

Project Title	HR Analytics - Turnover
Technologies	Business Intelligence
Domain	HR
Project Difficulties level	Advanced

Problem Statement:

HR is not just about hiring people it is an ocean of its own. HR department goes through a constant journey of finding, selecting, onboarding and monitoring the right talent. You are required to use analytics concept to provide a smooth monitoring of workforce for the HR department.

Edward Babushkin is a Russian people analyst and prolific writer. Through his Russian blog he has built a large community of people analytics practitioners and has become the face of people analytics in the East.

In one of his translated posts he poses the question: Which employee will be most likely to stay the longest, Johnson, Peterson, or Sidorsen? In his support article, he then shows how to predict this using survival analysis.

According to Edward, the data set is real – which is exciting! For the rest, the data is pretty straight forward. The only thing to keep an eye on is that some terms got lost in translation from Russian to English. As an example, ‘independ’ translates to a reversed scale of agreeableness, ‘selfcontrol’ is conscientiousness, ‘anxiety’ is neuroticism, and ‘novator’ stands for openness.

Supported Documents: <https://edwvb.blogspot.com/2017/10/employee-turnover-how-to-predict-individual-risks-of-quitting.html?m=1>

Do your own research and come up with your findings.

Dataset:

Datasets is available in the given link. You can download as per your convenient.

The data set contains information on gender, age, wage type, way of travel, traffic (source of hire), and big five personality!

<https://drive.google.com/drive/folders/1NPG8D5GaevZPLuj1Znb1xVV4T8RuoHsd?usp=sharing>

Approaches:

Python, R, Tableau, Power BI or you can use any tools and techniques as per your convenience. We would appreciate your valid imagination in finding solutions

Project Evaluation metrics:

Code: As per the requirements

- You are supposed to write a code in a modular fashion
- Safe: It can be used without causing harm.
- Testable: It can be tested at the code level.
- Maintainable: It can be maintained, even as your codebase grows.
- Portable: It works the same in every environment (operating system)
- You have to maintain your code on GitHub.
- You have to keep your GitHub repo public so that anyone can check your code.
- Proper readme file you have to maintain for any project development.
- You should include basic workflow and execution of the entire project in the readme file on GitHub
- Follow the coding standards: <https://www.python.org/dev/peps/pep-0008/>

Database:

- You are supposed to use a given dataset/resource for this project.

<https://drive.google.com/drive/folders/1NPG8D5GaevZPLuj1Znb1xVV4T8RuoHsd?usp=sharing>

Submission requirements:

High-level Document:

You have to create a high-level document design for your project. You can reference the HLD form below the link.

Demo link:

Low-level document:

You have to create a Low-level document design for your project; you can refer to the LLD from the below link.

Demo link:

[Low Level Design Sample document link](#)

Architecture:

You have to create an Architecture document design for your project; you can refer to the Architecture from the below link.

Demo Link:

[Architecture Document Link](#)

Wireframe:

You have to create a Wireframe document design for your project; refer to the Wireframe from the below link.

Demo link

[Wire-frame link](#)

Project work:

You will have to share the Tableau Public Link of your work

You have to submit your code GitHub repo in your dashboard when the final submission of your project.

Demo link

[Project code sample link :](#)

Detail project report:

Click here to enter text.

You have to create a detailed project report and submit that document as per the given sample.

Demo link

[DPR sample link](#)

Project demo video:

You have to record a project demo video for at least 5 Minutes and submit that link as per the given demo.

Demo link

[Project sample link :](#)

The project LinkedIn a post:

You have to post your project detail on LinkedIn and submit that post link in your dashboard in your respective field.

Demo link

[Linkedin post sample link :](#)