CPTS 575 Project Proposal Document
(Christopher Cree's Student Project Ideas)

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Intention: To extract meaningful information from the time series data along with additional information about employees and companies all together to visualize the great resignation scenario.

Methodology:

1. We plan to source public data using API of various forms such as time series data of hiring, promotion, and termination of various geospatial spread of companies across the United States along with their company information and fundamental/financial data which includes employee information and their insights.

2. Based on the availability of data we plan to find similarity scores across various strong entity fields and predict the whole great resignation scenario by identifying the most important feature set responsible for the cause and showing its visualization based on the widespread geospatial company data which will help us to detect patterns and discover undervalued correlations.

3. Taking a deep dive into the problem we can further analyze an employee's resignation pattern using the timecard data and identify which section of the employee's resignation is causing a greater impact on the company.

Technology: Python and R for prediction models and Power Bi/ Tableau and R for visualization.

Conclusion: Once the analysis is done, we can finally conclude that with the insight in hand, an organization can predict the possibility of attrition. It will enable the organization to hold back employees thereby reduction in employee turnover. So, uncovering correlations from the data will ultimately benefit the organization.