# HR Analytics

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- 'People Charm', a growing company is facing a high attrition rate among their employees which in turn affects their business due to lack of expertise and experience

- Their HR department is assigned the task to reduce the attrition rate by retaining employees who are about to churn out

- They need to recommend special plans or strategies which will help them to retain their employees which in turn will help them to grow bigger as a company

# HR Analytics: Data

**Variables Description**

**File Name:** *People Charm's case.csv*

*Total size : 14999 x 10*

| Variables (in order as in dataset) | Description |
|---|---|
| *satisfactoryLevel* | *Scores given by the employees, scaling 0 to 1* |
| *lastEvaluation* | *Last evaluation points given, scaling 0 to 1* |
| *numberOfProjects* | *Number of projects involved* |
| *avgMonthlyHours* | *Average monthly hours* |
| *timeSpent@company* | *Time spent at the company, in years* |
| *workAccident* | *Whether he/she had a work accident* |
| *left* | *if the employee is about to leave or not, about to leave(serving notice period) – 1 and 0 otherwise* |
| *promotionInLast5years* | *Whether he/she had a promotion in the last 5 years* |
| *dept* | *Department he/she belongs to* |
| *Salary* | *Salary as high, medium or low* |

THANK YOU