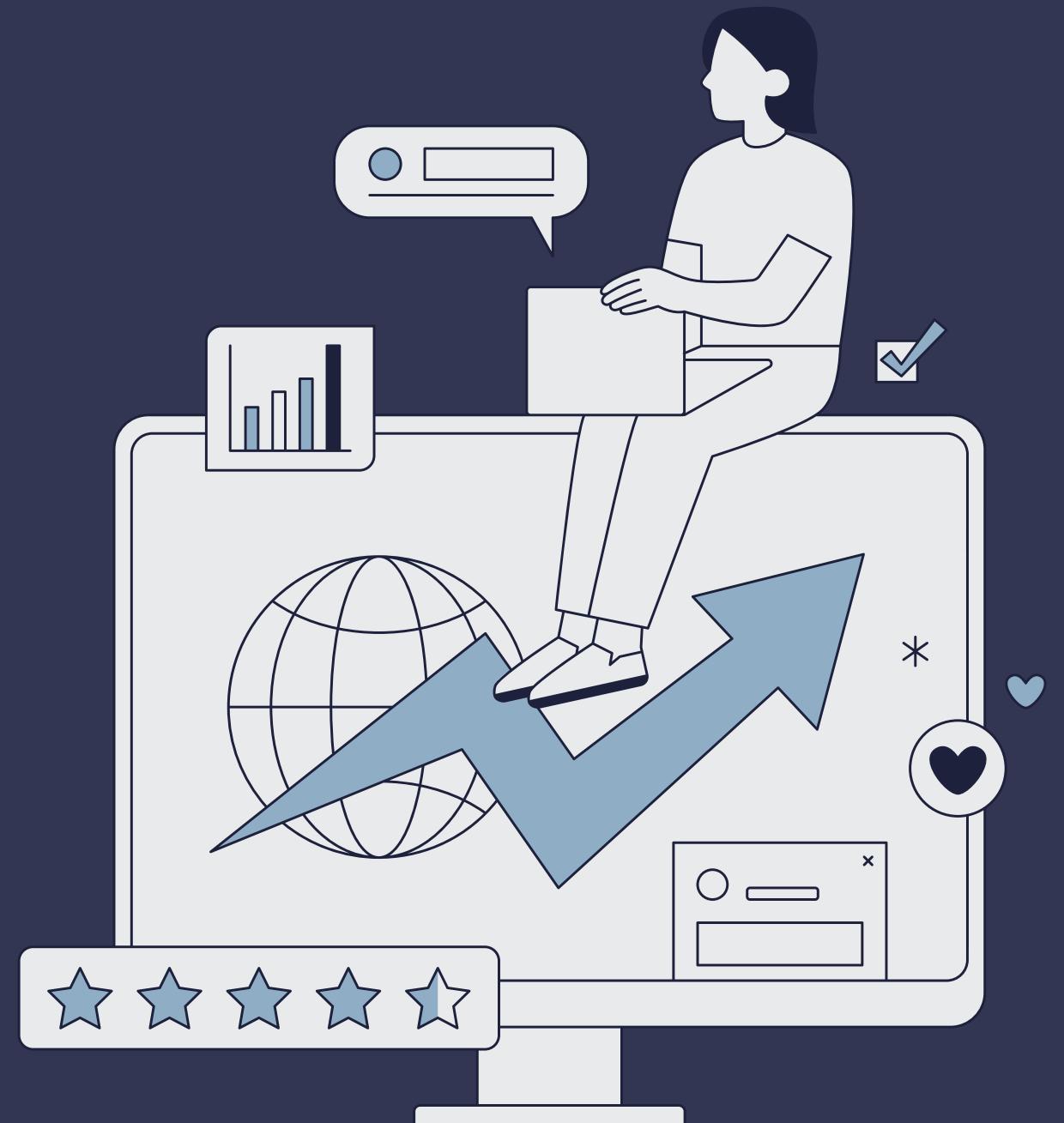


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HR Data analysis

Trends and challenges



Data introduction

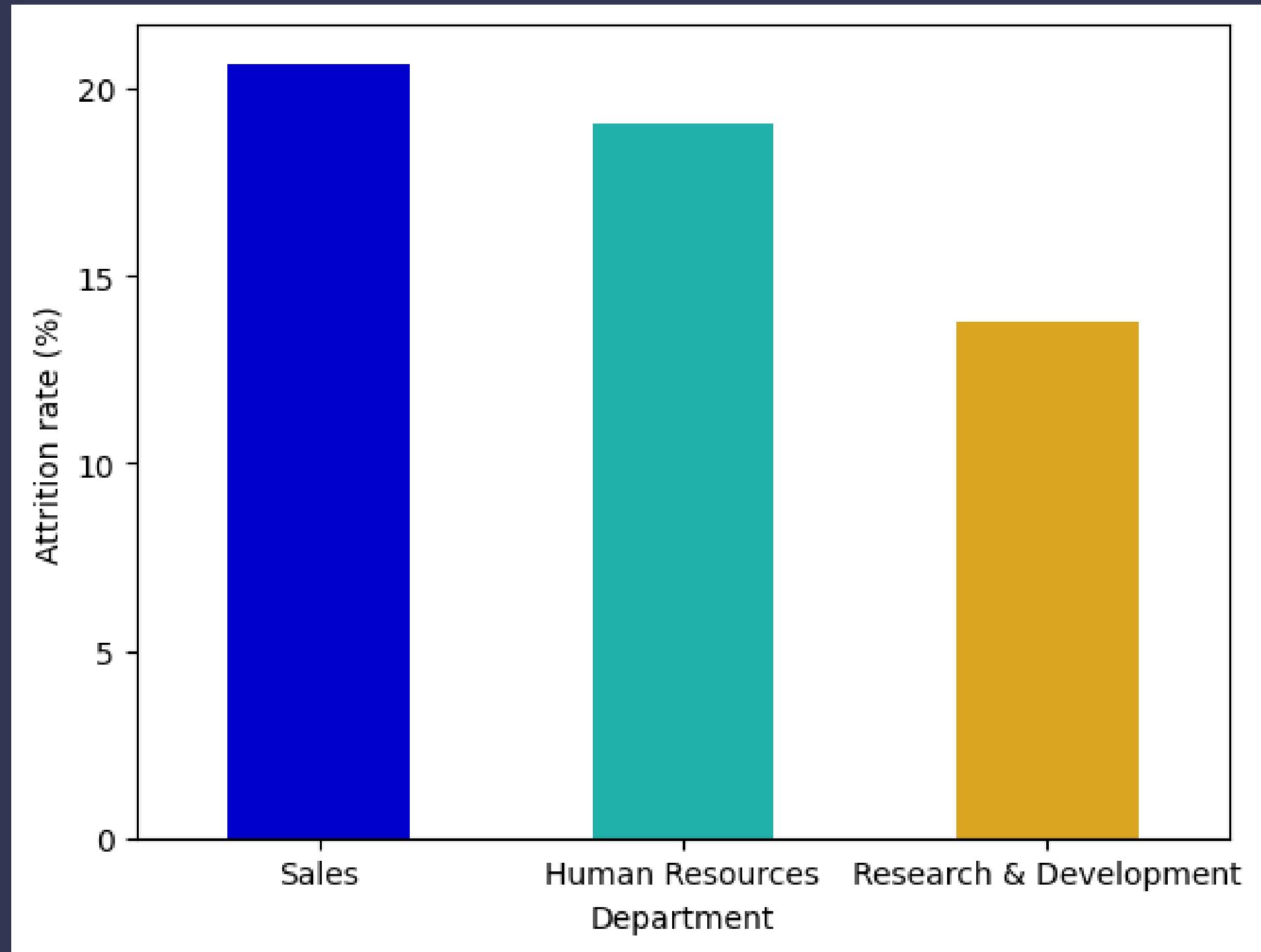
The HR Analytics dataset records data from employees, including age, gender, education, job role, and department.

It also tracks key metrics like years at the company, job satisfaction, and whether the employee has left the company (attrition).

This dataset is essential for analyzing trends in employee turnover and understanding workforce dynamics.



