



OdumareTech

DATA ANALYTICS BOOTCAMP

FINAL PROJECT – 2024 FEBRUARY COHORT

PROJECT BRIEF

Context

A large company employs at any given point of time, around 4000 employees. However, every year, around 15% of its employees leave the company and need to be replaced with the talent pool available in the job market. The management believes that this level of attrition (employees leaving, either on their own or because they got fired) is bad for the company, because of the following reasons:

- The former employees' projects get delayed, which makes it difficult to meet timelines, resulting in a reputation loss among consumers and partners.
- A sizeable department has to be maintained, for the purposes of recruiting new talent.
- More often than not, the new employees have to be trained for the job and/or given time to acclimatize themselves to the company.

PROJECT BRIEF

Context

The company's management has contracted your HR analytics firm to understand what factors they should focus on, in order to curb attrition. In other words, they want to know what changes they should make to their workplace, in order to get most of their employees to stay. Also, they want to know which of these variables is most important and needs to be addressed right away.

Since you are one of the star analysts at the firm, this project has been assigned to you.

The company has provided their employee attrition data, to aid your analysis. The data contains 3 tables namely:

1. General data: table containing information on employee attrition and possible reasons for the attrition.
2. Employee info: table containing information about each employee.
3. Job info: table containing information about each employee's role.

PROJECT BRIEF

Content (General data)

- **Employee ID:** Unique identifier for employees.
- **Attrition:** YES implies the employee has left and NO implies he/she is still in the company.
- **Business Travel:** Frequency of employees' business trips.
- **Distance from home:** Employees' distance from home in kilometers.
- **Education level:** Employees' education level (least: 1, highest: 5).
- **Job level:** Employees' job level (least: 1, highest: 5).
- **Monthly income:** Employees' monthly income.
- **Number of companies worked:** Number of companies the employee has worked for.

PROJECT BRIEF

Content (General data)

- **Percentage salary hike:** Employees' present salary increase presented in percentage.
- **Total working year:** Employees' total working year across all companies he/she has worked for.
- **Training times last year:** Number of times the employee was trained last year.
- **Years at company:** Number of years each employee has spent in this company.
- **Years since last promotion:** Number of years since each employee's last promotion.
- **Environment satisfaction:** Employees' satisfactory level with the work environment (least: 0, highest: 4).
- **Work life balance:** Employees' work life balance (least: 0, highest: 4).

PROJECT BRIEF

Content (Employee info)

- **Employee ID:** Unique identifier for employees.
- **Age:** Employees' age.
- **Gender:** Employees' gender.
- **Education field:** Employees' field of study.
- **Marital status :** Employees' marital status.

Content (Job info)

- **Employee ID:** Unique identifier for employees.
- **Department:** Employees' department in the company.
- **Job role:** Employees' job role.

PROJECT INSTRUCTIONS

The company's attrition data has been provided to you and you are expected to;

- Clean and analyze the data using any data analytics application of your choice.
- Create a presentation slide using any platform of your choice (*Canva, google slides, power point, etc.*) and copy your visuals into the presentation slide.
- Include introduction and conclusion in the presentation slide.
- Create a GitHub repository for the project.
- Upload every file that has been used for the project on the GitHub repository.
- Update the repo's *Readme.md* file with information about the project, its aims and your conclusion.
- Add this project to their portfolio and submit the portfolio link on the learning platform www.odumaretech.com for review.
- Prepare for the project presentation.
- Create a post about the project on LinkedIn (this is to be done after the project review).

!!! ALL THE BEST