HR Analytics Dataset:

For this project, you can use a dataset containing employee information, performance metrics, and other HR-related data. Here's an example of the dataset structure:

- Employee_ID: Unique identifier for each employee.
- Employee_Name: Name of the employee.
- Age: Age of the employee.
- Gender: Gender of the employee.
- Department: The department in which the employee works (e.g., Sales, Marketing, IT).
- Position: Employee's job position or title.
- Years_of_Service: The number of years the employee has been with the company.
- Salary: Employee's annual salary.
- Performance_Rating: A rating indicating the employee's performance (e.g., on a scale of 1 to 5).
- Work_Hours: The average number of hours worked per week.
- Attrition: Whether the employee has left the company (Yes/No).
- Promotion: Whether the employee has been promoted in the last year (Yes/No).
- Training_Hours: The number of training hours the employee has completed.
- Satisfaction_Score: Employee's satisfaction score (e.g., on a scale of 1 to 5).
- Last_Promotion_Date: Date of the employee's last promotion.

Problem Statement:

Problem Statement 1: "Identify Factors Influencing Employee Attrition"

Objective: Determine the factors that contribute to employee attrition within the company and provide insights to reduce attrition rates.

Problem Statement 2: "Optimize Employee Training Programs" (Assignment)

Objective: Analyze the effectiveness of training programs and recommend improvements to enhance employee skills and performance.