

Project Proposal

This report will describe the project proposal and provide a brief idea of the system.

Question/need

Employees are the most valuable resources for any organization. The cost associated with professional training, the developed loyalty over the years and the sensitivity of some organizational positions, all make it very essential to identify who might leave the organization. Many reasons can lead to employee attrition. This system predicts if the employee will stay or leave and the system is target the HR department for all the companies.

Data Description

IBM HR Analytics Employee Attrition & Performance dataset is used. This dataset contains standard HR features such as age, education, gender, and rate. It consists of a total of 1470 observations with 35 different attributes.

The individual sample/unit of analysis is to analysis the customer information using all features and predict the attrition. Our target column will be attrition.

Tools

Initially, I planned to use visualization tools like Matplotlib and Altair libraries.

MPV Goal

The minimum viable product is the employee attrition result.