Employee Attrition Prediction Analysis

Report

1. Introduction:

Employee attrition is a critical concern for organizations as it can lead to decreased productivity, loss of institutional knowledge, and increased recruitment costs. Predicting employee attrition using machine learning techniques can help organizations identify at-risk employees and take proactive measures to retain them. In this report, we summarize the findings and insights gained from analyzing the Employee Attrition dataset.

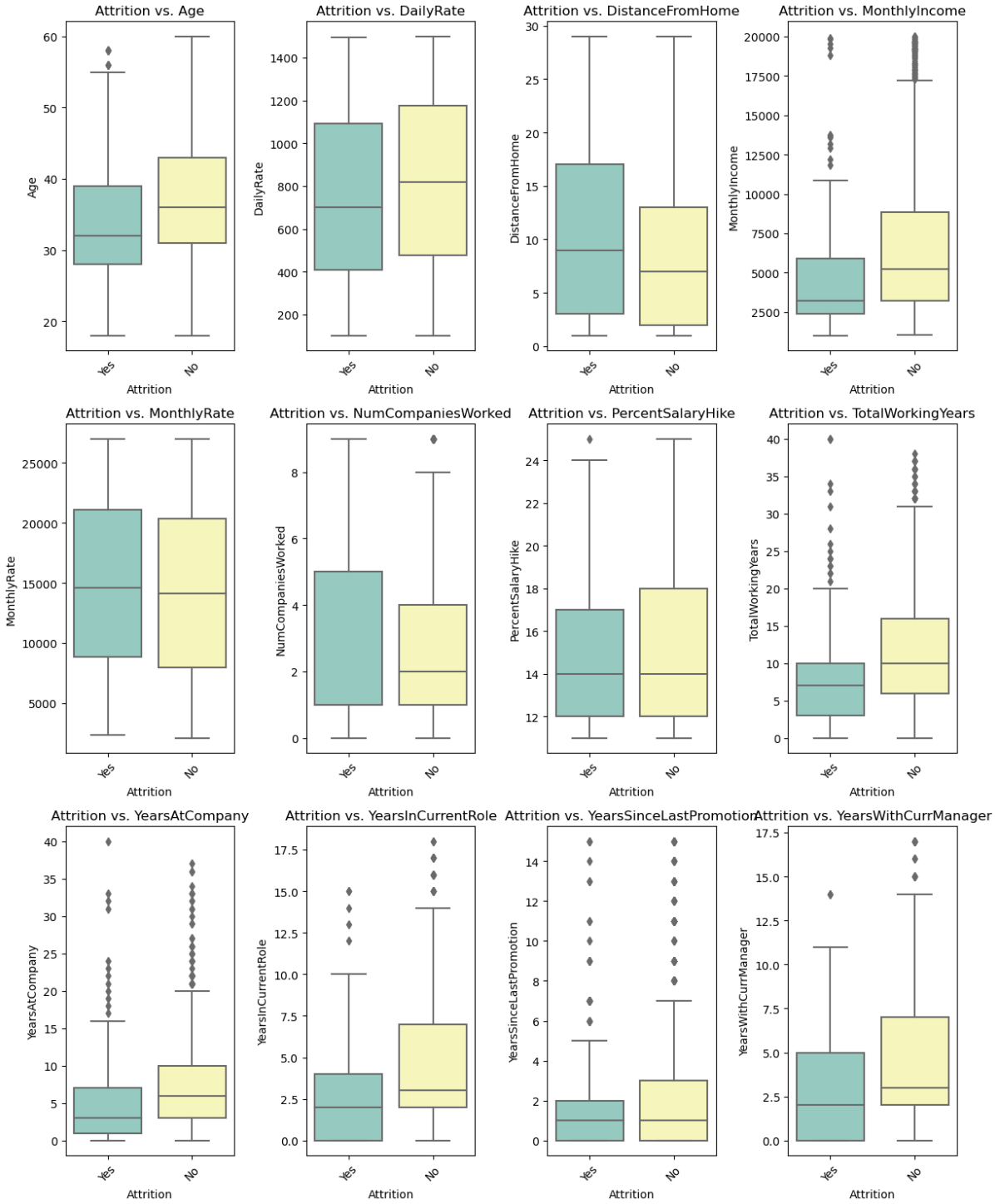
2. Dataset Analysis and Preprocessing:

• Dataset Description: The dataset contains various attributes related to employee demographics, job roles, satisfaction levels, performance ratings, etc., along with a target variable indicating whether an employee has left the company (Yes or No).

• Data Exploration: We explored the dataset to understand its structure, features, and distribution. This involved examining descriptive statistics, checking for missing values, and visualizing relationships between variables.

• Preprocessing Steps: We handled missing values, encoded categorical variables using one-hot encoding, and split the dataset into training and testing sets for model development

2.1 Data Analysis



3. Model Development: We experimented with various machine learning algorithms for binary classification, including Logistic Regression, Random Forest, Support Vector Machine (SVM), XGBoost, Decision Tree, K-Nearest Neighbors (KNN) and Naive Bayes.

4. Model Evaluation and Optimization:

• We evaluated each model's performance using metrics such as accuracy, precision, recall, and F1-score on the test data.

• Insights were gained into the significance of various features and their impact on predicting employee attrition.

6. **Insights Gained:**

• Factors such as job satisfaction, work-life balance, and job role were identified as significant predictors of employee attrition.

7. **Recommendations for Reducing Employee Attrition:**

• Implement proactive measures based on predictive models to identify at-risk employees and intervene early.

• Focus on improving job satisfaction, work-life balance, and career development opportunities to increase employee retention.

• Regularly retrain and update predictive models with new data to ensure effectiveness in capturing evolving trends in attrition.

8. Conclusion: Predicting employee attrition is a complex but important task for organizations to manage their workforce effectively. By leveraging machine learning techniques and analyzing relevant factors, organizations can gain valuable insights into attrition patterns and take proactive steps to reduce attrition rates, improve employee satisfaction, and enhance overall organizational performance

Submitted by: ASHMI DATTA