Predicting whether employees would stay or leave

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Last Updated: November 17th, 2023

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Purpose Statement

Objective

Predict whether employees would **stay** or **leave** ; and identify factors that **influences** employees to **leave.**

Analysis of Data

Monthly hours by number of projects.

- Number of hours varied widely by number of projects.

- Strong correlation between hours and number of projects.

- Number of hours and projects is a strong indicator for employees leaving.
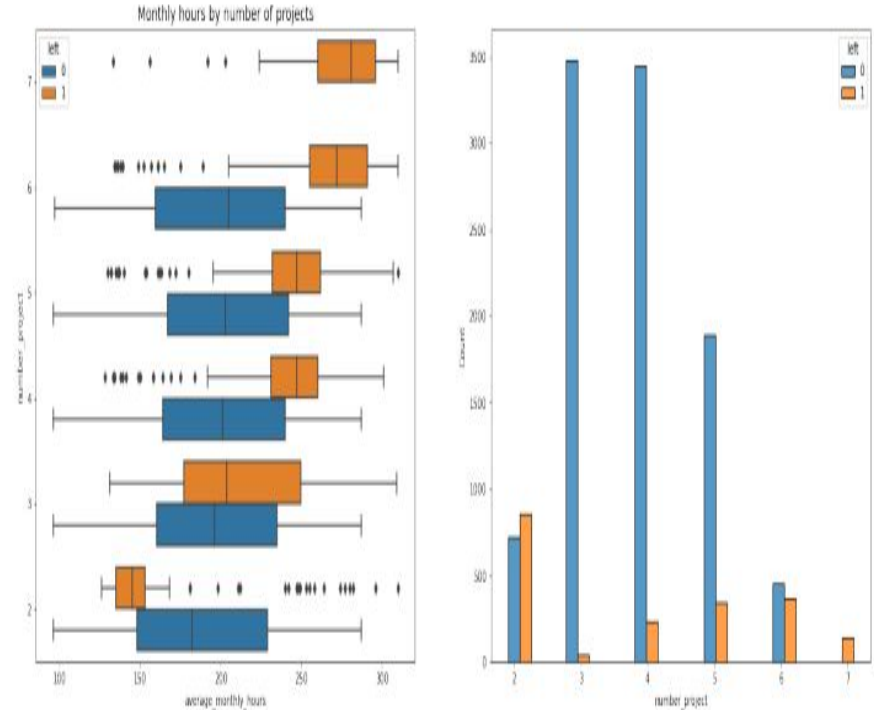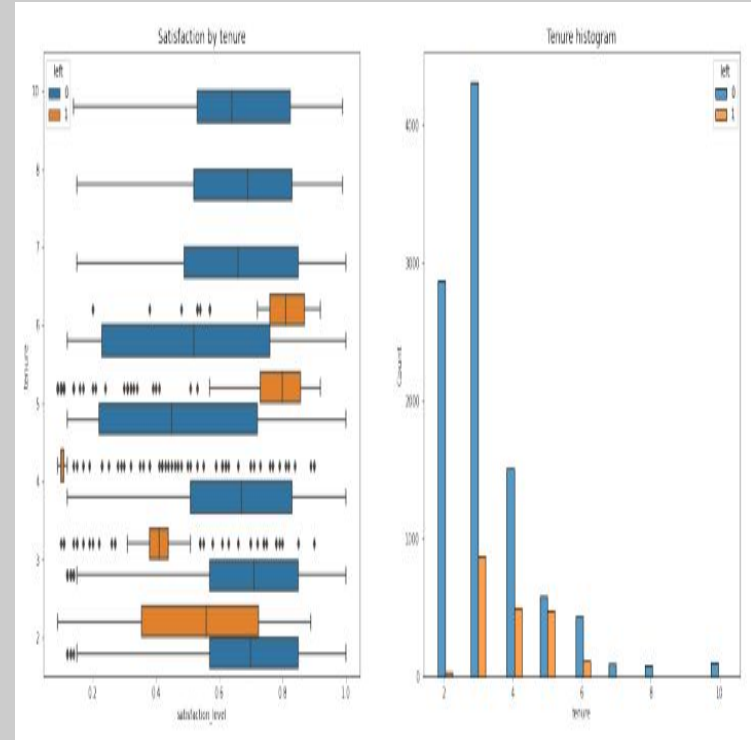
Monthly hours by satisfaction score

- Employees that worked over 75 hours per week for the year.

- Employees with normal working hours having a satisfaction level score of 0.4.