Attrition rate by department



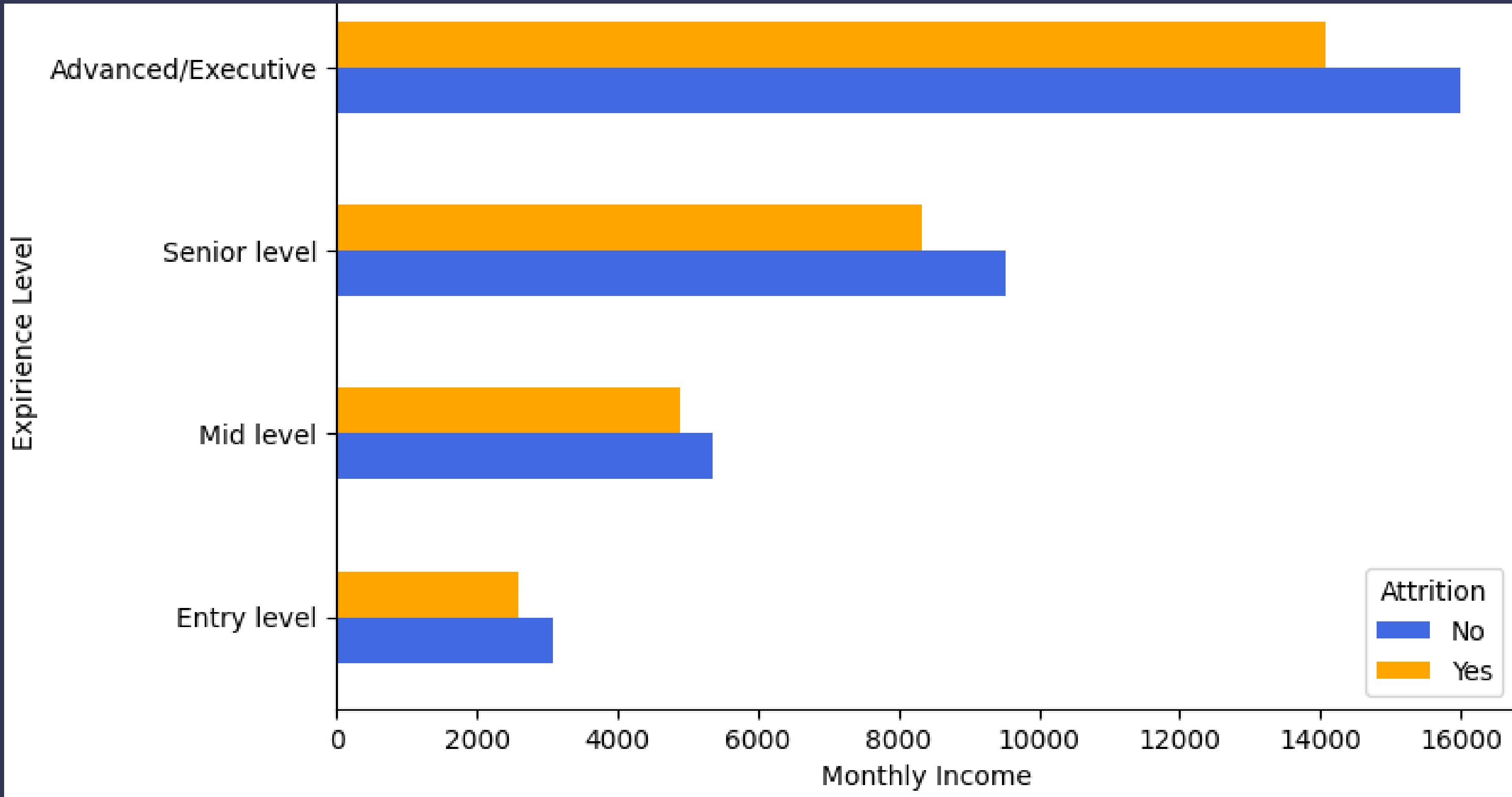
Attrition Rates: Managers vs Non-Managers

