

## **Project: HR Analytics – Employee Attrition Prediction**

- **Objective:** Predict employee attrition based on work-related factors.
- **Dataset:** [IBM HR Analytics Dataset](#)

### **Project Goals:**

#### **Data Collection:**

- Import HR employee records dataset.
- Ensure confidentiality and ethical data handling.

#### **Data Exploration:**

- Identify common reasons for employee attrition.
- Analyze trends in work experience, salary, and job roles.

#### **Data Preprocessing:**

- Handle missing values in salary and experience fields.
- Convert categorical job roles into numerical labels.

#### **Exploratory Data Analysis (EDA):**

- Use heatmaps to visualize correlations between attrition and other factors.
- Identify patterns in work-life balance, job satisfaction, and promotions.

#### **Feature Selection:**

- Use feature importance analysis to focus on key attrition factors.

#### **Conclusion:**

**Recommend HR policies to improve employee retention.**