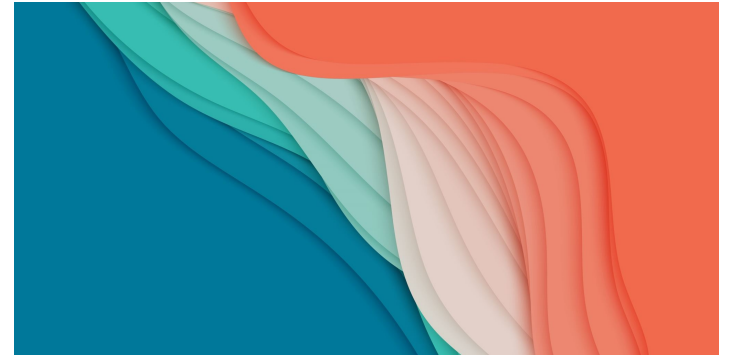


Mid-bootcamp Project

IBM Employee Attrition Analysis

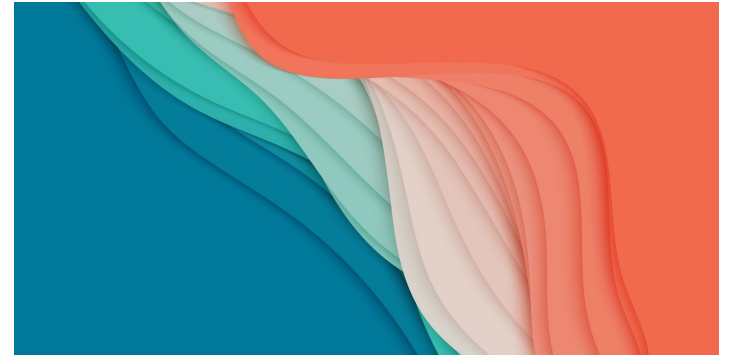
By: Lintong Li



Introduction

What's Attrition?

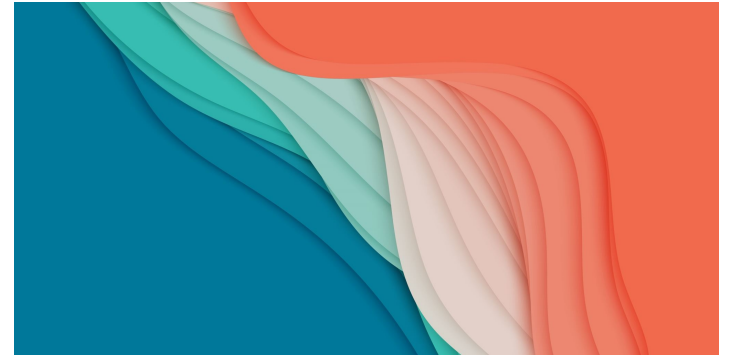
Attrition refers to the gradual reduction or loss of employees over time, typically due to voluntary resignations, retirements, or other reasons.



Introduction

Importance of Managing Attrition:

- Cost Control
- Stability and Growth

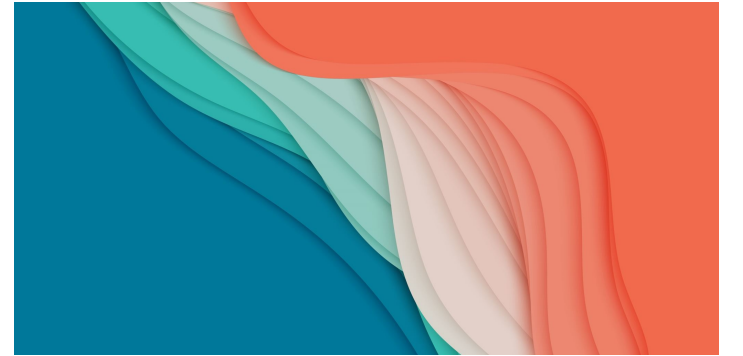


Analytic Goal

- **Identifying Key Contributors to Attrition:**
 - Gender vs Attrition
 - Education vs Attrition
 - ...
- **Predicting and Preventing Attrition:**
 - Developed and assessed machine-learning models to predict and prevent attrition



Data Insights



Conclusion

- Targeted Retention Strategies

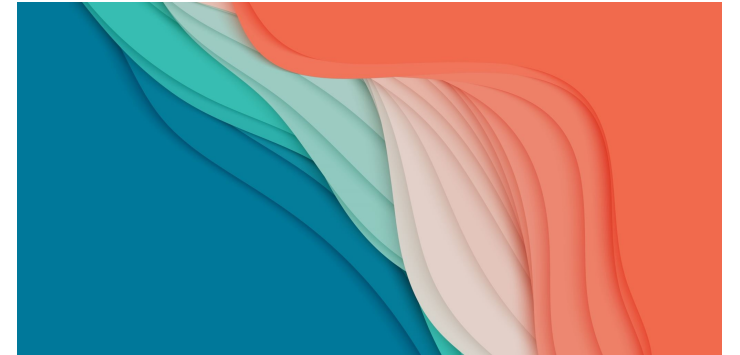
- Emphasize career development
- Implement focused efforts for specific departments and demographics

- Competitive Compensation

- Review and adjust pay scales
- Review and adjust promotion plan

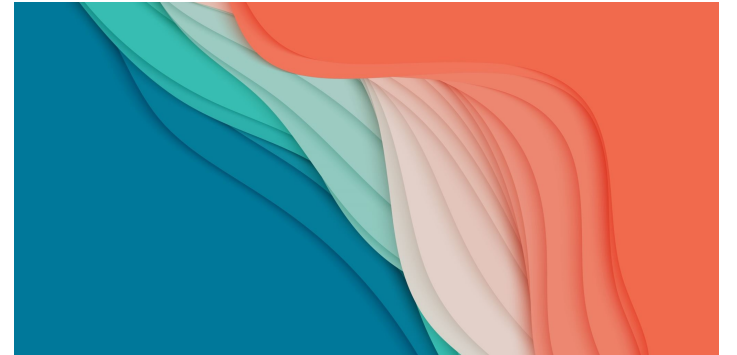
- Robust Career Development Path

- Strengthen growth opportunities
- Align paths with employee aspirations



Thank You

Any questions?



Q & A