Overall attrition rate: 16%

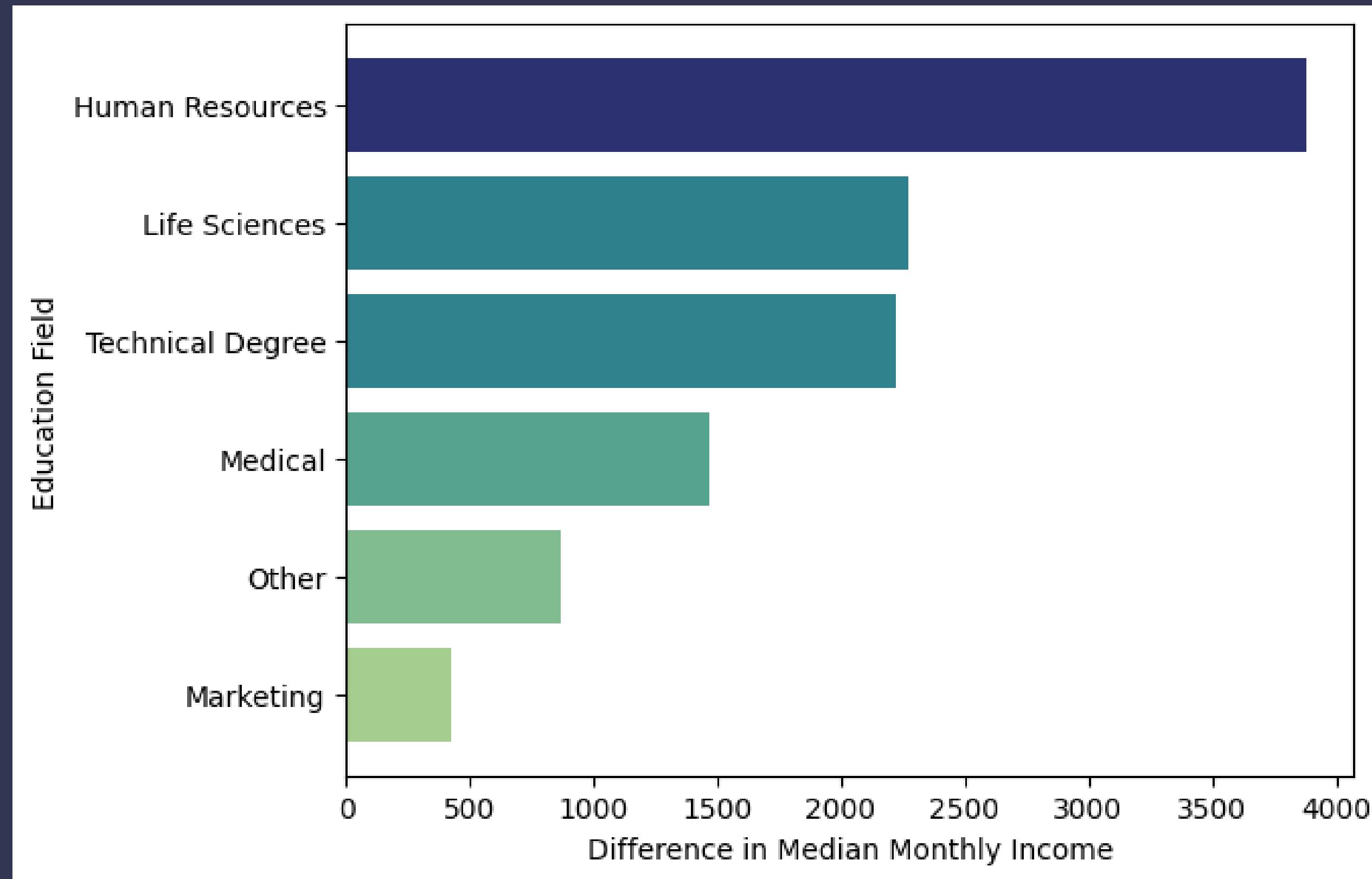
Overall Manager percentage: 6%



