

Data Forecasting

Data Dynamos (Predictive Questions)

For HR Data Analysis



❖ **The dataset appears to have a wealth of HR-related columns. Key fields include:**

- **Demographics:** Gender, Age, Ethnicity, MaritalStatus
- **Job Details:** Department, DistanceFromHome, BusinessTravel, HireDate
- **Performance and Tenure:** PerformanceRating, YearsAtCompany, YearsInMostRecentRole, YearsSinceLastPromotion, YearsWithCurrManager
- **Compensation:** Salary, StockOptionLevel
- **Other:** OverTime, Attrition

❖ **Predictive Questions for Analysis**

+ Based on this structure, Here are some predictive questions tailored to HR data analysis that you might consider based on the data you have:

1) Predictive Analysis:

- 1 .Can we predict the likelihood of attrition based on employee attributes?
- 2 .Are there any leading indicators of high-performing employees?

Why It Matters:

- **Proactive Decision-Making:** Predicting attrition or identifying potential high performers allows the company to act before problems escalate.
- **Strategic Planning:** Aligns HR strategies with business goals by forecasting workforce trends and needs.

☒ **Employee Turnover:**

- ❖ Can we predict which employees are likely to leave the organization based on factors like job satisfaction, education level, or performance rating?

☒ **Tenure Prediction:**

- ❖ How long is an employee expected to stay at the company?

☒ **Attrition Prediction:**

- ❖ What is the likelihood that an employee will leave the company based on their data (e.g., age, job role, years of service, salary, etc.)?

☒ **Performance Prediction:**

- ❖ What are the key factors that predict high or low employee performance ratings?

☒ **Job Satisfaction Prediction:**

- ❖ Which attributes (e.g., education level, performance, tenure) have the greatest impact on employee satisfaction levels?
- ❖ What is the level of job satisfaction of an employee based on factors like travel, salary, management, etc.?

☒ Promotion Readiness:

- ❖ Can we identify employees who are most likely to succeed if promoted, based on their past performance and other attributes?
 - ✓ (What is the likelihood of an employee getting a promotion in the future based on their performance and years of service?)

☒ Retention Strategies:

- ❖ Which groups of employees are at the highest risk of leaving, and what strategies could reduce their likelihood of leaving?

☒ Impact of Overtime on Attrition:

- ❖ Does working overtime increase the likelihood of an employee leaving the company?

☒ Salary Prediction Based on Job Role:

- ❖ What is the expected salary of an employee based on their department, experience, and job role?