

HR Attrition Analysis

Attrition in the term of HR refers to the total number of workers who leave a company over a certain time period. It includes those who exit voluntarily as well as employees who are fired or laid off - that is, involuntary.

Voluntary attrition - takes place when employees choose to leave the company on their own. New job, career change, retirements, employee relocation, personal life changes are the main reason for the voluntary attrition.

Involuntary attrition - is the termination of employees who are terminated for failing to meet performance standards and expectations, a seasonal layoff or company wide layoffs, elimination of positions, merging of positions.

In this Project, the employee attrition is analyzed on various aspect across age, gender, education, martial status, job role, department, experience, performance, work life balance, job satisfaction etc. Which are categorized under Demographics, Turnover, Employee Wellness.

Dataset :- HR Employee Attrition.csv

Task to perform :

Data Cleaning:

- Deleting redundant columns.
- Renaming the columns.
- Dropping duplicates.
- Cleaning individual column.
- Remove NaN values from the dataset.

Data Visualization:

Plot a correlation map for all numeric variables.

- Overtime
- Martial Status
- Job Role
- Gender
- Education Field/ Level
- Work Life Balance
- Department
- Business Travel
- Total Working Years
- Job Satisfaction
- Distance From Home