

PROJECT DEVELOPMENT PHASE

SPRINT 1 DELIVERY

Team ID : PNT2022TMI37083
Project Name : Corporate Employee Attrition Analytics
Task : Collecting and preparing dataset

1. Understand the dataset.

Employee Attrition is the gradual reduction in staff numbers that occurs as employees retire or resign and are not replaced. Employee attrition can be costly for businesses. The company loses employee productivity, and employee knowledge.

“Turnover / Churn” and “Attrition” are human resource terms that are often times confused. Employee turnover and attrition both occur when an employee leaves the company. Turnover, however, is from several different actions such as discharge, termination, resignation or abandonment. Attrition occurs when an employee retires or when the employer eliminates the position. The big difference between the two is that when turnover occurs, the company seeks someone to replace the employee. But in the case of attrition, the employer leaves that vacancy unfilled or eliminates that job role.

Uncover the factors that lead to employee attrition and explore important questions such as ‘show me a breakdown of distance from home by job role and attrition’ or ‘compare average monthly income by education and attrition’.

Education

- 1 'Below College'
- 2 'College'
- 3 'Bachelor'
- 4 'Master'
- 5 'Doctor'

Environment Satisfaction

- 1 'Low'
- 2 'Medium'
- 3 'High'
- 4 'Very High'

Job Involvement

- 1 'Low'
- 2 'Medium'
- 3 'High'
- 4 'Very High'

Job Satisfaction

- 1 'Low'
- 2 'Medium'
- 3 'High'
- 4 'Very High'

Performance Rating

- 1 'Low'
- 2 'Good'
- 3 'Excellent'
- 4 'Outstanding'

Relationship Satisfaction

- 1 'Low'
- 2 'Medium'
- 3 'High'
- 4 'Very High'

Work Life Balance

- 1 'Bad'
- 2 'Good'
- 3 'Better'
- 4 'Best'

2. Loading and preparing the data

Most business main objectives to employee churn is to try to answer the following questions:

How to reduce employee churn ?

Why are good employees leaving the company ?

Can we predict the employees most likely to leave ?

So, all of this is just to show how valuable an employee is regardless if that employees position will be filled or not. In this article I will show you how to predict if an employee is likely to leave the company.

We have collected this data from the google platform through the IBM website. Here by I have attached the dataset through the Excel-sheet in the sprint 1 folder of our github account.