loyee Data Analysis using Excel

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PROJECT TITLE

Employee attrition

AGENDA

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6. Modelling Approach
7. Results and Discussion
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PROBLEM STATEMENT

Employee attrition is a major cost to an organization and predicting such attritions is the most important requirement of the Human Resources department in many organizations. In this problem, your task is to predict the attrition rate of employees o an organization.

PROJECT OVERVIEW

Introduction. Employee attrition is a critical concern for organizations, impacting productivity, morale, and overall business performance. The Employee Attrition dataset, available on Kaggle, provides a comprehensive collection of data on various factors that influence employee turnover
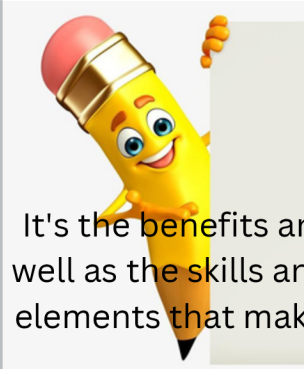
WHO ARE THE END USERS?

Employee attrition refers to the natural process of losing employees through various means and is an inevitable part of running a business.

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OUR SOLUTION AND ITS VALUE PROPOSITION

It's the benefits and rewards offered to employees in return for their commitment, as well as the skills and capabilities they bring to the table. Gartner says five fundamental elements that make up an EVP are compensation, work-life balance, stability, location, and respect

Dataset Description

Attrition rate is a metric that quantifies the rate at which employees depart an organisation, whether voluntarily or involuntarily. It represents the pace of employee turnover, expressed as a percentage and serves as a key indicator for HR teams to evaluate retention efforts and understand organisational dynamics.

THE "WOW" IN OUR SOLUTION

MODELLING

The Logistic Regression model emerged as the best performer for Employee Attrition prediction model, balancing accuracy and avoiding overfitting.

RESULTS

Employee attrition happens when an employee leaves an organization for any reason and is not replaced for a long time, or not ever. It often results in a decrease in the size of an organization's or department's workforce because positions aren't refilled when employees leave.

conclusion

Conclusion. Employee turnover may feel inevitable, but it doesn't have to be. With careful strategy and commitment, organizations can curb attrition and retain top talent. Since, the costs of neglecting retention are too high, financially and in business performance.