PROJECT TITLE: Predicting High Potential Employees in a Corporate

INTRODUCTION

1.1 Overview: Attrition is considered as a major problem in any industry. “Attrition is said to be the gradual reduction in the number of employees through retirement, resignation or death. It can also be said as Employee Turnover or Employee Defection” Imagine that an organization spends a lot of money and other resources behind training an employee so that the employee can adapt the organization and can handle the work assigned to him/her properly. Now if that employee leaves the organization creates a vacuum. the resources that were put on him/her gets wasted. Furthermore if an organization recruits a new person in its place then it has to again spend an equal amount of resources for training and adapting the new employee. So, the organization loses key skills, knowledge and business relationships.

1.2 Purpose: Modern managers and personnel administrators are greatly interested in predicting whether an employee will leave the job or not, so that they can prepare themselves in advance or at least lower its chance of happening.

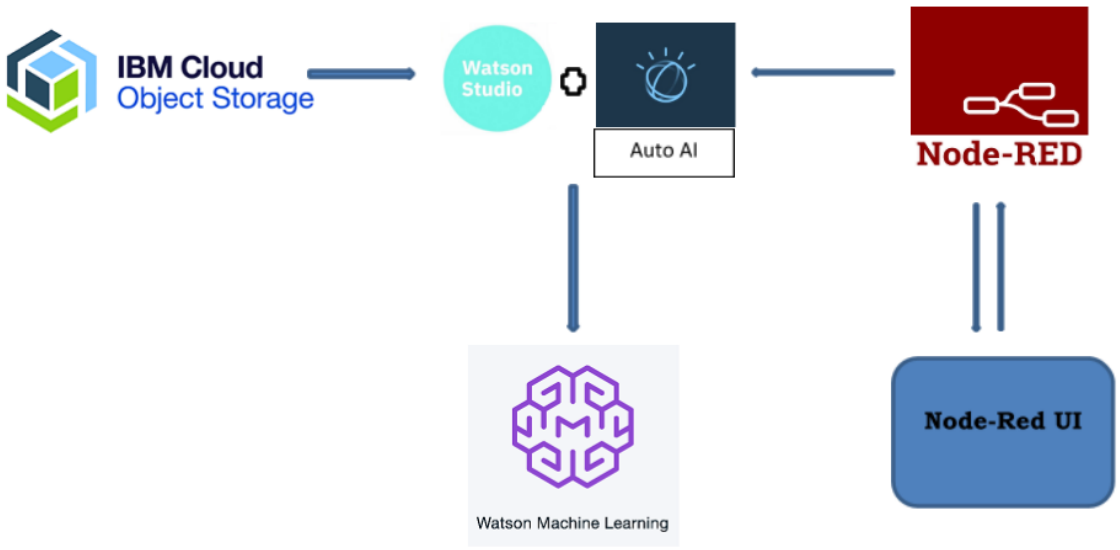
LITERATURE SURVEY

2.1 Existing problem: Identifying the Potential of employees and understanding their likely Behaviour of whether they are likely to leave a company or not.

2.2 Proposed solution: Predicting Employee Attrition so that individuals who are likely to leave the company can be identified and timely steps can be taken like promotions and better wages to avert it.

THEORETICAL ANALYSIS

3.1 Block diagram



3.2 Required Services:

1) IBM Watson Studio
2) IBM AutoAi Experiment/Machine learning Service
3) Node-Red
4) IBM Cloudant DB

WORKFLOW

Broader workflow is as under:

1) First of all we have to create IBM Watson studio service and add a new project to it.
2) Then we have to upload the dataset which we will use to train the model.
3) Next step is to add AutoAi experiment/Machine Learning service
4) Train the model on the basis of the dataset. Select the best method identified by machine learning procedure to predict the outcome and save it as “Model”.

5) Promote this selected model to deployment space and deploy it online. Check whether the model works as desired and gives a prediction or not.
6) Next step is to generate an API key to access our online deployed model or other services
7) Create a Node-red service and prepare a webform to input data which we will use to submit it to an online deployed model and receive prediction out of it.
8) Once ready, input the data and use it for prediction as desired>

ADVANTAGES & DISADVANTAGES

Advantages of this model is that it helps in predicting whether an employee will leave the job or not with a good amount of accuracy based upon the certain parameters inputted.

Major disadvantage is that it is only a predictive model. It must not be considered as cent percent accurate. it simply provides a high degree of reliable forecast.

APPLICATIONS

The main application of this is that once a model has been trained and deployed it can be used to predict in a fast manner the attrition of employees.

FUTURE SCOPE

The model developed is made on the basis of variables present in the given data set. Model can suitably be modified based on a new data set with a different set of variables.

REFERENCE

GuruCool Program - Day 5 video
https://www.youtube.com/watch?v=txfjhGXn7Us