PROBLEM STATEMENT

Corporate Employee Attrition Analytics

Employees are the most important part of an organization. Successful employees meet deadlines, make sales, and build the brand through positive customer interactions.

Employee attrition is a major cost to an organization and predicting such attritions is the most important requirement of the Human Resources department in many organizations. In this problem, our task is to predict the attrition rate of employees in an organization.

Among all employee-related problems, employee attrition is one of the key problems in today's scenario despite the changes in the external environment. Attrition is said to be a gradual reduction in the number of employees through resignation, death, and retirement.

A high attrition rate indicates that the employees have a lot of issues with the organization. Consequently, they'll only spread the bad word about the company. This will pose a huge risk to the company's reputation and make it difficult for the employer to find the right replacements.

Every organization wants its valuable employees to be a part of its organization for a long period. Still, when many employees start leaving, it will be a concern for the organization. The key to success for any organization is attracting and retaining top
talent. One of the key tasks is to determine which factors keep employees at the company and which prompt others to leave. It's more cost-effective to keep the employees a company already has.

• A company needs to maintain a pleasant working atmosphere to make their employees stay in that company for a longer period. To reduce the cost of attrition, organizations need to ensure that employees' aspirations are met.

Business Model/Impact
• Organizations can use this tool to manage the team.
• Reduction in Hiring Cost.