

# Predict Employee Attrition

Save Your Business by Saving At Risk Employees

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December 2020



# Context

- Uncertainty Due to Covid
- 3 Million People Quit Jobs
- 6-9 Months \$alary to Replace





# The Data

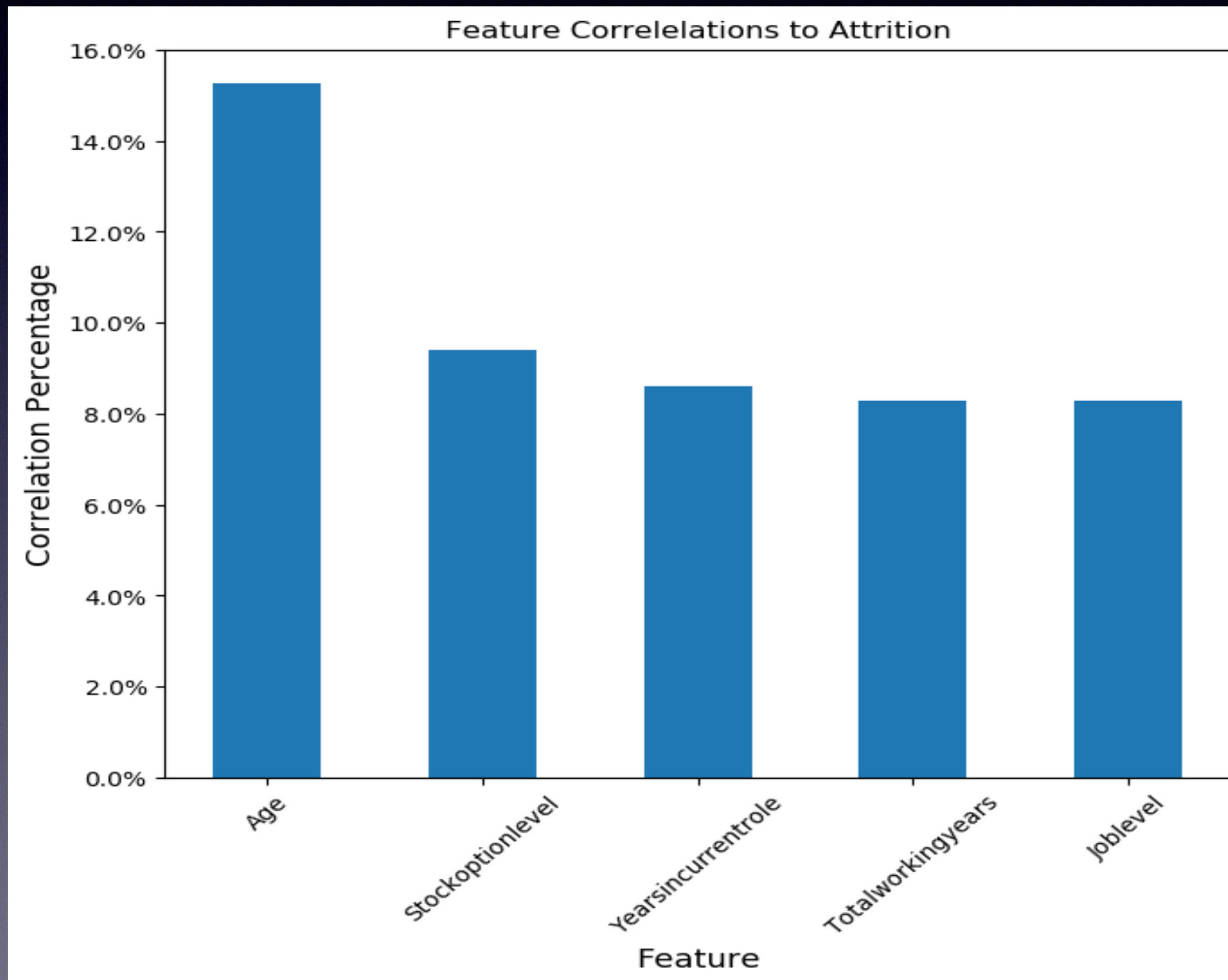
- Kaggle dataset from IBM
- 23,000 Employees
- 32 Features



