DATA SCIENCE BLOGS ON HR- ANALYTICS

PROJECT

First steps towards Achieving Hr strategy with Data Analysis.

. Every year a lot of companies takes number of employees and invest time and money on them in training period but some of the employees leave the company so to keep them in the company and which ages are maximum leaving the company we have to predict and improve the performance of the employee.

Key Performance indicators.

.Talent Retention

.Recruting Effectiveness

.Employee Performance

.Employee Movement

.Learning and Development

.Diversity and Inclusion

.HR to employee ratio

Problem Defination.

.Hr Analytics

.Attrition in HR

.Attrition affecting Companies

Building machine learning models

.Data Analysis

.Here i used pd.read csv method to make the chart of hr -analytics.

.Ihave got ,1470 rows × 35 columns

.chekeing the null values how to deal with them.

.df.isnull().values.any() output came false

. After checking i have taken df['Attrition'].value\_counts() to count the no

. After some basic technique i took seaborn count plot of Attrition.

. yes and no chart came

No 1233

Yes 237



.Then i have done yes no attrition to get the result (1233 -237) /1233

.THEN I HAVE USED

import matplotlib.pyplot as plt function to find age and attrition

.Then i have done unique method to find the columns

.Then i have used drop method EmployeeNumber', axis =1)

df= df.drop('StandardHours', axis =1)

df= df.drop('EmployeeCount', axis =1)

to find the value .

.Then i have used corr and heatmap.plt.figure(figsize=(14,14))

sns.heatmap(df.corr(), annot=True, fmt='.0%')

where i got the full chart figure

.Then i have used LabelEncoder to remove the np . values.

.Then i have used train\_split method to find the shape.

Concluding remarks

Finaly i have used random forest method to find predict the no of age employees are leaving the companies quicly .