Predict Employee Attrition

Save Your Business by Saving At Risk Employees

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December 2020

Context

- Uncertainty Due to COVID-19
- 3 Million People Quit Jobs in Sept.
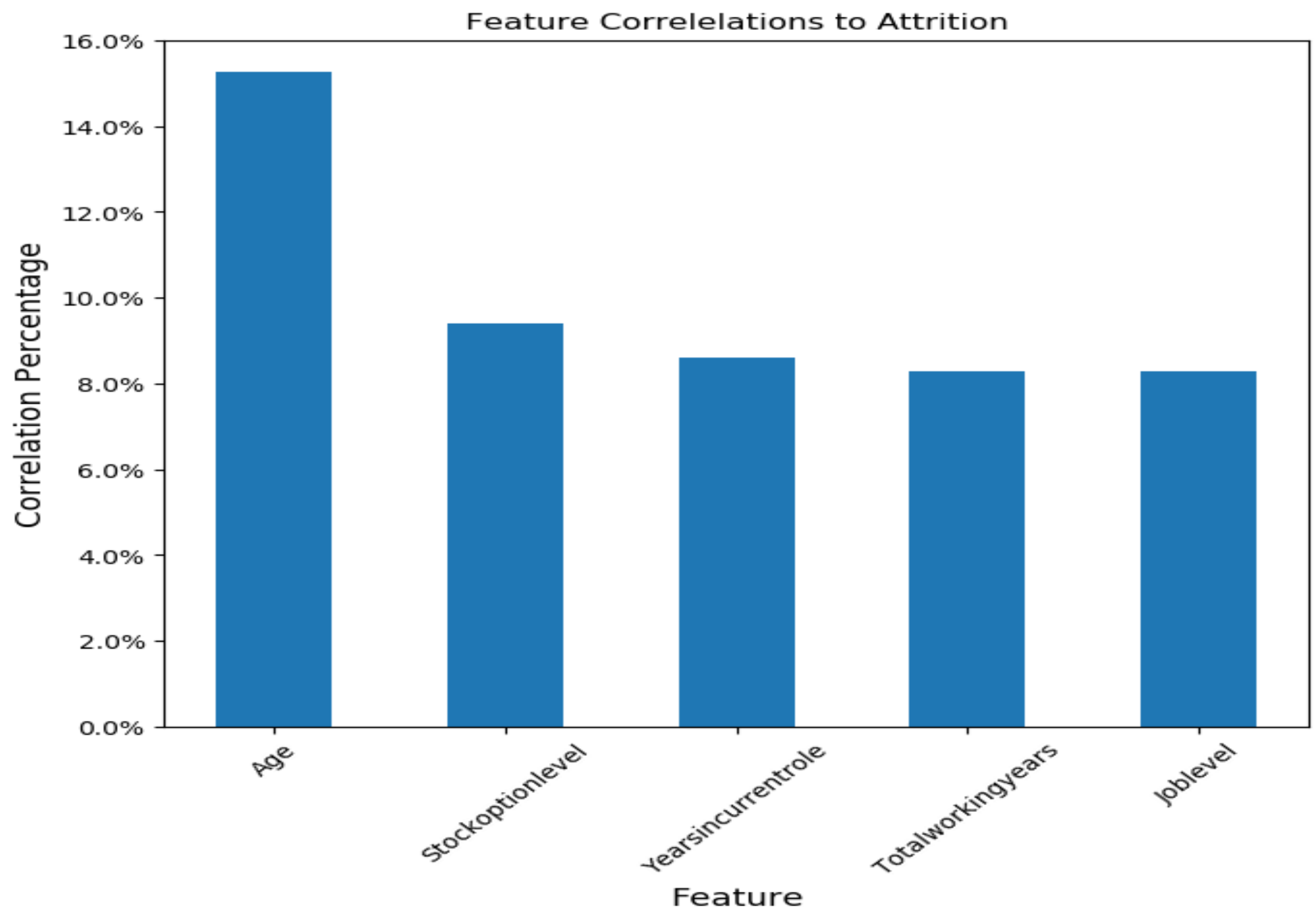- 6-9 Months $alary to Replace

