HR Analytics Case Study

Problem Statement

- People Charm', a growing company is facing a high attrition rate among their employees which in turn affects their business due to lack of expertise and experience.

- Their HR department is assigned the task to reduce the attrition rate by retaining employees who are about to churn out.

- They need to recommend special plans or strategies which will help them to retain their employees which in turn will help them to grow bigger as a company

Variable Description

Variables	Description
satisfactoryLevel	Scores given by the employees, scaling 0 to 1
lastEvaluation	Last evaluation points given, scaling 0 to 1
numberOfProjects	Number of projects involved
avgMonthlyHours	Average monthly hours
timeSpent.company	Time spent at the company, in years
workAccident	Whether he/she had a work accident
left	if the employee is about to leave or not, about to leave(serving notice period) – 1 and 0 otherwise
promotionInLast5years	Whether he/she had a promotion in the last 5 years
dept	Department he/she belongs to
Salary	Salary as high, medium or low