



Hien Lam,  
MSDS@SMU



Robert Derner,  
MSDS@SMU

# CULTURE & ATTRITION



”

*You take away our top 20  
employees and we [Microsoft]  
become a mediocre company.*

- Bill Gates

# *Top Work Culture Contributors of Attrition*

OVERTIME

1

2

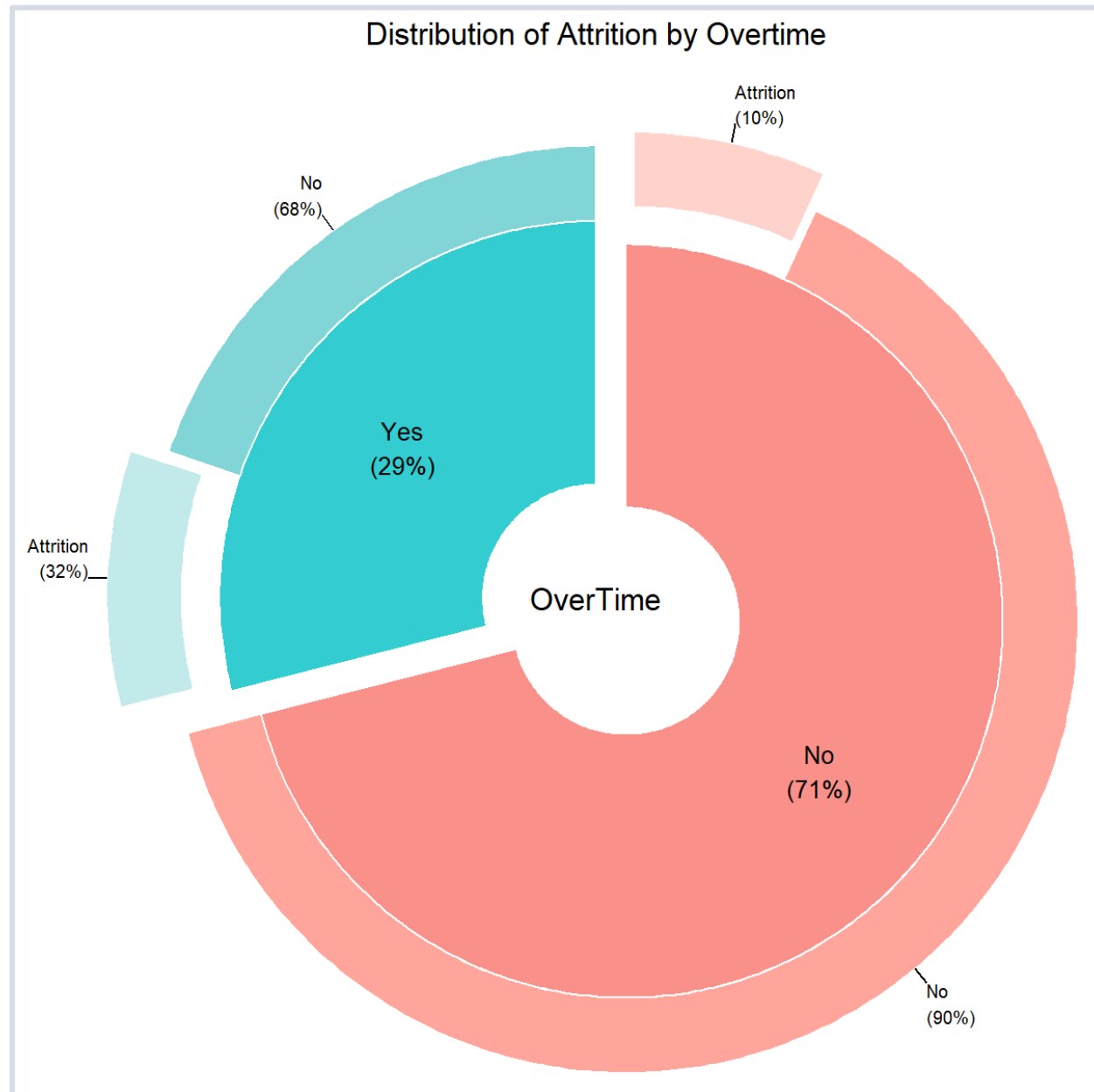
3

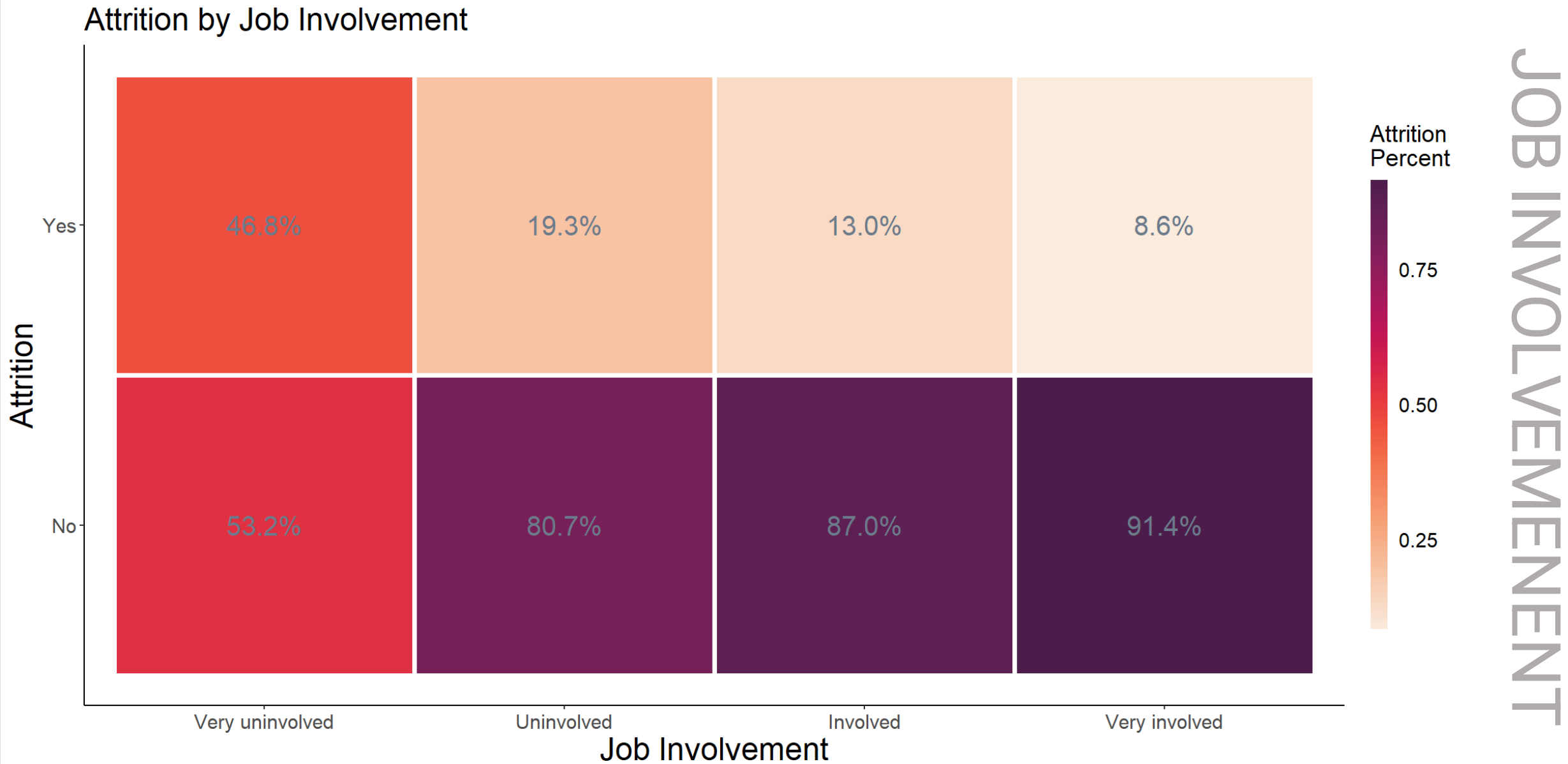
LR

JOB  