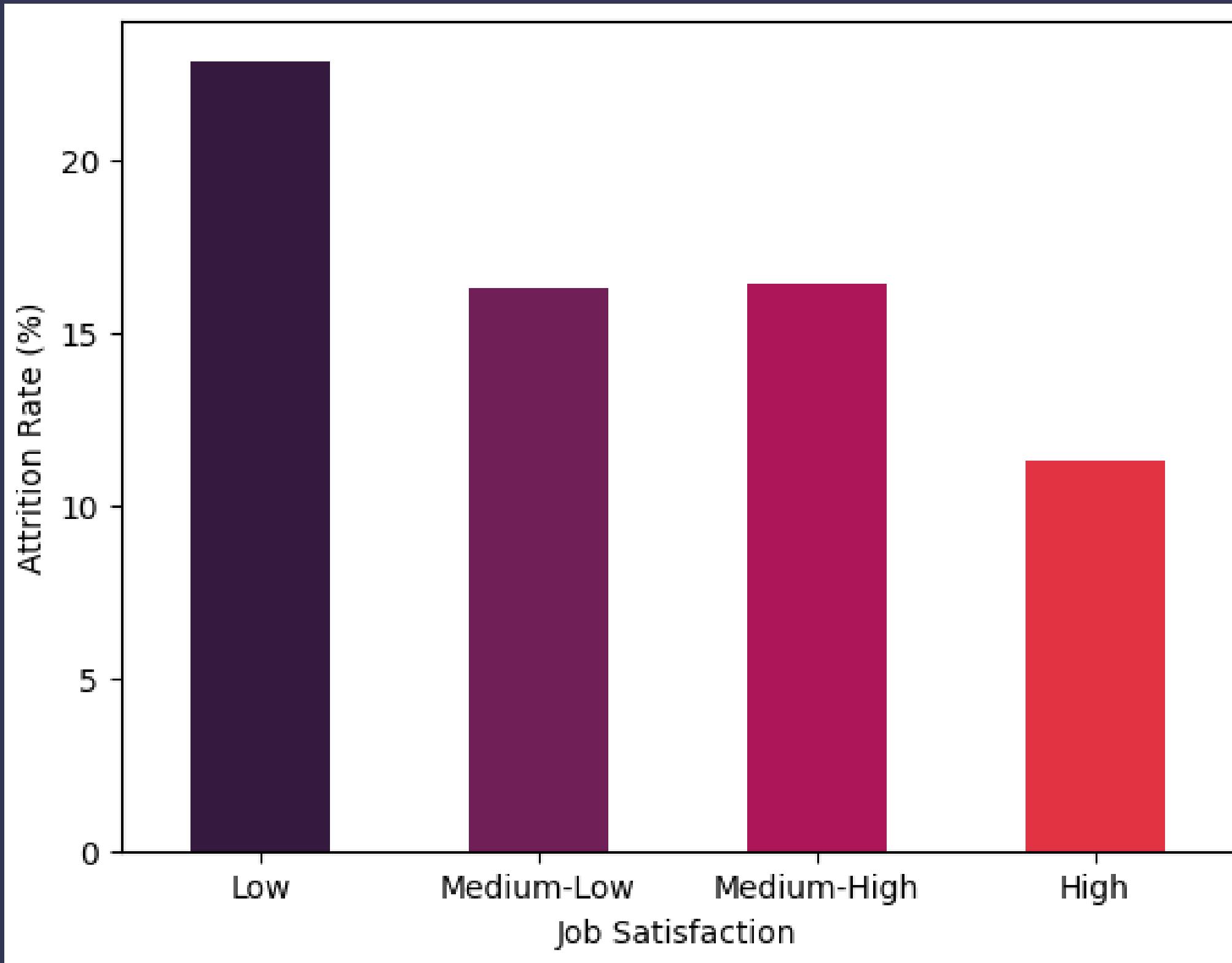
Attrition Impact on Monthly Income Across Experience Levels



