# Project Requirements Document: Employee Attrition

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Client/Sponsor(s): HR Department; Management Department

Purpose: Both the HR department and the Management Department (CPO) wants to understand the attrition rate, each for their own purposes. The HR department would like to know about the age-related attrition patterns. The Management wants to have a better way to monitor about several aspects related to attrition rate. This is in order to reduce turnover and improve employee retention.

Key dependencies: This project requires the dataset about attrition rate. This has already been provided by the CPO and is available at [this link](https://www.kaggle.com/datasets/pavansubhasht/ibm-hr-analytics-attrition-dataset?resource=download).

Stakeholder Requirements: In order to reduce turnover and improve employee retention, as well as have an easy understanding of our employees, we need visualization/dashboard that is easy to understand, and cover most, if not all, important factors.

* Visualizations containing the count, or average, of most, if not all, important values included.
* Visualizations that elaborate on the values above, prioritizing in the “age” value.
* Some filters, as necessary, ease of access for the users.
* A document reporting the recommendations and results of the analysis of the dataset.

Success Criteria:

User journeys: The main purpose of this project is to learn more about our employees, as well as improving employee retention. Diving into this data gathered can offer insights to help with this.

Assumptions: Given the completeness of the dataset, there is only more cleaning and polishing to perfect it. There is no need of other teams to gather any data.

Compliance and privacy: The data must not include any personal data such as name, email address, phone number, or physical address. It is paramount that the users be anonymized to avoid any bias.

Roll-out Plan:

Week 1: Dataset analysis and cleaning, with 1st draft of the dashboard ready for peer review.

Week 2: Dashboard development and testing.