Education  
1 'Below College'  
2 'College'  
3 'Bachelor'  
4 'Master'  
5 'Doctor'

EnvironmentSatisfaction  
1 'Low'  
2 'Medium'  
3 'High'  
4 'Very High'

JobInvolvement  
1 'Low'  
2 'Medium'  
3 'High'  
4 'Very High'

JobSatisfaction  
1 'Low'  
2 'Medium'  
3 'High'  
4 'Very High'

PerformanceRating  
1 'Low'  
2 'Good'  
3 'Excellent'  
4 'Outstanding'

RelationshipSatisfaction  
1 'Low'  
2 'Medium'  
3 'High'  
4 'Very High'

WorkLifeBalance  
1 'Bad'  
2 'Good'  
3 'Better'  
4 'Best'

Age: As seen in the chart, the attrition is maximum between the age groups 18-25. The attrition rate keeps on falling with increasing age, as people look after stability in their jobs at this point of times. Correlation is negative, which is same as our perception. The younger the person is, the more likely he/she will quit the job.

As seen in this chart, the attrition rate is high at very low income levels. This decreases further- but a minor spike is noticed around 10k per month- it probably indicates the middle class livelihood. They tend to shift towards a better standard of living, and hence move to a different job.

Work life balance: People with poor levels of Work life balance have adjusted themselves to their jobs,

Job satisfaction: With an increasing job satisfaction, the attrition rates decrease as can be seen in the chart above

The graph shows the correlation between independent variables. We perform this to check for multi collinearity. A rule of multi collinearity is if correlation coefficient (r) is close to **0.80**. we identify the variables to have a high correlation:

All other variables seem to have a correlation which is less than 0.80.

Then for model fitting, I will tune the hypermeters for the algorithms listed using cross validation.