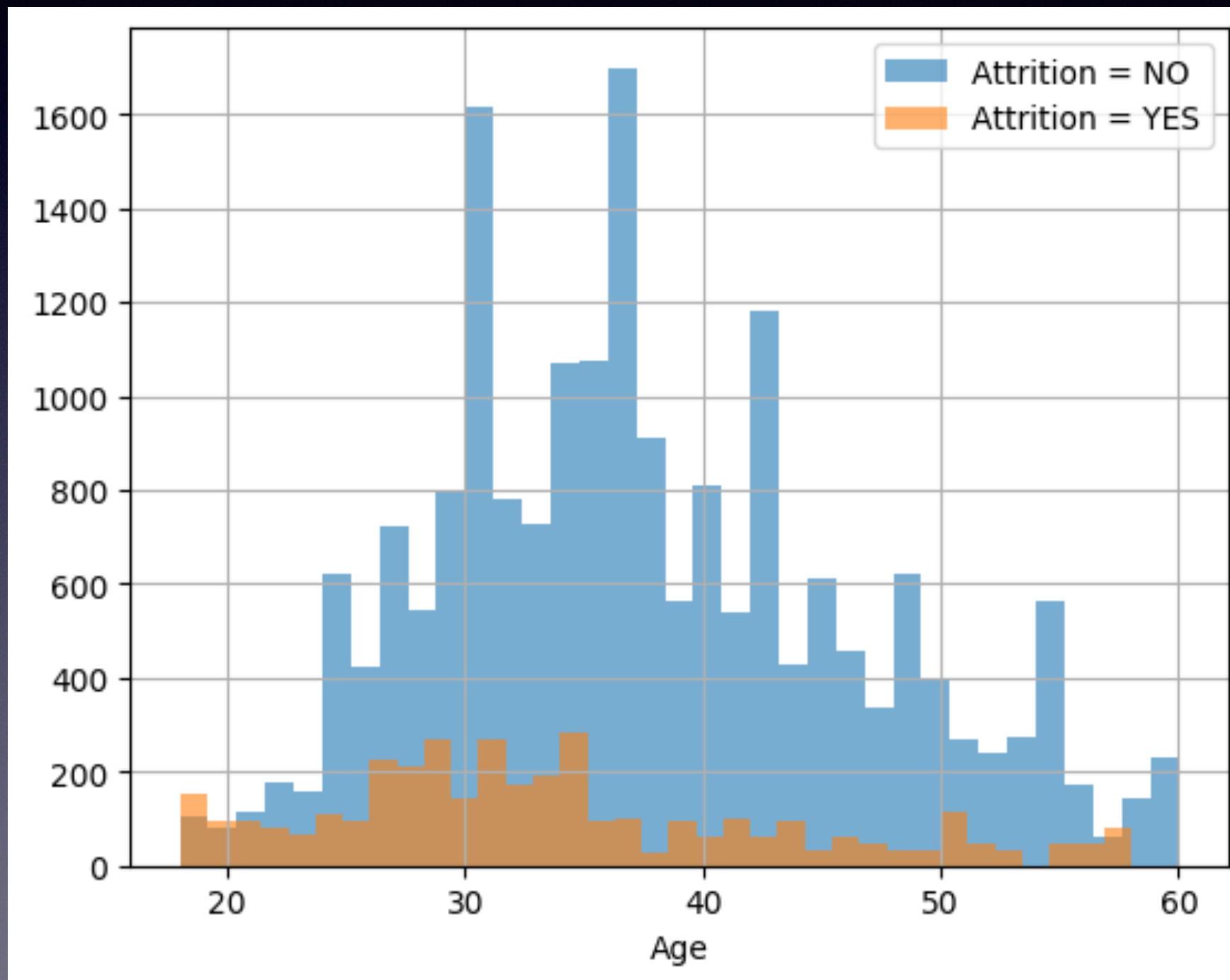
kaggle™



# Top 5 Correlations

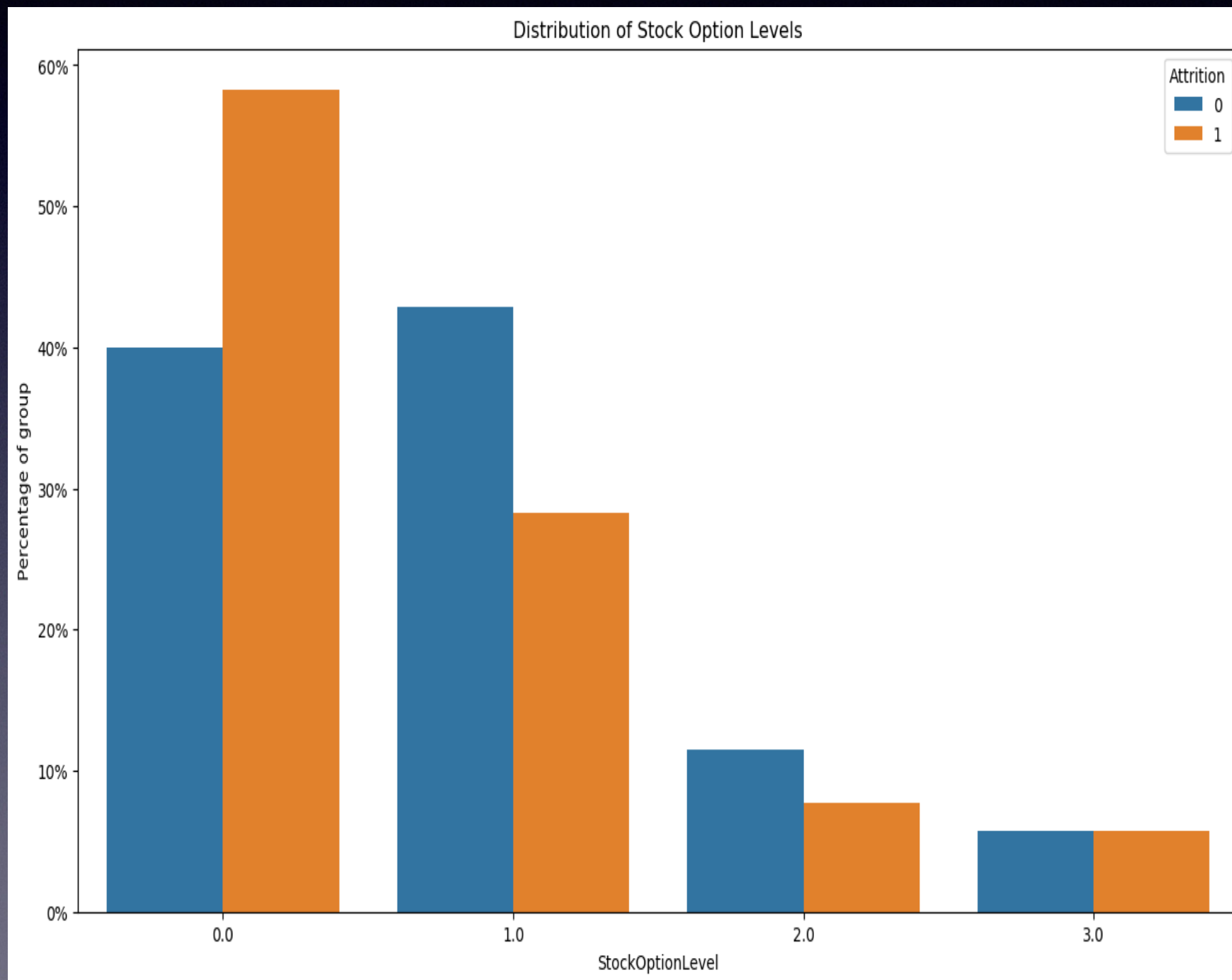