INVOLVEMENT

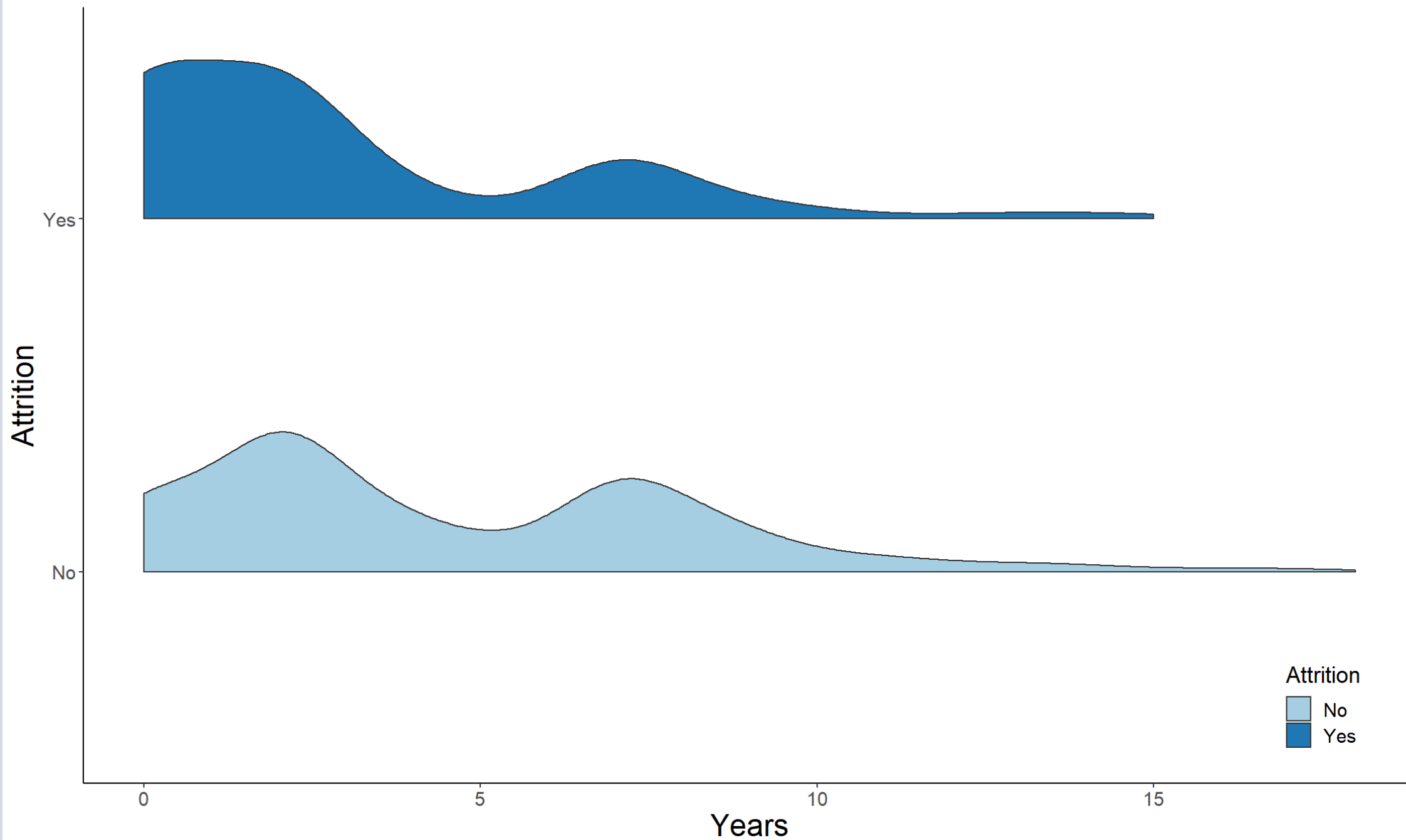
YEARS IN  
CURRENT ROLE

AIC 665





Distribution of Years in Current Role by Attrition

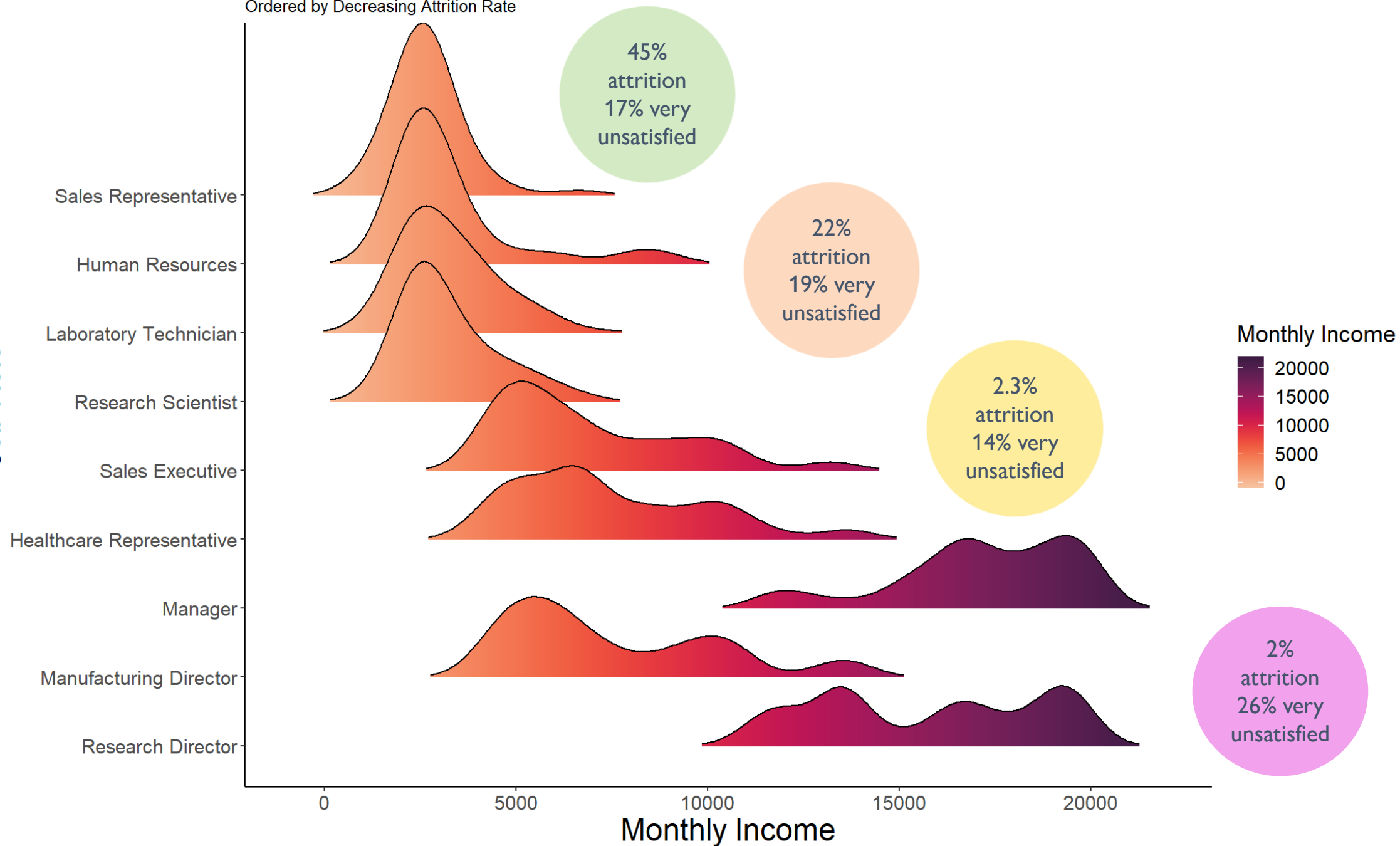


