Human Resources Analytics
Round 1-ML Project Proposal

TEAM 4

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Background

1. Talents have always been one of the core competence for any company.

2. Human resources department in a company plays a critical role in the talent management processes.

3. Machine Learning technique helps HRs have a better understanding about their work and make them gain the capability to perceive and prevent any potential issues in advance.

Problem Description and Motivation

Why are our best and most experienced employees leaving prematurely?
We hope our analysis and prediction about whether our current employees would leave or not could help HRs have a better understanding about this brain drain problem and prevent it in advance.

Data Source

- Our data include 14999 data about the status of our employee, including satisfaction level, last evaluation, number project, average monthly hours, time spend company, Work accident, left, promotion last 5years, sales and salary.

- Data source:

  https://www.kaggle.com/ludobenistant/hr-analytics/data

Algorithms

1. Decision Tree

   A simple but good decision support tool for classification

2. KNN

   A classification algorithm with high accuracy especially for number-format data