IBM HR Analytics Employee Attrition & Performance

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Subject: IBM HR Analytics Employee Attrition & Performance

**Data description:**

The mean reason we are examine this dataset is to uncover the factors that lead to employee attrition and explore important questions. This is the fictional data set created by IBM data scientists. It contains 1470 entries and data 35 columns.

**Source of Kaggle link:**

Pavansubhash, “IBM HR Analytics Employee Attrition & Performance.” *Kaggle*, 31 Mar. 2017, https://www.kaggle.com/pavansubhasht/ibm-hr-analytics-attrition-dataset.

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Features:

0 Age int64

1 Attrition object

2 Business Travel object

3 Daily Rate int64

4 Department object

5 Distance from Home int64

6 Education int64

7 Education Field object

8 Employee Count int64

9 Employee Number int64

10 Environment Satisfaction int64

11 Gender object

12 Hourly Rate int64

13 Job Involvement int64

14 Job Level int64

15 Job Role object

16 Job Satisfaction int64

17 Marital Status object

18 Monthly Income int64

19 Monthly Rate int64

20 Number Companies Worked int64

21 Over18 object

22 Over Time object

23 Percent Salary Hike int64

24 Performance Rating int64

25 Relationship Satisfaction int64

26 Standard Hours int64

27 Stock Option Level int64

28 Total Working Years int64

29 Training Times Last Year int64

30 Work Life Balance int64

31 Years at Company int64

32 Years in Current Role int64

33 Years Since Last Promotion int64

34 Years with Current Manager int64

Tools:

Jupyter (Python, Pandas, NumPy, Matplotlib, Seaborn)

Questions:

1. Explore a breakdown of distance from home by job role and attrition
2. compare average monthly income by education and attrition

3-

MVP Goal;

To improve the IBM HR analytics employee knowledge of the factors that might affect the attrition.

IBM HR Analytics Employee Attrition & Performance Predict attrition of your valuable employees -Uncover the factors that lead to employee attrition  
-explore important questions such as ‘show me a breakdown of distance from home by job role and attrition’ or ‘compare average monthly income by education and attrition’.