Scenario Based Learning

A company works with number of employees, all the works are dependents on the employees. Even if one of the employees resign the job immediately then assigned work will be not finished at the time, so delivery of the project to the clients will be delayed. Company planned to make solution for this, they want to know which employee may resign next. If they know previously, they can arrange alternative to avoid such problem. As an AI Engineer you must give Solution to this.

A) How will you achieve this in AI?

B) Find out the 3 -Stage of Problem Identification

C) Name the project

D) Create the dummy Dataset.

Solution:

A) How will you achieve this in AI?

This problem statement can be solved by considering the inputs like

1.survey scores for questions like

a.how happy the employee feels working in the team/company,

b.Does the employee feel his/her career goals are aligned with company goals,

c.Does his/her manager support employee career growth

d.Does the employee feel appreciated for his/her work

e.Does the employee feel safe within the team/company

f.Is the employee satisfied with his/her salary

2.Time(no of months) since last promotion

3.How many recent resignations are there in the company.- This will be the output/label historical data.

In this problem statement , the output will be will resign(1) and will not resign(0)

B) Find out the 3 -Stage of Problem Identification

Stage 1 – Domain Selection-We have the requirement clear – predict whether employee will resign or not resign.

Stage 2 -Input and outputs are available – So it is supervised learning

Stage 3- The ouput it binary/grouping/clustering. Hence it is a classification.

C)Name the project – Employee Attrition Prediction

D)Create a dummy dataset

Happiness score 1(low)-10(High)	Career goal alignment 1(low)-10(High)	Manager supportiveness 1(low)-10(High)	Employee Recognition 1(low)-10(High)	Psychological safety 1(low)-10(High)	Salary Satisfaction 1(low)-10(High)	Time since last promotion(No of months)	Resignation Status
9	8	9	8	10	9	6	0(Not resign)
5	4	5	3	6	6	24	1(Resign)
6	7	8	8	9	7	12	0(Not resign)
4	4	5	4	7	6	36	1(Resign)
10	9	10	10	10	9	24	0(Not resign)