ABSTRACT

Here we are going to deal with the domain of HR Analytics. Employees are the most important part of an organization. Successful employees meet deadlines, make sales, and build the brand through positive customer interactions.

In this project, we have used an HR Analytics dataset from Kaggle that is fictitious in nature because no company will share its personally identifiable record. The dataset resembles the real scenarios very closely. Our dataset consists of various details of employees in an organization. Fields in the dataset include job role, number of projects, average monthly hours, work accident, promotion, departments, salary, etc.

Employee attrition is a major cost to an organization and predicting such attritions is the most important requirement of the Human Resources department in many organizations. Here, we are going to predict whether an employee will leave or remain in the organization depending upon various factors using an ML classification model. Also if the employee leaves, we predict within how much time he/she leaves by using an ML regression model.