WORKING WITH DATASET

Team ID : PNT2022TMID29044
Project Name : Corporate Employee Attrition
Analytics Task : Working with dataset

1. Understand the dataset.

EmployeeAttritionisthegradualreductioninstaff numbersthatoccursasemployeesretireorresignandarenotreplaced. Employeeattritioncanbecostlyforbusinesses. Thecompanyloses employeeproductivity, andemployeeknowledge.

"Turnover/Churn" and "Attrition" arehumanresource termsthatareoftentimesconfused. Employeeturnoverandattritionboth occurwhenanemployee leavesthecompany. Turnover, however,is fromseveraldifferentactionssuchasdischarge,termination, resignation orabandonment. Attritionoccurswhenanemployee retiresorwhenthe employer eliminatestheposition. Thebigdifferencebetweenthetwois thatwhenturnoveroccurs,thecompanyseekssomeonetoreplacethe employee. Butinthecaseofattrition,theemployerleavesthatvacancy unfilledoreliminatesthatjobrole.

Uncoverthefactorsthatleadtoemployee attritionandexploreimportant questionssuchas 'showme abreakdownofdistancefromhome byjob roleandattrition' or 'compareaveragemonthlyincome byeducationand attrition'.

Education
1'BelowCollege'
2'College'
3'Bachelor'
4'Master'
5'Doctor'

EnvironmentSatisfaction
1'Low' 2'Medium'
3'High' 4'VeryHigh'

JobInvolvement
1'Low'
2'Medium'
3'High'
4'VeryHigh'

JobSatisfaction
1'Low'
2'Medium'
3'High'
4'VeryHigh'

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

RelationshipSatisfaction
1'Low' 2'Medium'
3'High' 4'VeryHigh'

WorkLifeBalance
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,allofthisisjusttoshowhowvaluableanemployeeis regardlessifthatemployees positionwillbefilledornot. InthisarticleI willshowyouhowtopredictifanemployeeislikelytoleavethe company.

Wehavecollectedthisdatafromthegoogleplatformthroughthe IBMwebsite. HerebyIhave **attachedthedataset** throughtheExcel-sheetinthesprint1folderofour **github** account.