**Assignment Day 10 | July 17**

**Question:**

Construct 10 Hypothesis from the Attrition Problem given on Day 7 Assignment

**Problem Statement:**

A large company named XYZ, employs, at any given point of time, around 4000 employees. However, every year, around 15% of its employees leave the company and need to be replaced with the talent pool available in the job market. The management believes that this level of attrition (employees leaving, either on their own or because they got fired) is bad for the company, because of the following reasons -

The former employees projects get delayed, which makes it difficult to meet timelines, resulting in a reputation loss among consumers and partners A sizeable department has to be maintained, for the purposes of recruiting new talent More often than not, the new employees have to be trained for the job and/or given time to acclimatize themselves to the company

Hence, the management has contracted an HR analytics firm to understand what factors they should focus on, in order to curb attrition. In other words, they want to know what changes they should make to their workplace, in order to get most of their employees to stay. Also, they want to know which of these variables is most important and needs to be addressed right away.

Since you are one of the star analysts at the firm, this project has been given to you.

Goal of the case study You are required to model the probability of attrition. The results thus obtained will be used by the management to understand what changes they should make to their workplace, in order to get most of their employees to stay.

**ANSWER:**

From the hypothesis we can conclude that:

1. The average age of employee with an attrition is 35.
2. The male employee has high attrition rate than female employees.
3. The employee having distance from home less than or equal to 10 have high attrition rate.
4. Employee having job level less than or equal to 2 have high attrition rate.
5. The employee having Stack Option Level less than or equal to 1 have high attrition rate.
6. The employee having Total Working Years less than or equal to 10 have high attrition rate.
7. The Employee who have Training experience of 2 or 3 years have high attrition rate.
8. The employee who have work experience with Current Manger in the Company less than or equal to 2 years have high attrition rate than other.
9. The employee Worked in single Company have high attrition rate than other.
10. The employee who Rarely travels have high attrition rate than the employee who Frequently travels.