The Data

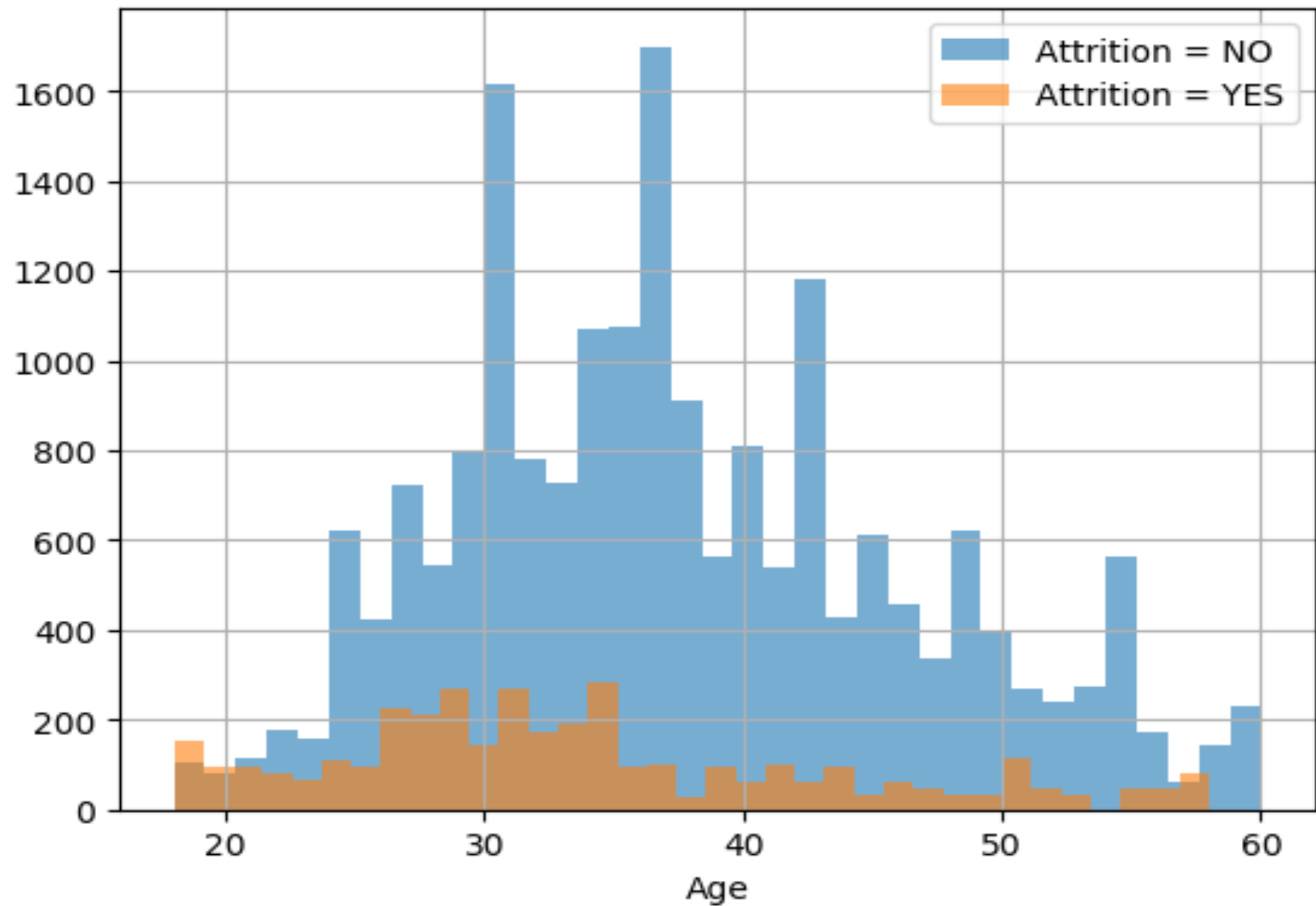- Kaggle dataset from IBM
- 23,000 Employees
- 32 Features

