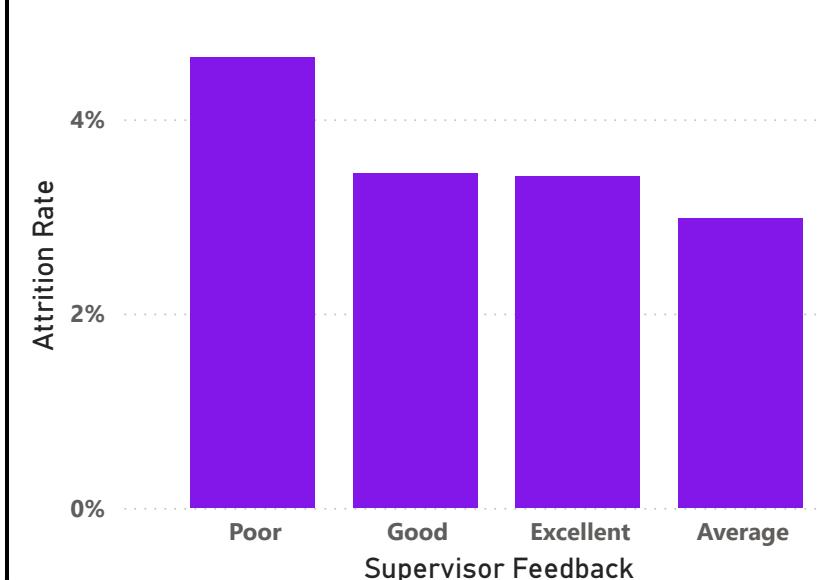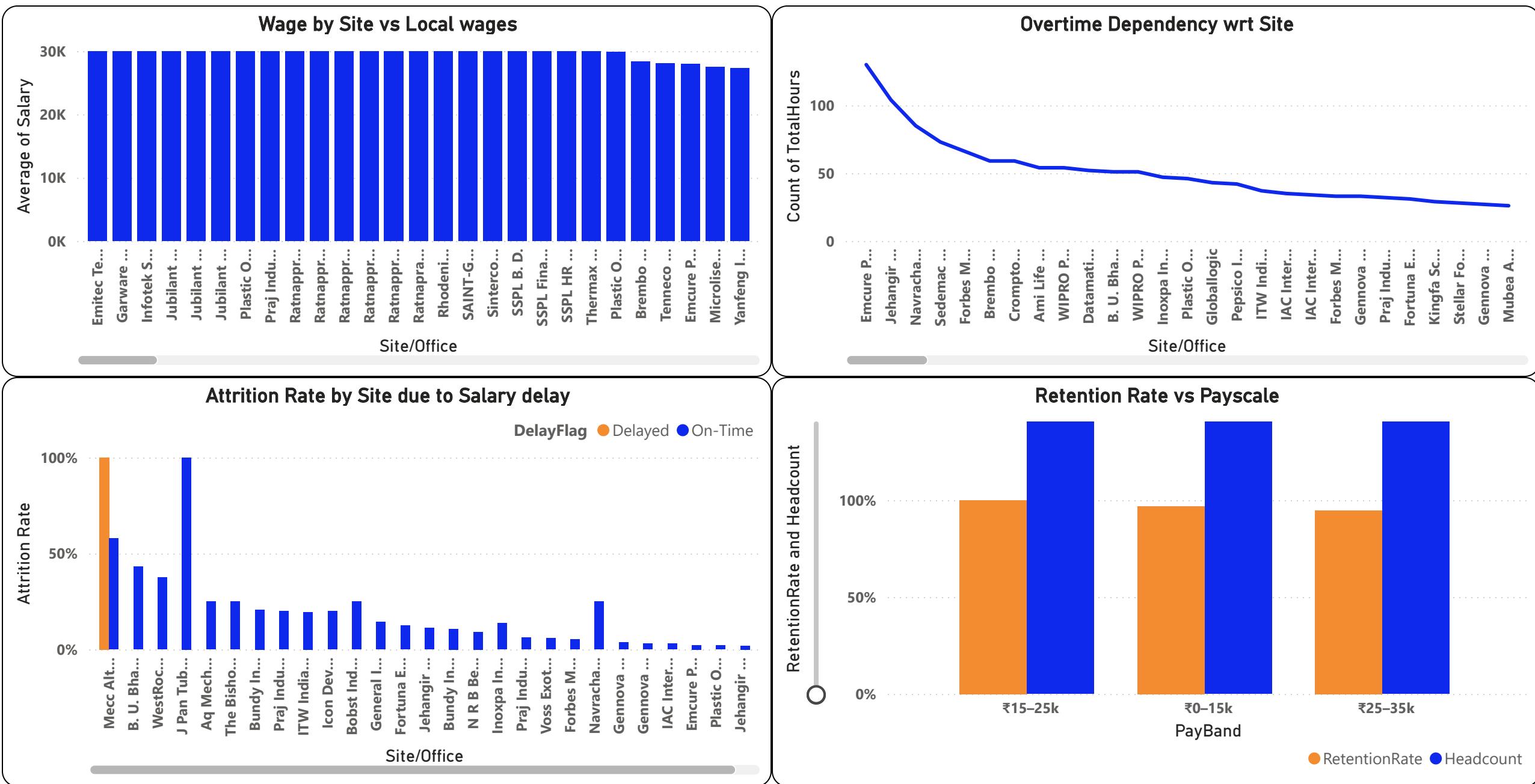
For the **Distance from home vs Attrition** - Will work on the original Data because the geolocation in python is taking too much time.

Client Demands vs Turnover

Attrition Rate by Supervisor Feedback

Wage by Site vs Local wages

Average of Salary / Site/Office

Overtime Dependency wrt Site

Count of TotalHours / Site/Office

Attrition Rate by Site due to Salary delay

DelayFlag ● Delayed ● On-Time

Attrition Rate / Site/Office

Retention Rate vs Payscale

RetentionRate and Headcount / PayBand

● RetentionRate ● Headcount