- Employees that worked approximately 210 - 280 hours per month had a score of 0.7 - 0.9.
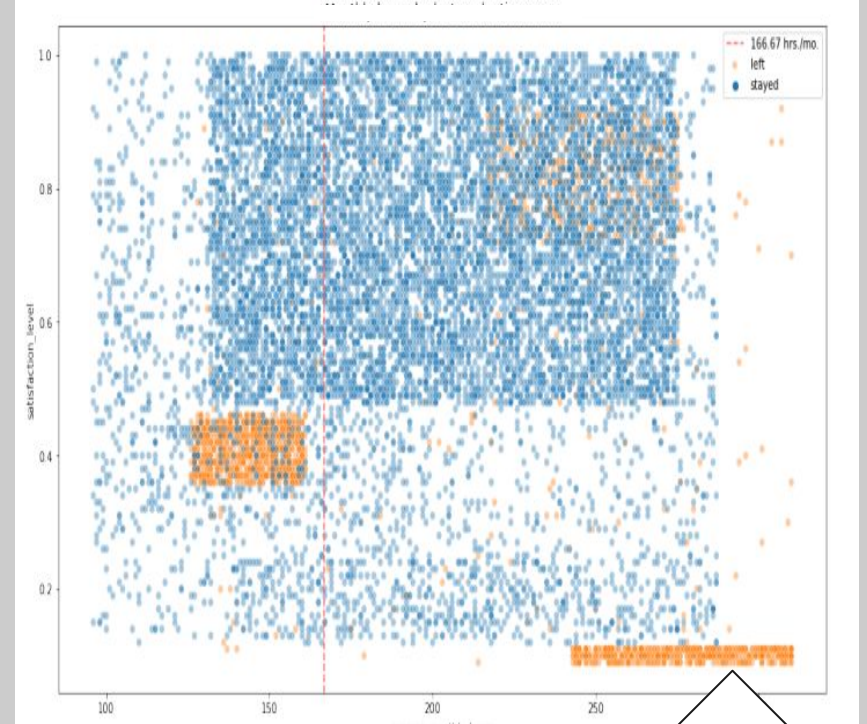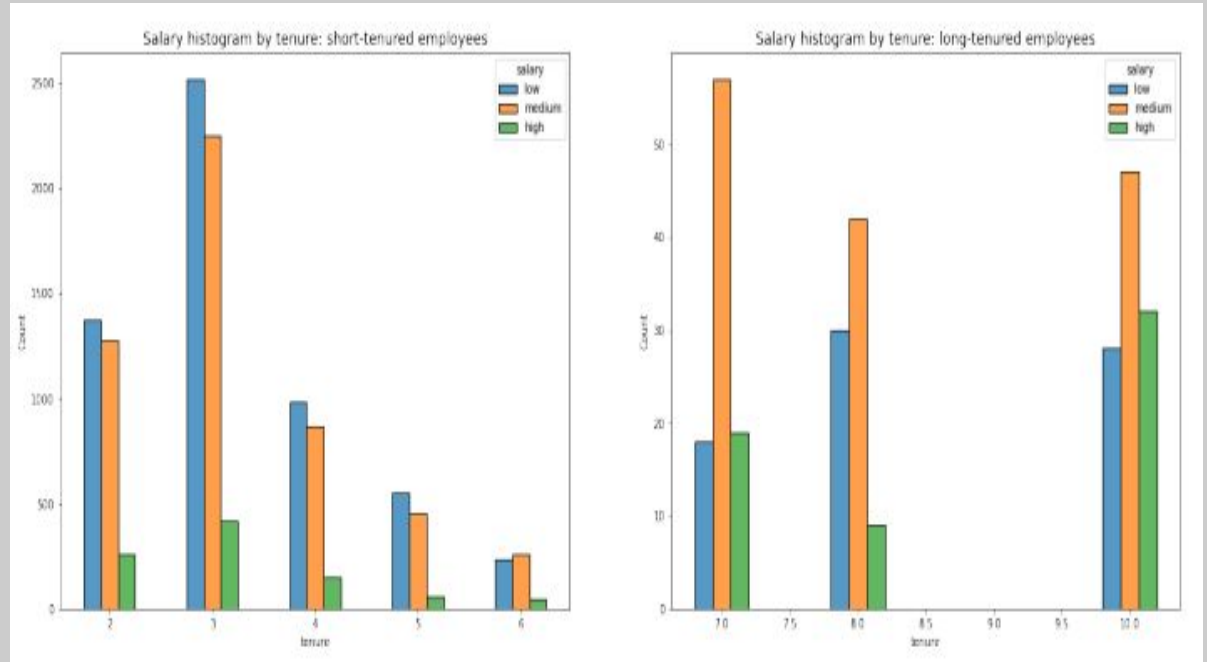

Satisfaction level close to zero.

