



Employee Retention Program



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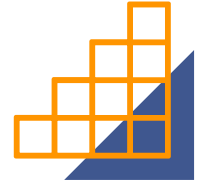


01

Problem Statement



Problem Statement

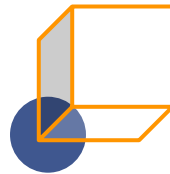


We are having issues with keeping employees so we would like a data analyst to help to proactively find employees that are risk.





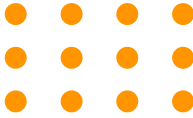
02



Approach

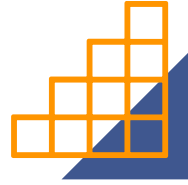


Approach



1. Select pilot program with new employees.
2. Build an auto ML model trained on previous data that can predict a new employee will leave.





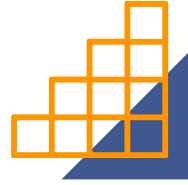
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Deliverable





Report Dashboard

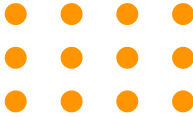


04

Analysis Question

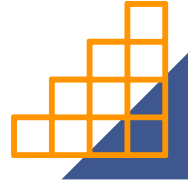


Analysis Question



1. What is causing Employees to Leave.
2. Who Predicted to leave highest probability to leave.
3. Are Employee Satisfied.
4. What Department Have the Most churn.



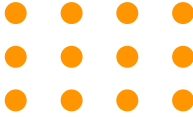


05

Project Question



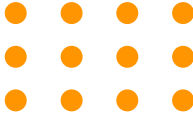
Project Question



1. What Does Success Look Like - Highly Accurate prediction Model.
2. What Does Failure Look Like - Inaccurate Model.
3. What Trends are important - Features are causing Churn.
4. What Action Affect the trend - Recommendation.



Recommendation

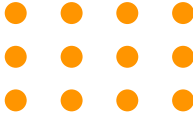


- Employee Recognition Program

Acknowledging and rewarding employee boosts job satisfaction and motivation, addressing a key factor in reducing turnover.



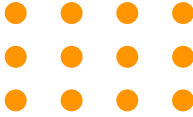
Recommendation



- Professional Development Initiatives:
Investing in training and development helps employees grow within the company, increasing their commitment and job satisfaction.



Retention Bonus/Incentives



- Reward Long Term Employee
Offering retention incentives encourage long-term commitment, addressing the importance of time spent with the company.