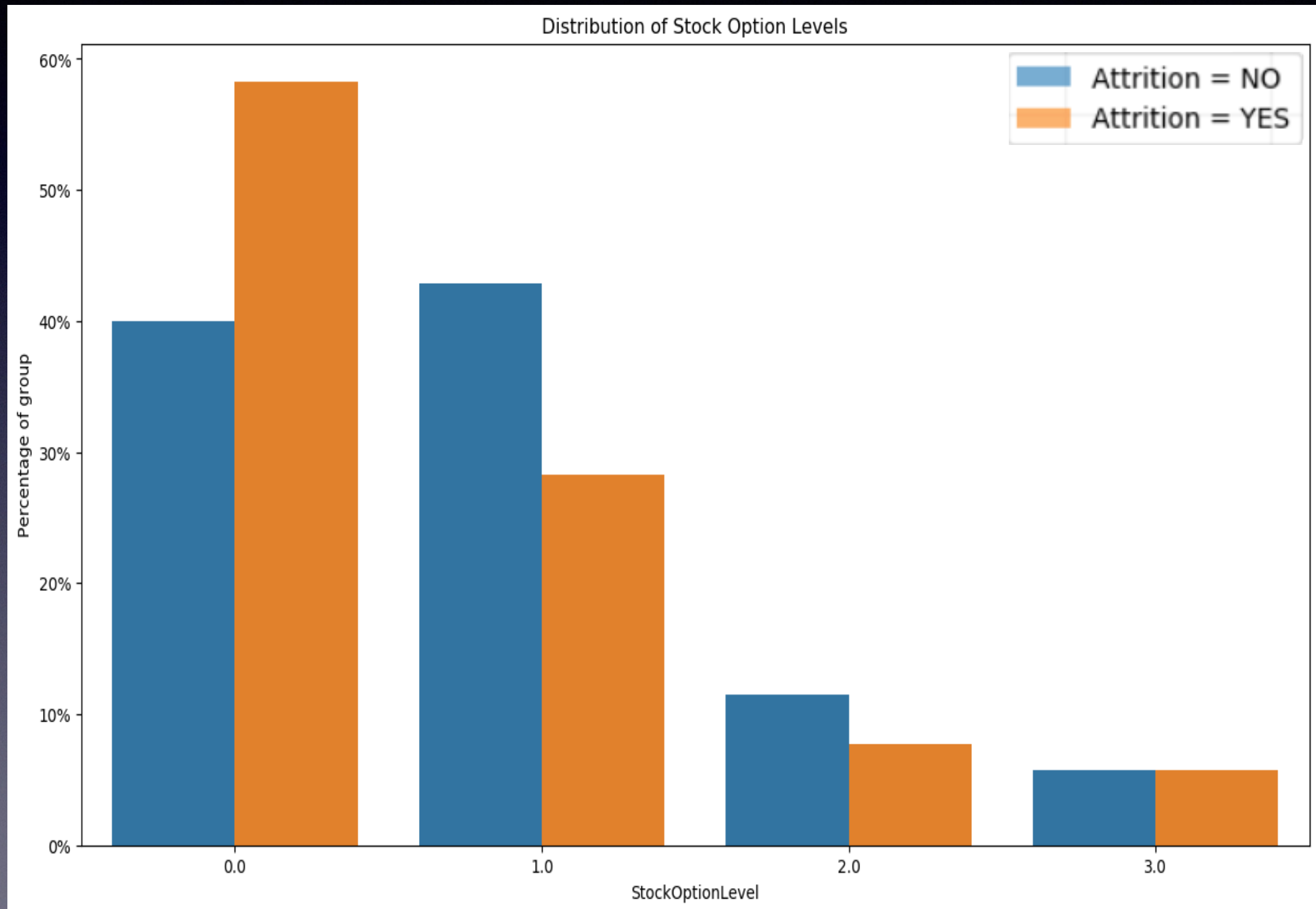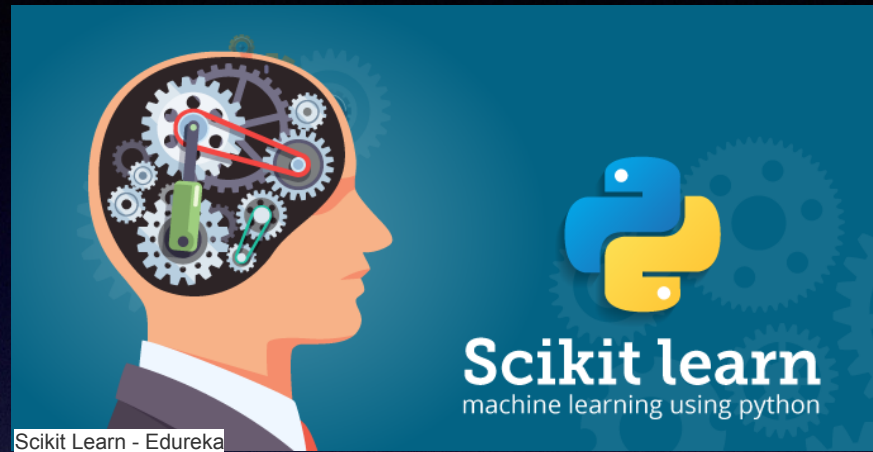# Top 5 Correlations