# Age Distribution

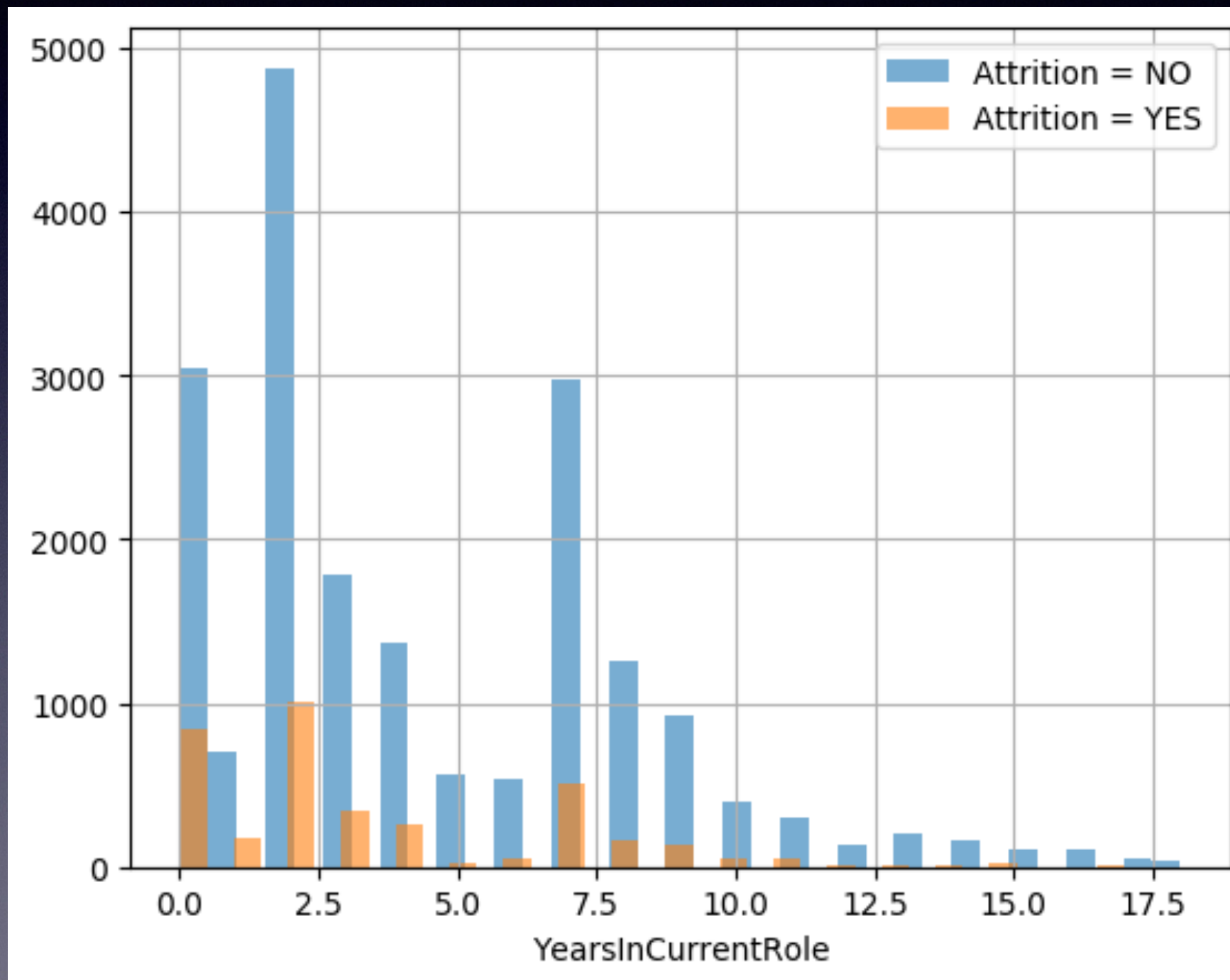




# Stock Options

