**Project Name: Attrition Prediction for AR Lateral employees**

Project Goals

Determine active employees that are high risk of attrition

Description

Build a statistical model which gives us the risk score (probability of employee leaving) for employees by capturing important factors attributing to attrition using Human Resource data for current and past employee.

Input

* Active and Inactive Employee (Total (851) Current (475) and Past (376) Employees) from 2015 and 2016 years
* Vertical - 'Accounts Receivable’
* Job Role - Team Member
* Experience Type = ‘Lateral’
* Attributes
* Experience in AGS
* Employee Age
* Gender
* Marital Status
* Work Location
* Production Average Last3 Months
* Course Level
* Total Extra Hours Worked
* Function
* Shift
* Transport Mode
* Engagement Index
* Quality Average Last3 Months
* Last 30 Days Leave Count
* Client
* Joining Month
* Job Role
* Experience Type

Assumptions

* Considered current work related attributes only
* Considered attributes (where missing data was less than 20%) with imputation
* Previous location attributes will not be useful to tell about attrition as dynamics of business is changed significantly within last 2 years (Chennai to Hyderabad)

Findings

* Last 30 days leave count is the among the highest contributing variable to the analysis
* Managers are well aware about probable attrition of employee. (Engagement Index (Red) has very high positive effect similarly high negative effect of Engagement Index (green))
* People are leaving in early in their career (Newly joined are leaving more compared to AGS veterans)

 Important Factors

|  |  |  |  |
| --- | --- | --- | --- |
| **Attribute** | **Level** | **Effect on Attrition** | **Importance** |
| Last 30 Days Leave Count |  | More likely | Very High |
| Engagement Index | Red | More likely | Very High |
| AGS Experience in Months |  | Less likely | Very High |
| Engagement Index | Green | Less likely | High |

 Model Results

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Count** | **Current Employee probabilities** | **Employee Leaving probabilities** | **Accuracy**  **%** |
| All Data | 851 | 0.1650 | 0.7915 | 87.96 |