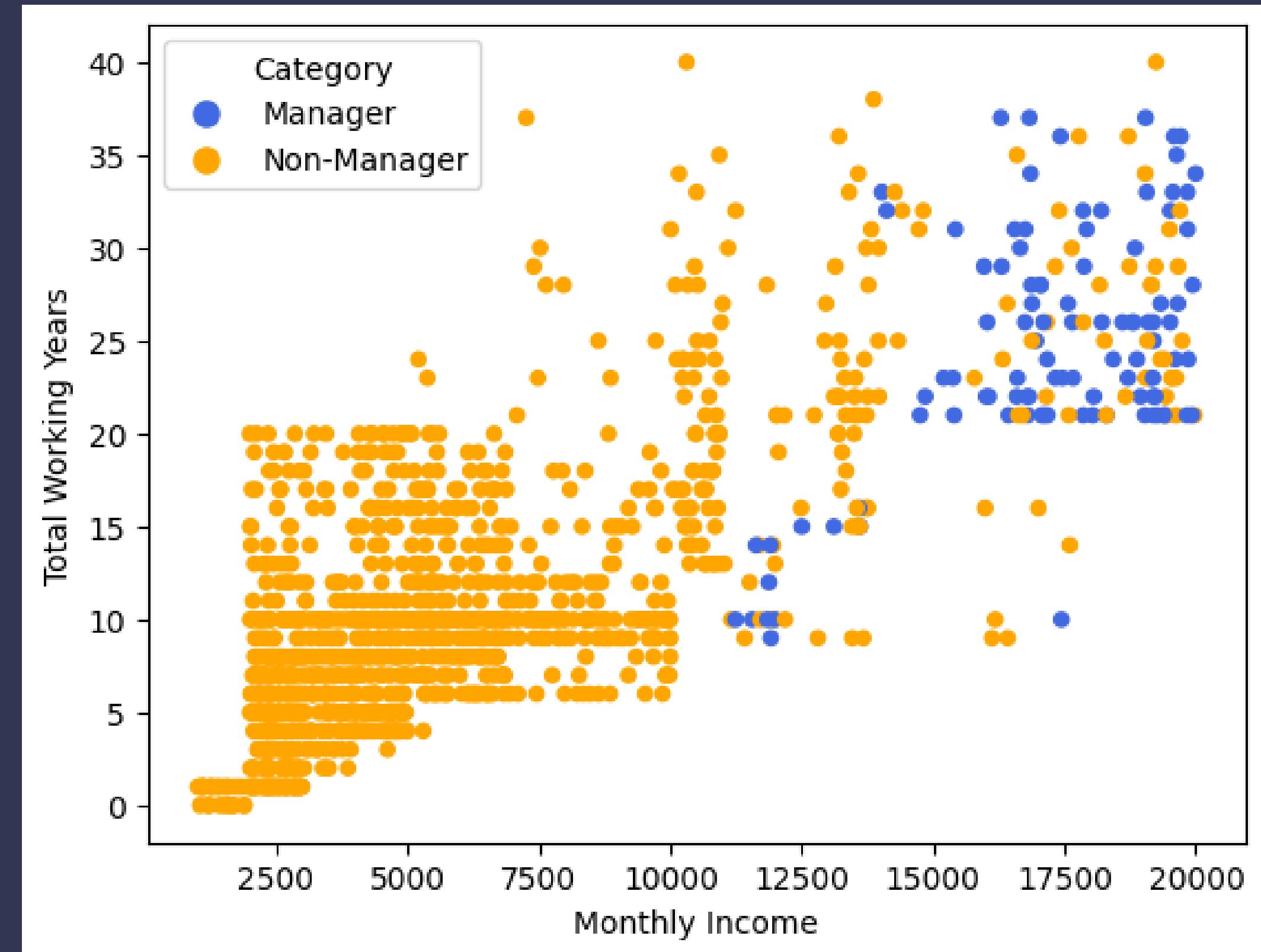
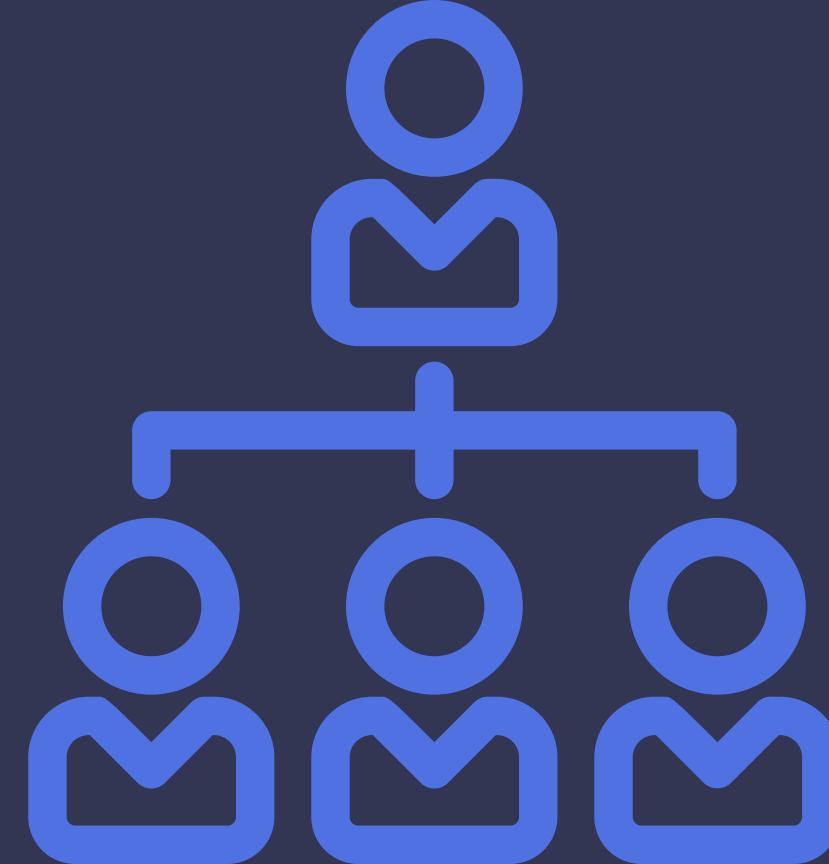
Difference in Median Monthly Income: Attrition vs Non-Attrition



