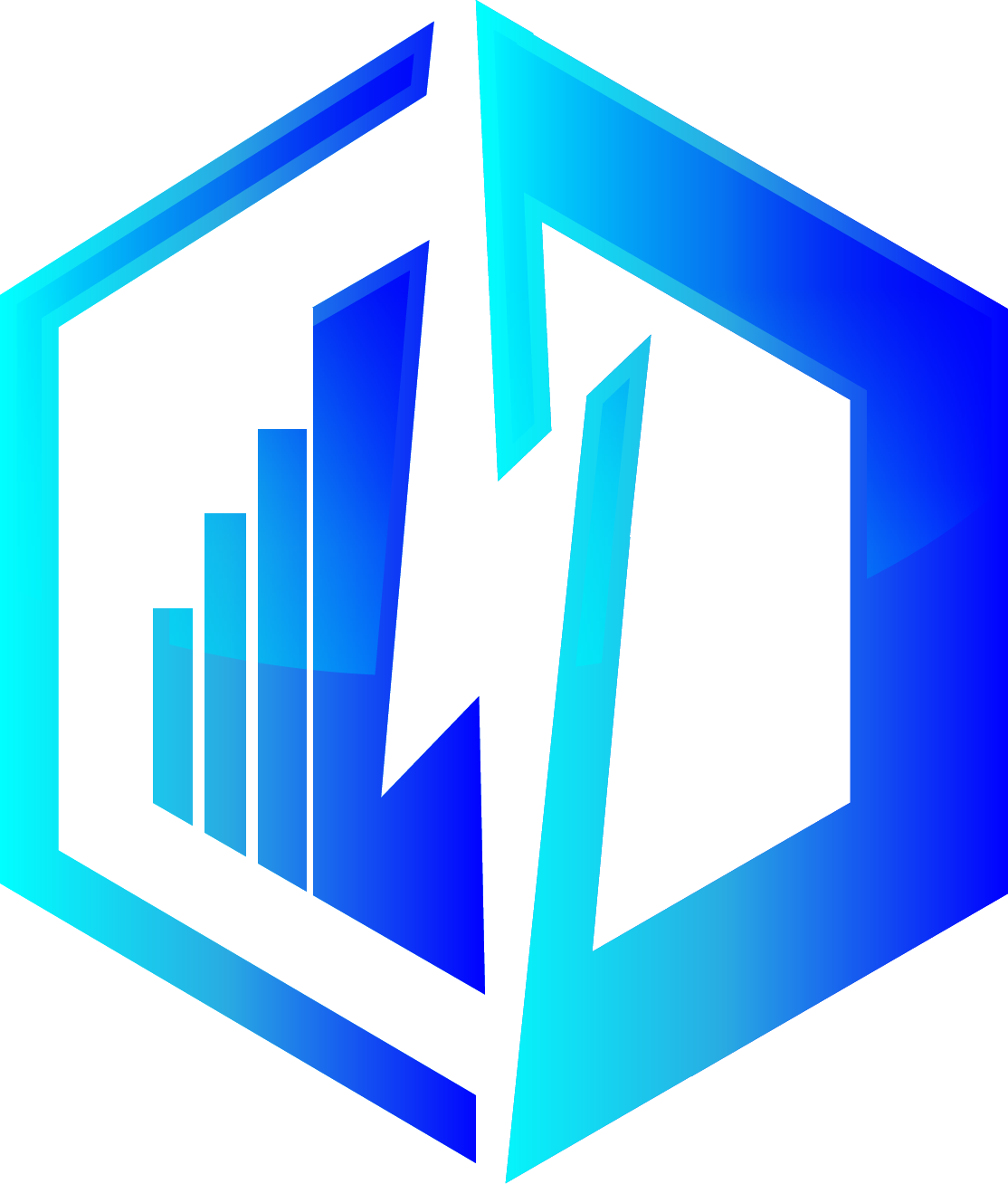
**Data Forecasting**

**Data Dynamos**

**(****Predictive Questions)**

For HR Data Analysis

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* **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?

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| **Data Dynamos** |