Impact and Future Work

- **Impact of the Model and Analysis**:

  Key predictors such as Distance from Home, Environmental Satisfaction, Job Satisfaction, and OverTime have emerged as critical factors influencing employee retention
  Due to various factors, the employee attrition rate is higher.

  Employees who live farther from work and travel frequently tend to leave the company sooner.

  Males seem to leave more than females.Males showing higher attrition rates, particularly when their salaries are less competitive.

  The 30–40 age group experiencing heightened attrition, likely tied to career transitions or personal commitments

  Employees working overtime and those with higher job involvement also show higher attrition rates.

  Specific job roles, such as data scientists and IT support, tend to have more turnover.

Additionally, employees with moderate job satisfaction (rated as 3) are more likely to leave compared to those with lower satisfaction ratings.

  2.Future Work

    Incorporating External Data:

    Expanding the dataset to include economic conditions, competitor salary benchmarks, or local commuting challenges for a more comprehensive view.

    Employee Sentiment Analysis:

    Leveraging textual data, such as employee feedback or exit interviews, for qualitative insights to complement the quantitative analysis.

    Designing flexible work arrangements for employees living far from the workplace.

    Improving environmental satisfaction and mental health.

    workplace enhancements, better management practices, and fostering a positive work culture.work from home

    Addressing overwork by regulating overtime and ensuring work-life balance

In conclusion, this project highlights the potential of predictive analytics in tackling employee attrition. By implementing the recommendations and exploring future advancements, the

organization can foster a thriving, satisfied workforce and maintain a competitive edge in talent retention.