Tenure

- Employees that left falls in two categories.

- 4 year tenure

- Longest tenured employees

Salary Histograms

Monthly hours by last evaluation score

- Two groups of employees

1. Overworked
2. Slightly worked under the average monthly hours.

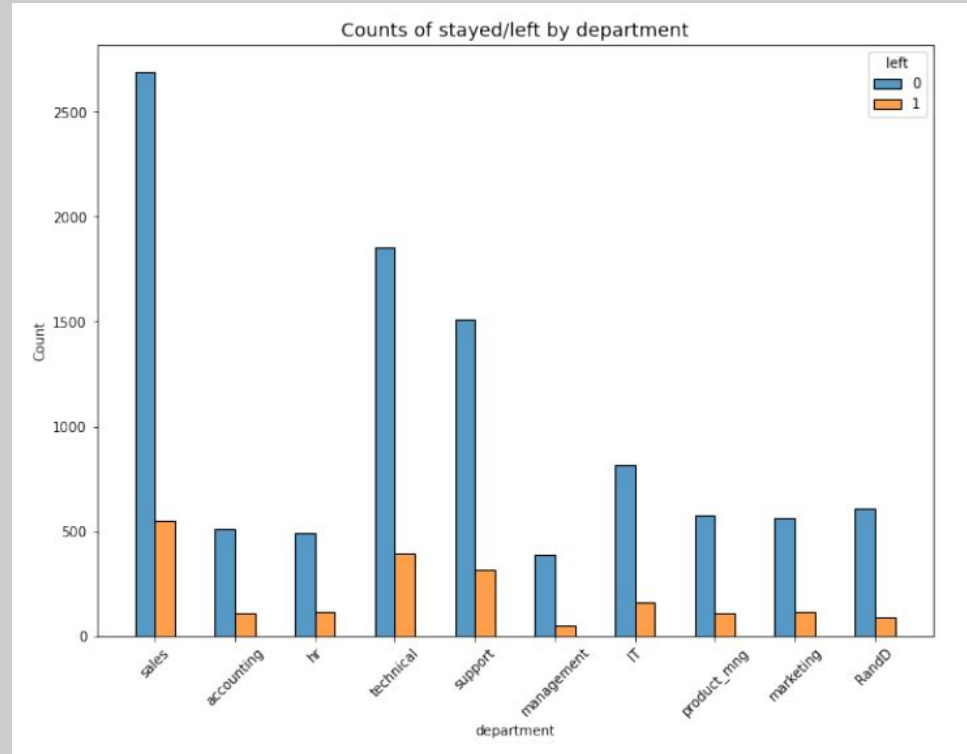- Correlation between hours worked and evaluation score.