Age Distribution

Stock Options

Distribution of Stock Option Levels

Years in Role

The Models

Scikit Learn - Edureka
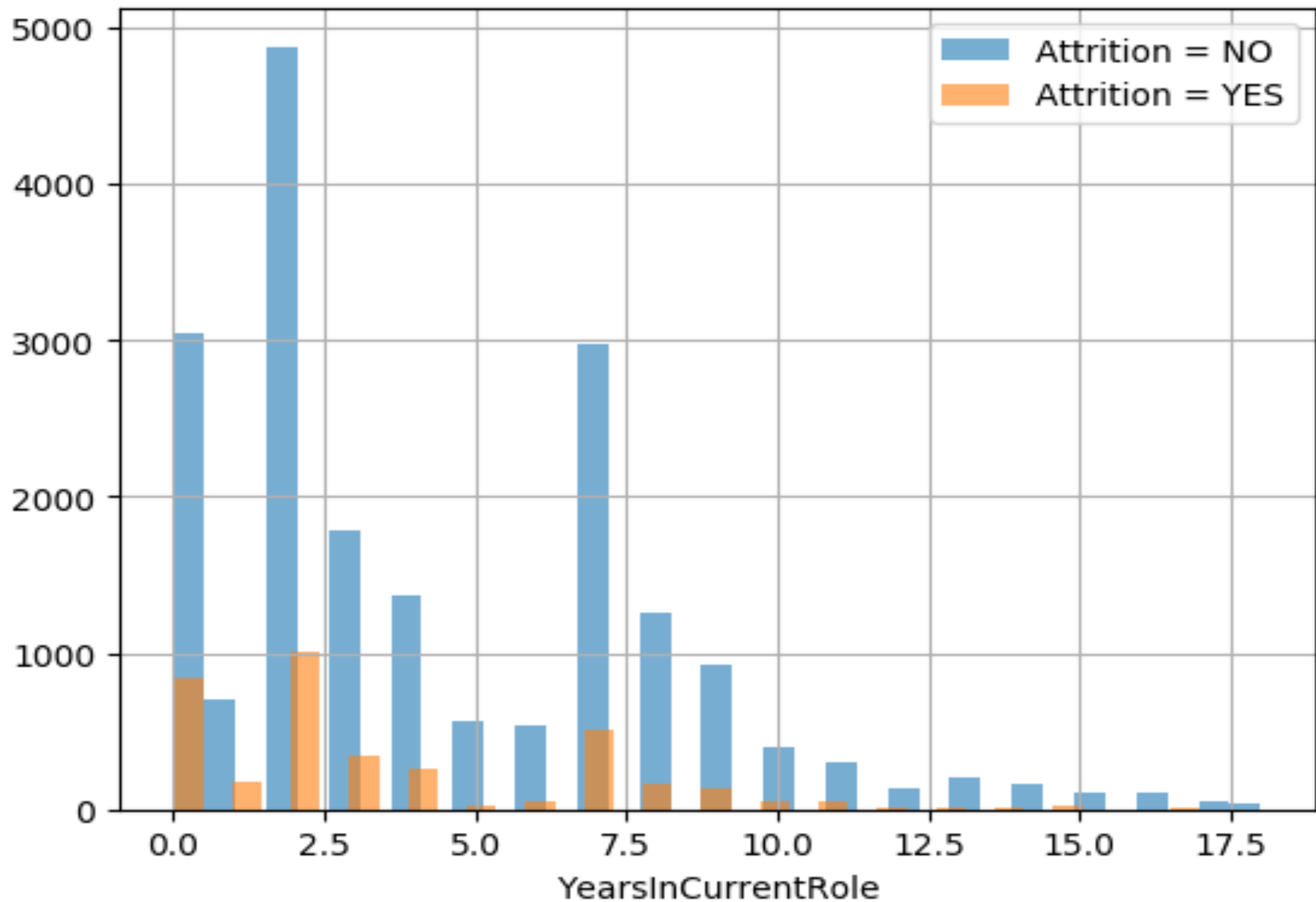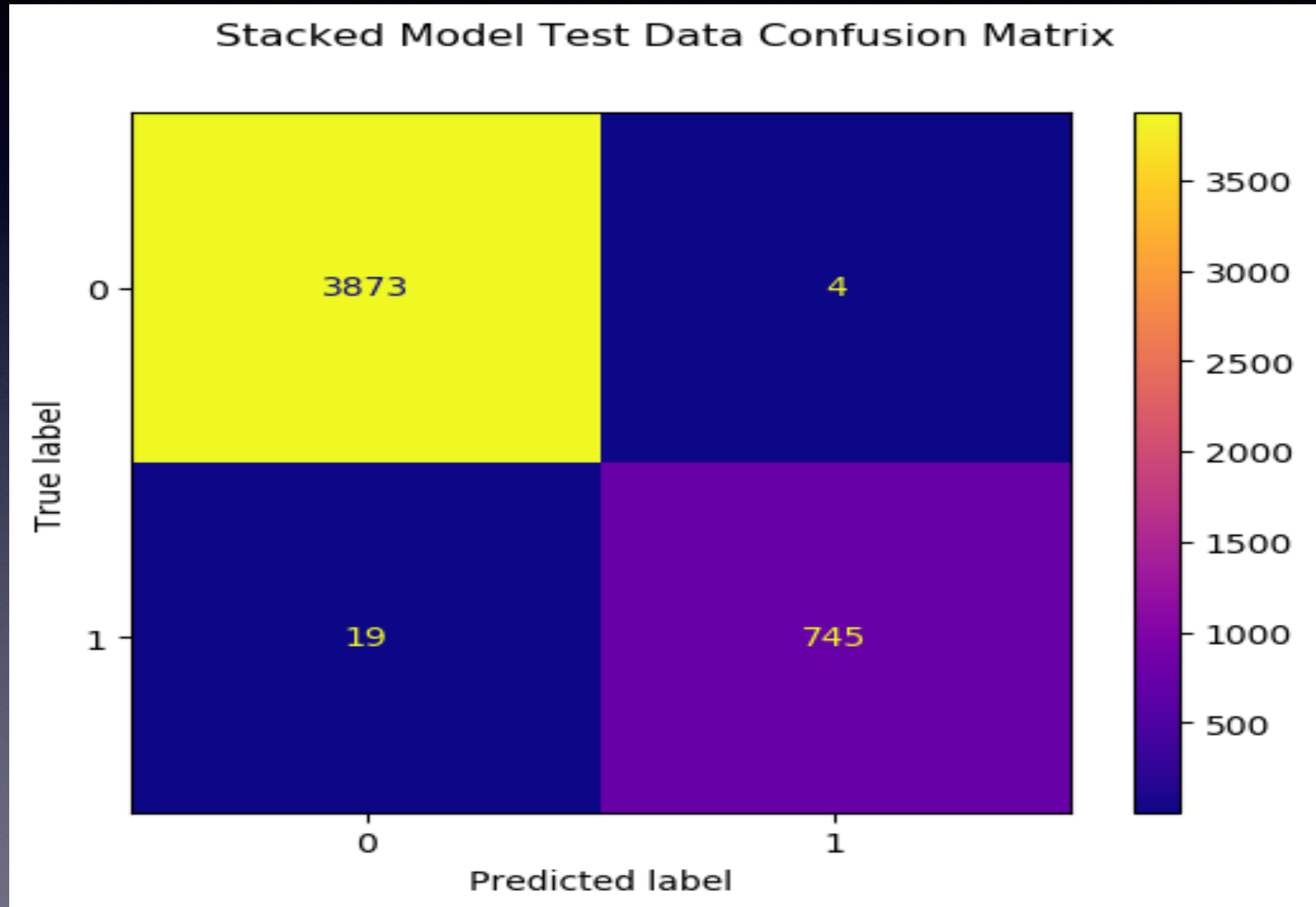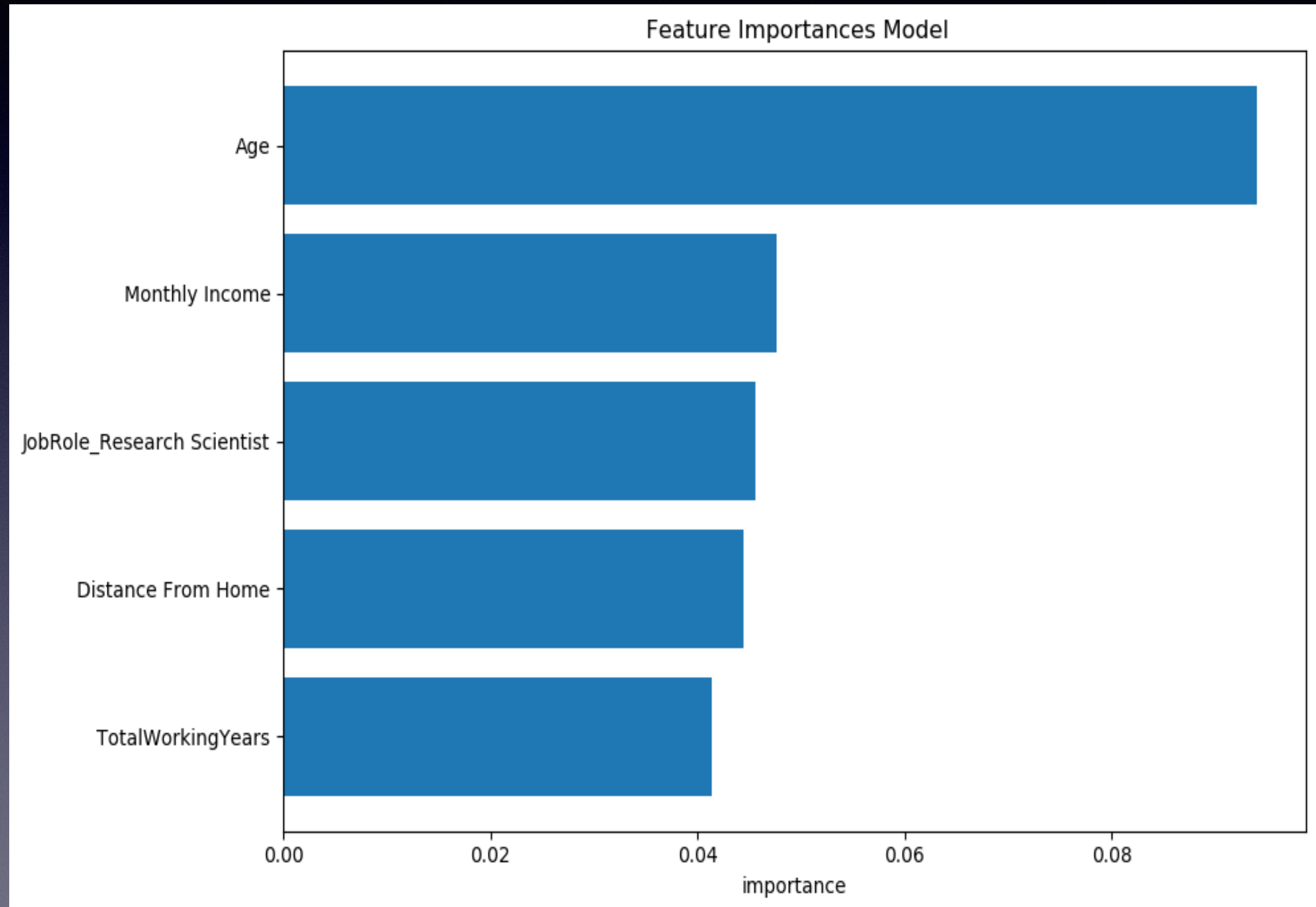
- Many model iterations
- Stacked Model is Best
  - Accuracy = .99
  - F1-Score = 1.0

Stacked Model

Model Features

Feature Importances Model

Future Development Ideas

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- More Models! Neural Network!
- Gender's Role in Attrition?
- COVID-19's Impact on Attrition?

Conclusion

- Age & Working Years
  Mentoring & Partnerships!
- Total Compensation Package
  Evaluate Stock Option Plan!

THANK YOU!!!

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