HR Analytics - Predict Employee Attrition

Introduction

Employee attrition impacts organizational growth. This project leverages analytics to understand resignation trends and predict future attrition, helping companies retain talent effectively.

Abstract

We explore HR data to identify key attrition factors using EDA and machine learning models. Insights are visualized through Power BI.

Tools Used

- **Python:** Pandas for data manipulation, Seaborn for visualization, Sklearn for modeling

- **Power BI:** Dashboard creation for attrition trends

Steps Involved in Building the Project

1. **Data Preparation:** Cleaning and processing HR records

2. **EDA:** Exploring attrition patterns across departments, salary bands, and promotions

3. **Model Building:** Training Logistic Regression

4. **Visualization:** Power BI dashboards for clear insights

Conclusion

The project provides a data-driven approach to predicting employee attrition. Organizations can leverage insights to implement retention strategies and optimize workforce stability.