Monthly hours by last evaluation score

Monthly hours by promotion last 5 years

- Few employees left

Monthly hours by promotion last 5 years

Employees that stayed

Employees that left
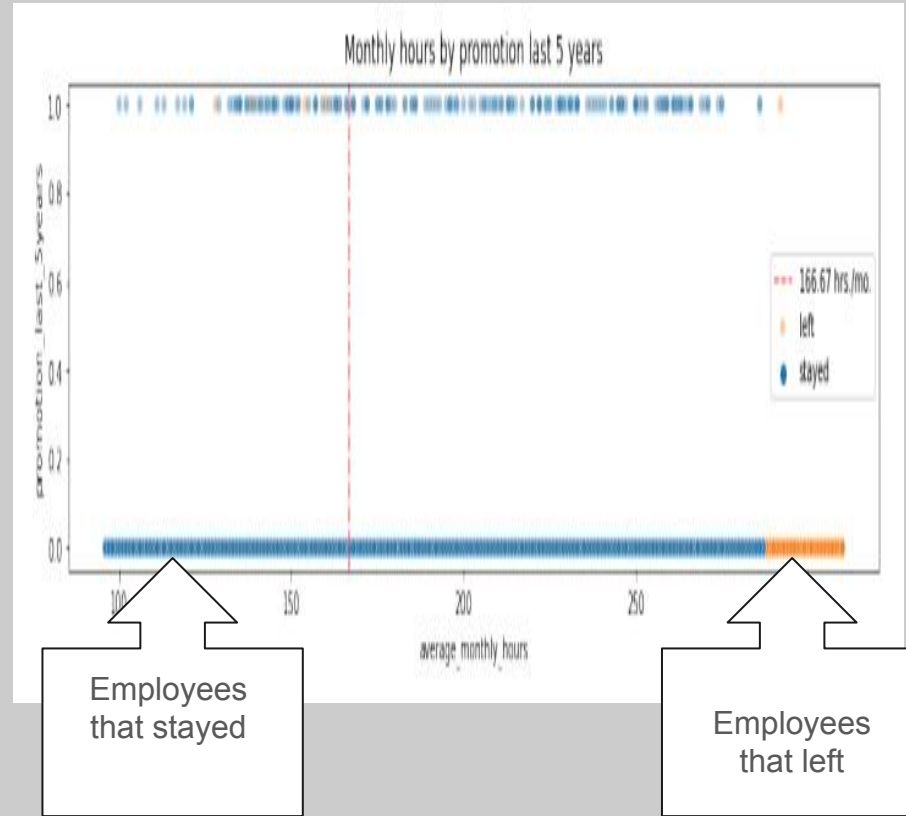
Counts of employees that stayed and left by department.

Counts of stayed/left by department

Employees who did not leave and was accurately predicted.

Employees that left and was inaccurately predicted did not leave.
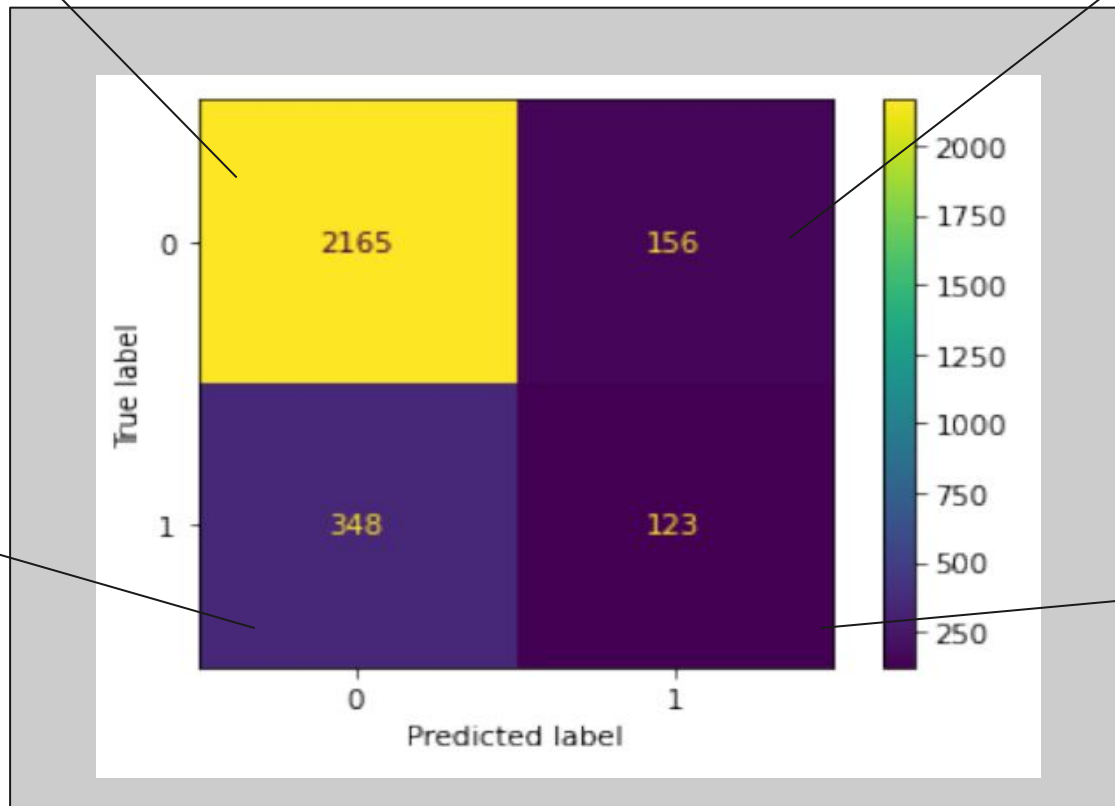
Employees that left and the model inaccurately predicted did not leave.

Employees that left and was accurately predicted as leaving.

Conclusion