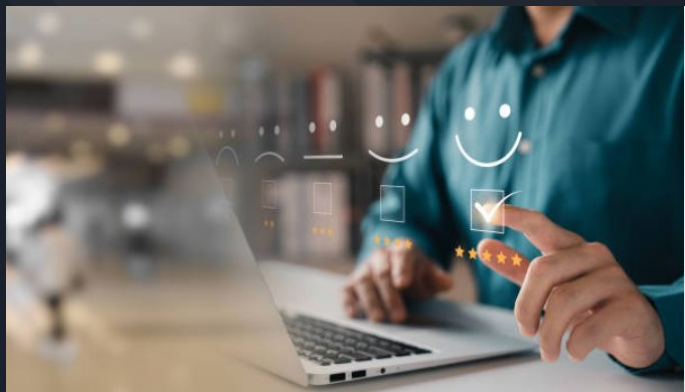


# Predicting employee attrition for IBM



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Data Scientist



# Situation & Project Goal

## Problem

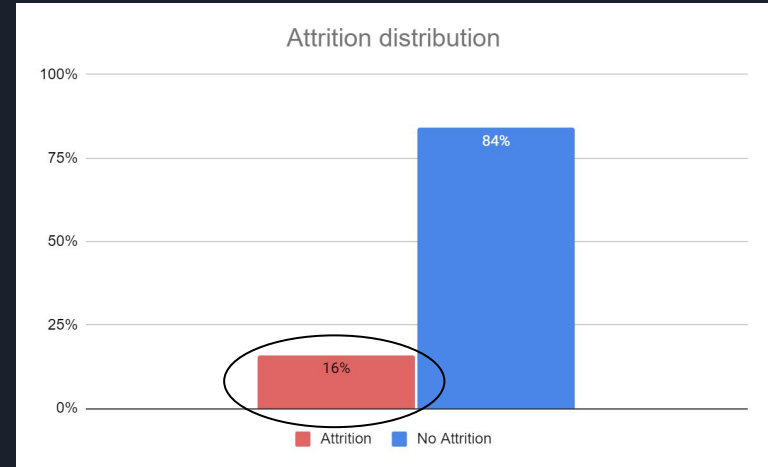
- **Tough** recruiting market
- **High** employee turnover
- Resignations come at surprise

## Solution

- **Identify** employees who might want to **leave** the company
- Find out **factors** that drive **resignations**
- Enable strategic HR **interventions**

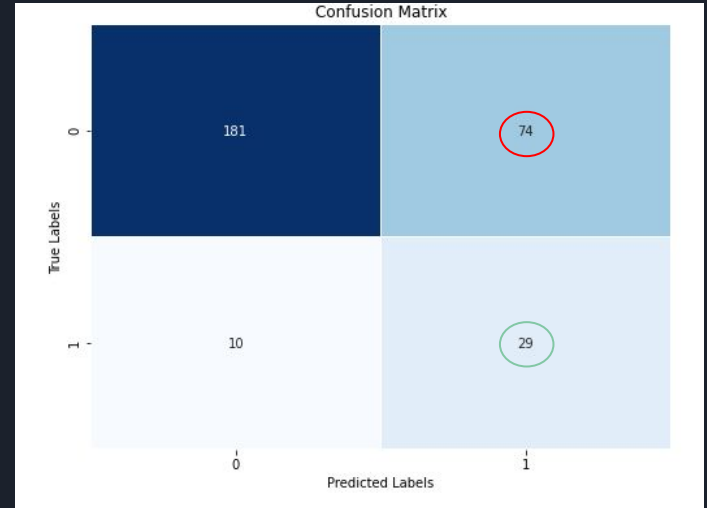
# The data

- Internal data with > 1400 employees
- Attrition yes vs. no
- Information about
  - Demographics
  - Position
  - History in company
  - Satisfaction scores
  - Performance
  - Educational background



# Method & Evaluation

- Classification task (attrition yes vs. no)
- Random Forest Classifier
- Focus on predicting the **actual leavers** → **Recall**
- Accept **false positives**
- Final model has a **recall of 0.71**



# Limitations & next steps

- Model identifies too many non-leavers
- Gather more data
- Design review process
- Review HR policies





# Contact info

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