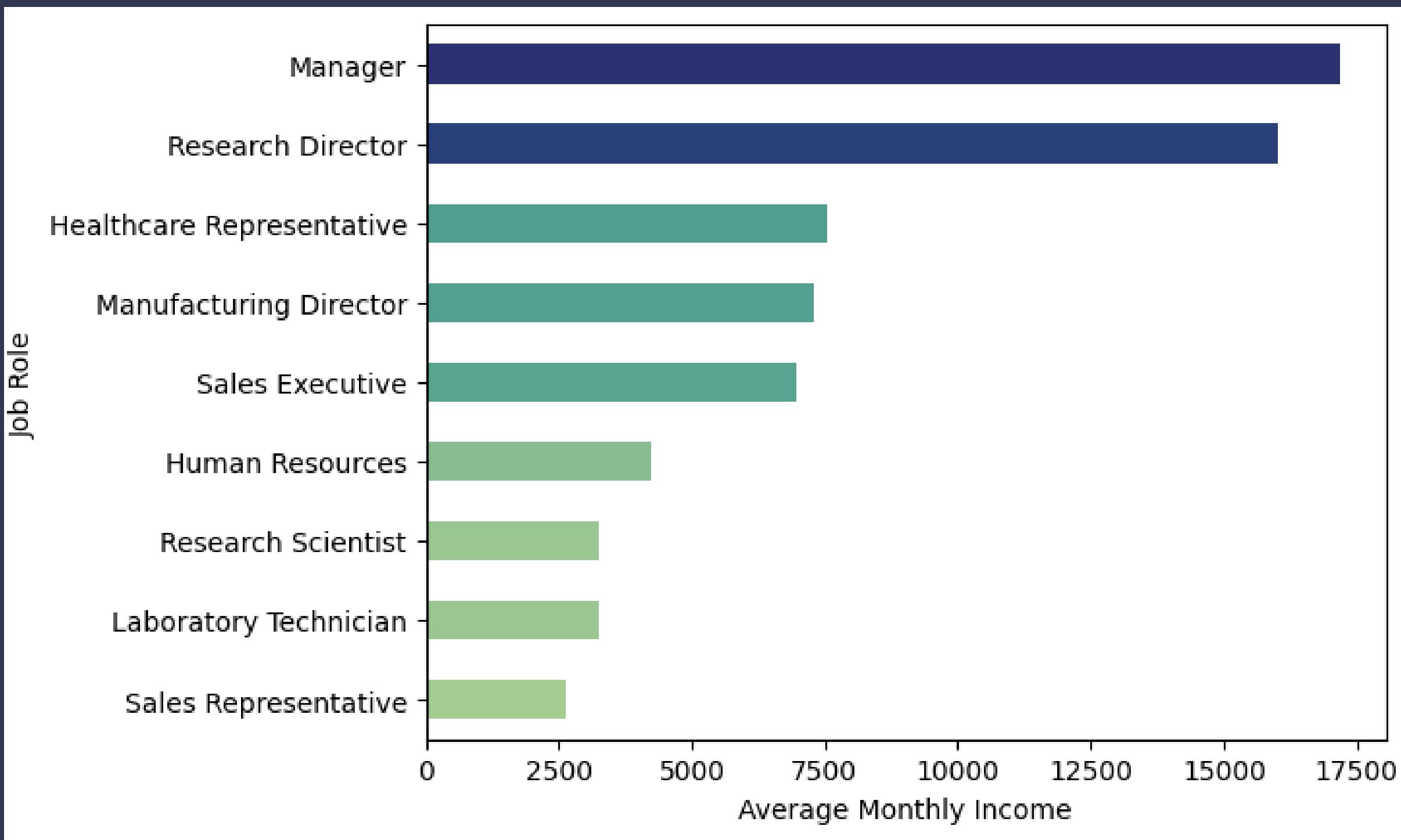
Attrition Rate by Job Satisfaction



Income Difference Managers vs Non-Managers



Average Monthly Income by Job Role



Recommendations



- Focus on improving job satisfaction and career growth opportunities in the Sales department. Implement regular feedback sessions, and consider introducing skill development workshops.
- Review and adjust pay scales, especially for senior non-managers, and offer leadership training.
- Prioritize initiatives that boost employee morale and engagement. This could include flexible work arrangements, recognition programs, and initiatives to create a team-oriented workplace.

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Thank you very much!