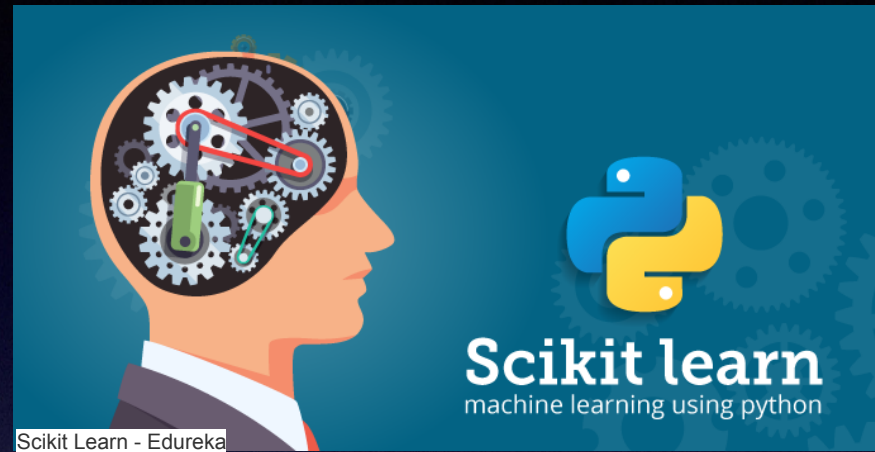


# Years in Role





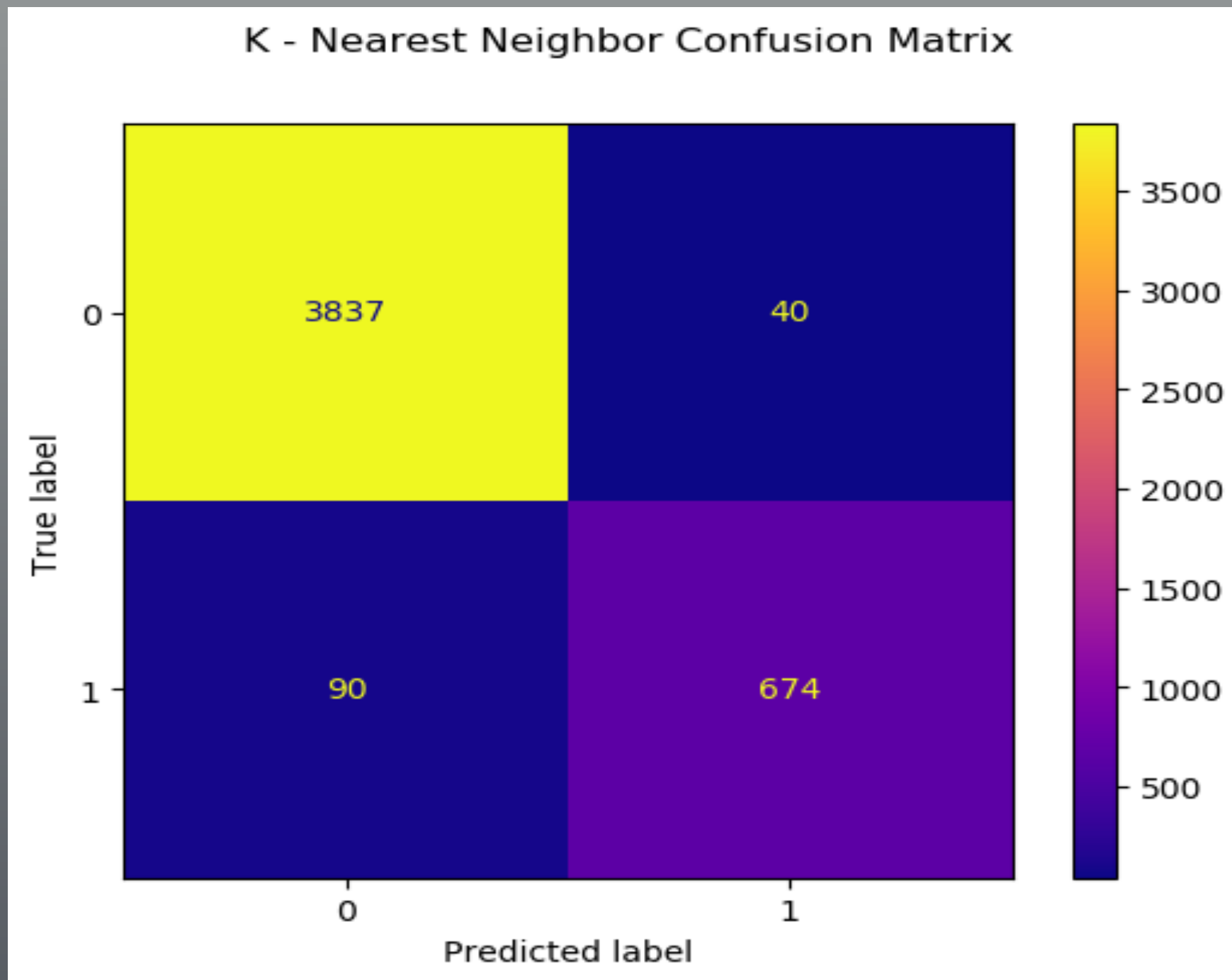
# The Models



- Many model iterations
- K-Nearest Neighbor is Best
  - Neighbors = 5
  - Accuracy = .97
  - F-1 Score = .98