# Job Role by Monthly Income

Ordered by Decreasing Attrition Rate

Job Role

JOB ROLE





# NAÏVE BAYES

## FULL

	REFERENCE	
PREDICTION	NO	YES
NO	663	54
YES	67	86

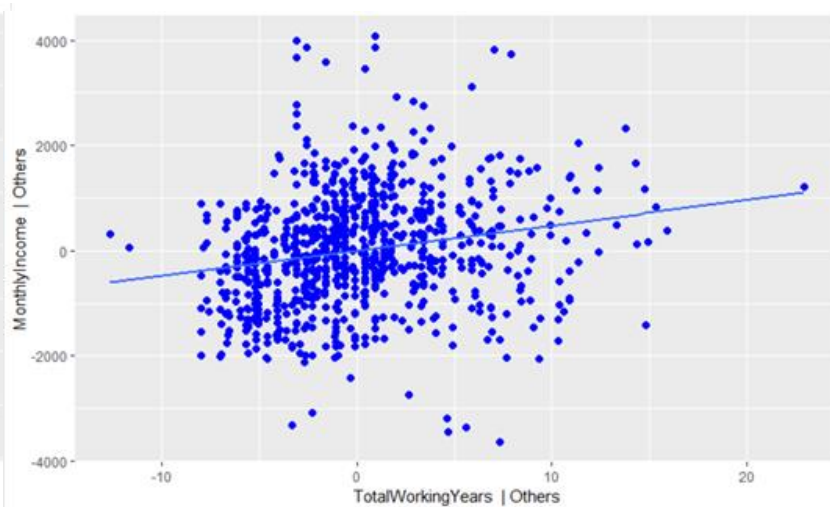
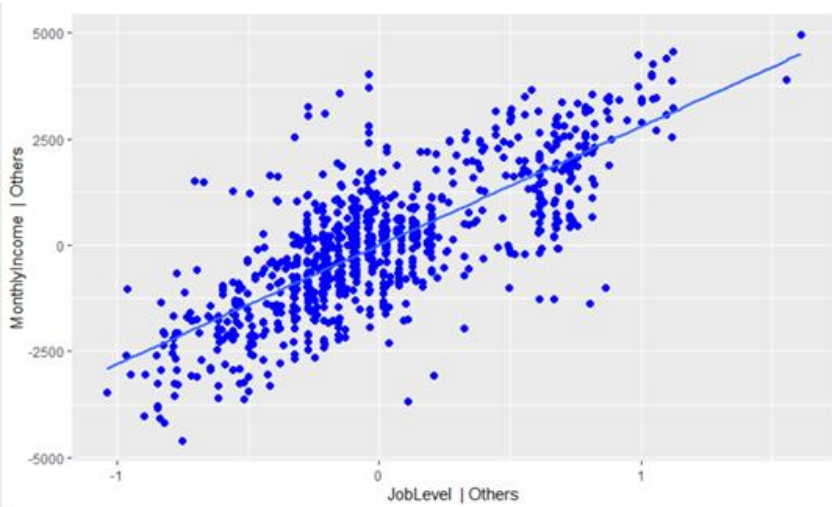
86% *ACCURRACY*  
0.04 *P-VALUE*  
61% *SENSITIVITY*  
91% *SPECIFICITY*

