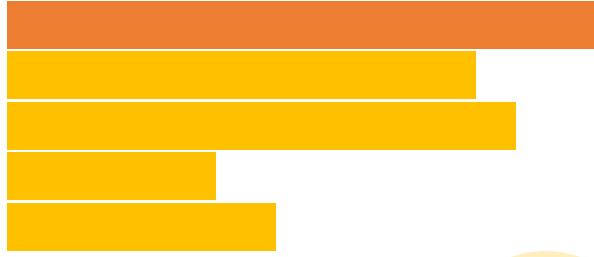Team 8

Final Project

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BACKGROUND : PEOPLE ANALYSIS

People Analytics (PA) is a data-driven HR function recently emerged in world's top high-tech companies. Starting from specific talent management questions, PA collects, integrates and analyzes data, and applies the result to human resource decision-making and practices.

MOTIVATION

- As we all know, data science is powerful when it applies to different domains, such as Fintech, health analytics, NLP and so on. People analytics is a quite new domain and growing rapidly. It motivates me to learn more, find this dataset and try to figure out why employees want to leave a company.

- We want to figure out why employee want to leave a company, then company can retain more talents and make better human resource management strategies. Therefore, it is valuable for company's operation for a long term.

DATA :
WHY PEOPLE WANT TO LEAVE A COMPANY?

- https://www.kaggle.com/lnvardanyan/hr-analytics

- Data is from Kaggle with ten features. Target feature is 'left', whether people leave this company. 1 is left and 0 is stay. So this is a typical classification question.

	left	satisfaction_level	last_evaluation	number_project	average_montly_hours	time_spend_company	Work_accident	promotion_last_5years	sales	salary
0	0.0	0.72	0.99	3.0	143.0	4.0	0.0	0.0	7	1
1	0.0	0.62	0.87	6.0	169.0	2.0	1.0	0.0	7	2
2	1.0	0.84	0.99	4.0	262.0	6.0	0.0	0.0	2	2
3	0.0	0.21	0.76	6.0	219.0	4.0	1.0	0.0	7	2
4	0.0	0.52	0.38	2.0	103.0	3.0	0.0	0.0	8	2

WHY IS THIS MEANINGFUL?

- After understanding why people want to leave a company, then we can develop our talent strategies to retain more talents on the company.

- Let's see our coding !