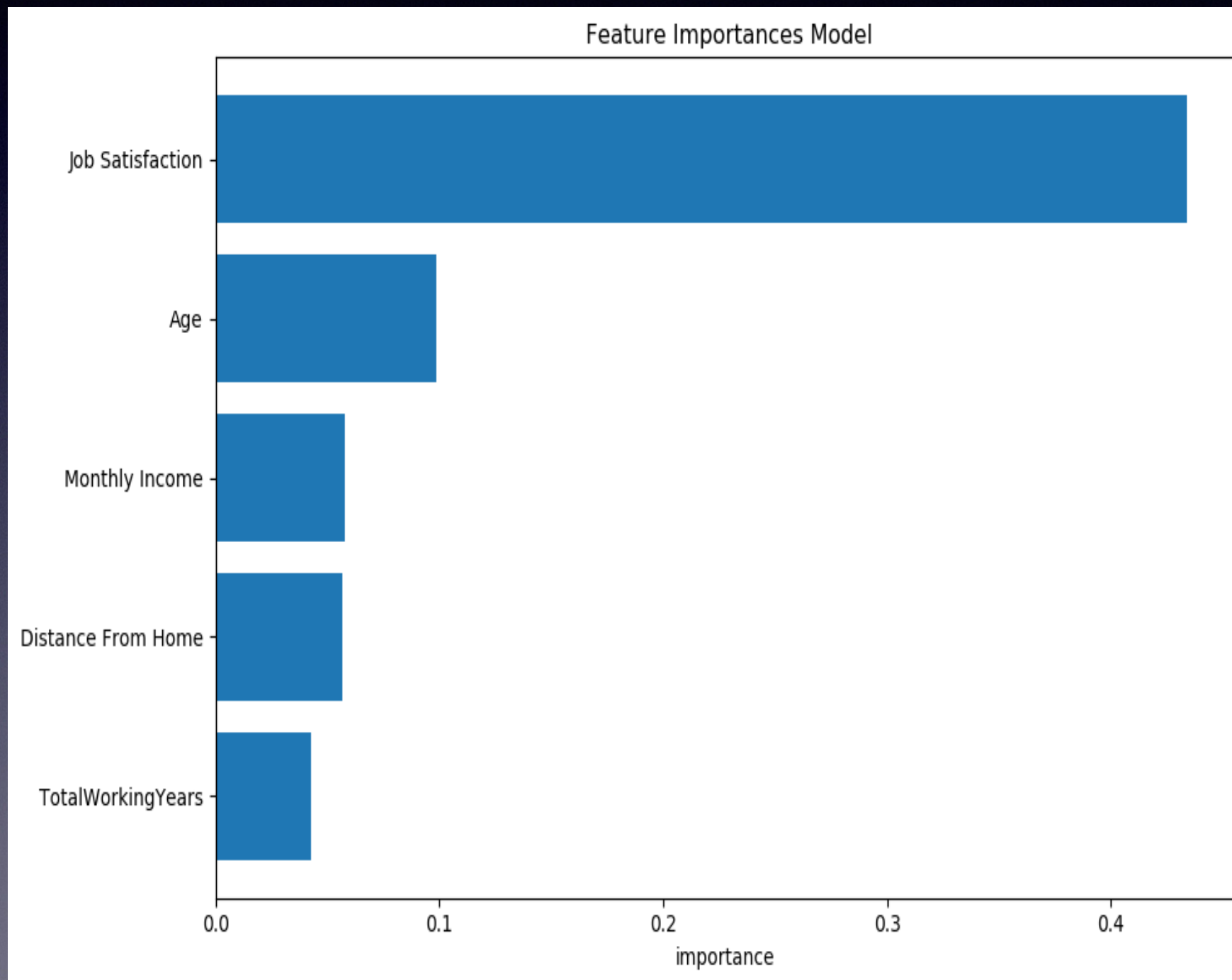


# K-Nearest Neighbor





# Model Features





# Conclusion



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



# THANK YOU!!!

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