PROJECTDEVELOPMENTPHASE

SPRINT1 DELIVERY

Team ID : PNT2022TMID29044
Project Name : Corporate Employee Attrition
Analytics Task : Collecting and preparing 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 attritionand exploreimportant questionssuchas 'showme abreakdownofdistance fromhomebyjobroleandattrition' or 'compareaveragemonthly incomebyeducationandattrition'.

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

Mostbusinessmainobjectivestoemployeechurnistotryto
answerthefollowingquestions:

Howtoreduceemployeechurn?

Whyaregoodemployeesleavingthecompany?

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. Hereby I have attached the dataset through the Excel-sheet in the sprint 1 folder of our github account.