## TEST

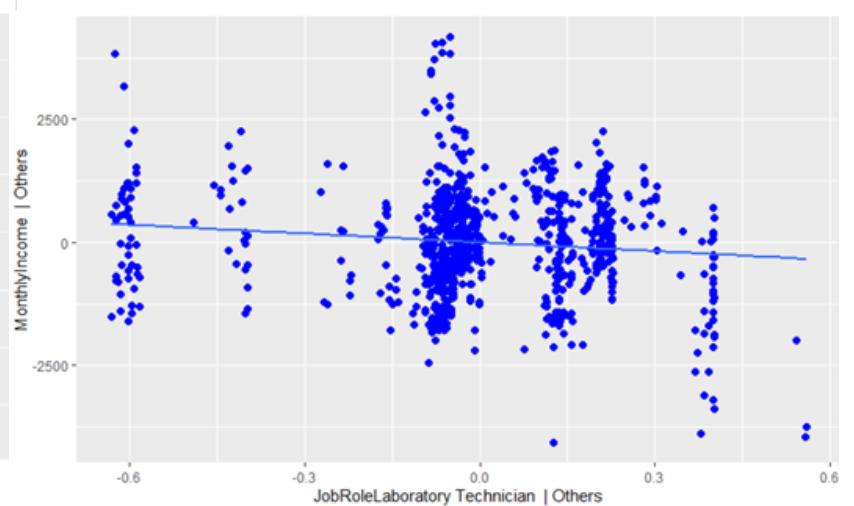
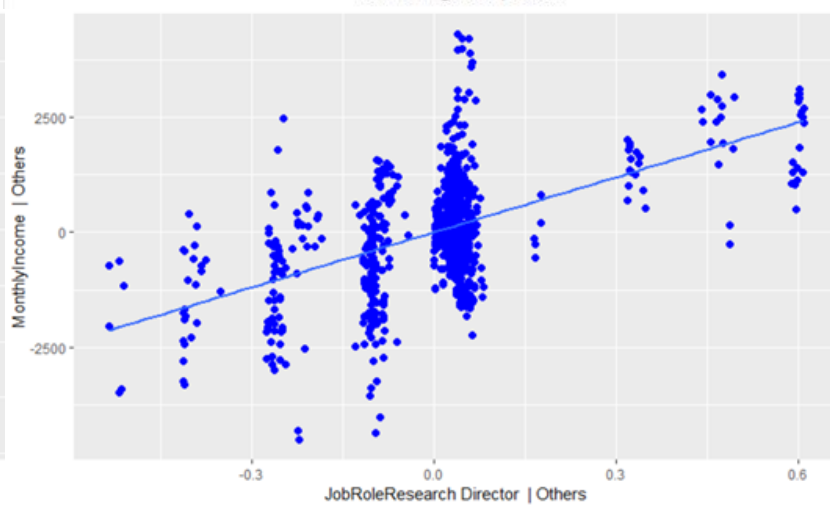
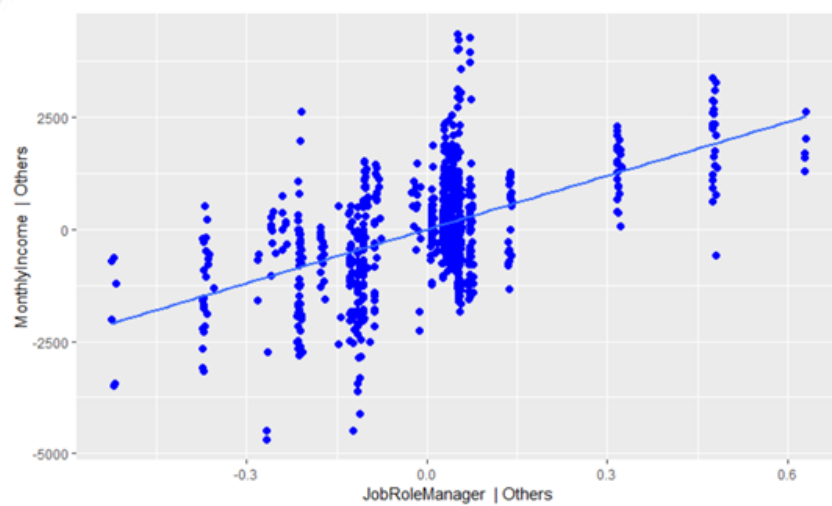
	REFERENCE	
PREDICTION	NO	YES
NO	169	15
YES	12	22

88% *ACCURRACY*  
0.04 *P-VALUE*  
60% *SENSITIVITY*  
93% *SPECIFICITY*

# LINEAR REGRESSION



	FULL	TEST
ADJUSTED $R^2$	0.95	0.95
RMSE	1007	940



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# *Questions?*



Hien Lam,  
hienl@smu.edu



Robert Derner,  
rderner@smu.edu