HR Project

Conclusion and Recommendations:

After a deep analysis of the data and analyzing the trends and clusters within data, we can say following things:

- Employees who **left** had **lower salary** than the employees who did not (clearly visible in both K-means and Birch clusters),
- Employees **satisfaction level is related to salary** (clearly visible in both K-means and Birch clusters),
- Only **19 out of 319** employees **left**, who **had promotion** in last 5 years (visible in chi-square test table and Birch cluster)
- Only **169 out 2169** employee **left**, who had been in any **work accident** (visible in chi-square test table and K-means cluster)
- Employee with **low** satisfaction level, evaluation score, number of projects, average monthly hours and salary, decided to **leave** (K-means cluster)
- Employee with **low** satisfaction level and salary but **high** number of projects, average monthly hours, decided to **leave** (K-means cluster)
- Employee with **high** satisfaction level, evaluation score and salary but with **lower** number of projects and average monthly hours, decided to **stay** (K-means cluster)

Therefore, in conclusion we can say with proof that employees with low salary, satisfaction level and comparably high or low workload than average workload, made the employees to leave. It shows that satisfaction level of the employee is directly related to salary, and that very low or high workload also decreased satisfaction level of the employee.
And high salary and normal workload increased the employee's satisfaction level and they stayed.

Recommendations:

The recommendations based on the deep analysis of the data are given below:

- Company should increase the salary of the employees who have lower salaries as compare to others, company should decrease workload of the employees who have very high workload.
- Employees with very low workload, may means they have nothing to learn and left, so company should also focus on these employees.
- Company can also try to promote the hardworking and deserving people, so that they do not leave, as almost **94%** of employees with promotion stayed.
- It has been also noticed that **92%** of employees who had been involved in some work accident, stayed. Therefore, it can be said that the employees who were not fired after the work accident stayed in the company. So, company may be able to get loyal employee, if they do not fire them after some accident.