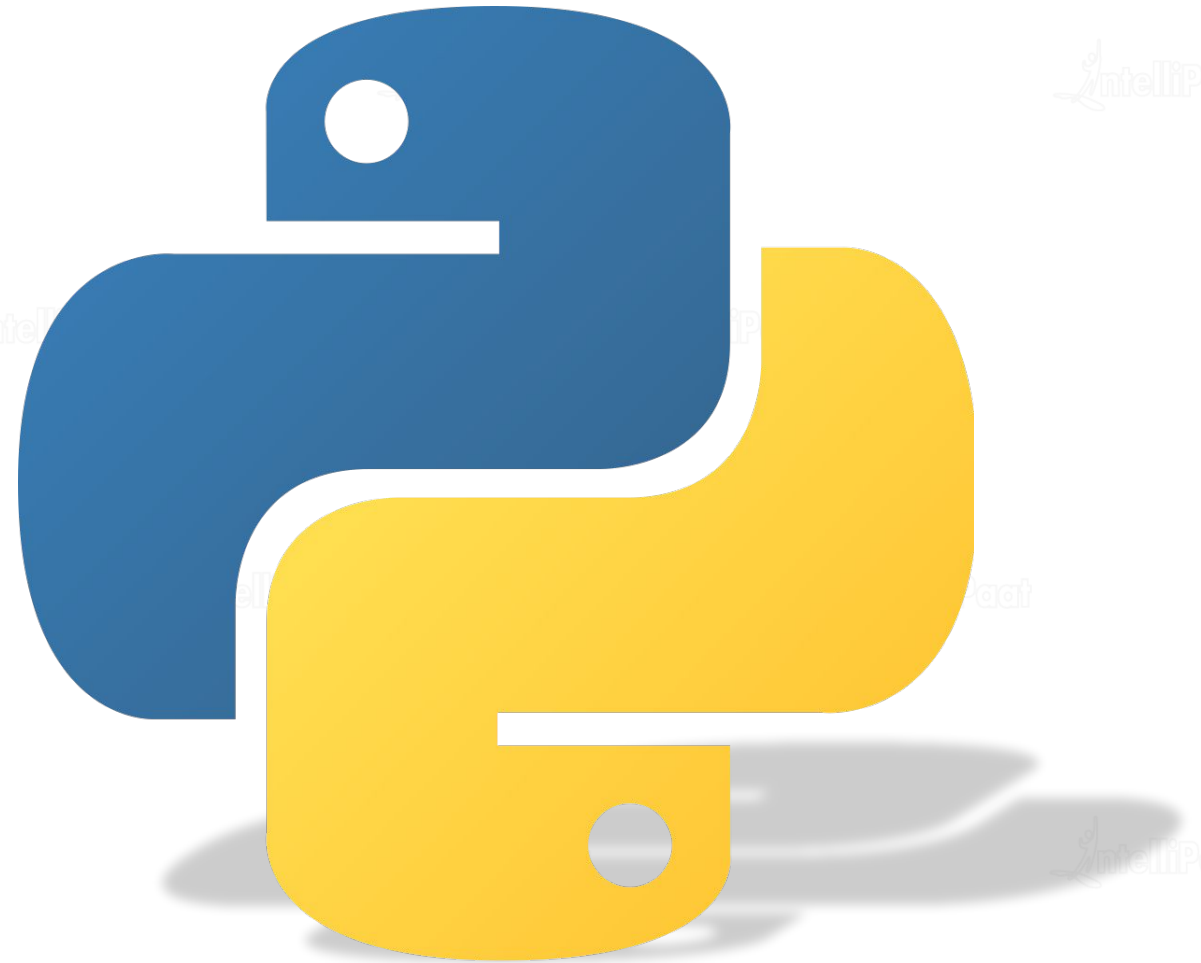




HR Analytics Case Study



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

Total size :14999 x 10

Data file : People Charm case.csv

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

Thank You!