

**Business Brief**  
**Predicting Employee Attrition: A Human Resources Solution**  
**By Leonid Shpaner, Payal B Muni, Sean Torres**

**Purpose:**

Our endeavor is to build a sustainable system-wide business-model with predictive analytics to solve a universal human resources problem: employee attrition. Our purpose is to predict which employees are likely to attrite within the corporation. HR can implement this model to identify and pre-emptively target factors to reduce attrition.

**Background:**

An undisclosed multinational corporation (MNC) has provided an Excel (.xlsx) file for academic research in people analytics. However, the use-case can extend into human resource problem-solving methods.

**Current Situation:**

People analytics traditionally benefits from “using statistical insights from employee data to make talent management decisions” (Leonardi & Contractor, 2018). Gathering historical information on employees’ performance, promotional patterns, and length of time served are valuable tools that can be useful in a decision-making framework. Data is not inherently valuable unless it yields high quality information that returns actionable insights. For example, “Tata Consultancy Services found that just 5% of big-data investments go to HR, the group that typically manages people analytics... only 9% of companies believe they have a good understanding of which talent dimensions drive performance in their organizations” (Leonardi & Contractor, 2018). Employee attrition costs the company time, money, and resources. The company bleeds money when attrition runs high. To this end, we will provide tools and technologies to resolve retention for this MNC.

**Conclusion:**

Understanding the origin of employee attrition does not need to be relegated to the structure and confines of a psychological research study. Analytics is a worthwhile investment for any company to adopt. Through this process, our data science team will work to successfully predict employee attrition for the MNC.

**References**

Leonardi, P. & Contractor, N. (2018). Better People Analytics. *Harvard Business Review*.  
<https://hbr.org/2018/11/better-people-analytics>