Summary and Recommendations

Key Findings:

- When I tested the data, I noticed that employees with low salaries tend to leave more often.
- Younger employees are more likely to quit compared to older ones.
- Work-life balance and job satisfaction have a big impact on whether employees stay or leave.
- Some departments have a much higher attrition rate than others.

Recommendations for HR:

- Increase salaries to help keep employees from leaving.
- Offer flexible work hours to improve work-life balance.
- Create employee engagement programs to boost job satisfaction.
- Identify departments with high attrition and take steps to fix the issues.

Conclusion:

- I analyzed employee attrition and found that salary greatly impacts retention.
- When I tested different factors, I noticed that younger employees leave more often, likely for better opportunities.
- From my point of view, work-life balance and job satisfaction are key reasons employees stay or quit.
- I also found that some departments lose more employees than others, which made me think management or workload could be the issue.
- Based on my findings, I believe offering better salaries can help retain talent.
- I also think flexible work hours can improve work-life balance.
- In my experience, employee engagement programs boost job satisfaction.
- I suggest HR should focus on high-risk departments and understand why employees leave.
- When I tested different models, Random Forest gave the best results for predicting attrition.
- I believe using data-driven insights like this can help companies make better decisions to keep their employees.