10 Questions and answers an audience would ask you

- What are some of the salient features of this model?

  This model is used to predict if an employee is likely to quit and could greatly increase HR's ability to intervene on time and remedy the situation to prevent attrition. While this model can be routinely run to identify employees who are most likely to quit, the key driver of success would be the human element of reaching out to the employee, understanding the current situation of the employee, and taking action to remedy controllable factors that can prevent attrition of the employee.

- Out of several features, what are the most significant features causing employee attrition?

  Out of several features used to train this model, the following are the most significant features having a high impact on the target variable attrition.
  - Job Satisfaction
  - Monthly Income
  - Years At Company
  - Over Time
  - Years in Current Role

- Why job satisfaction plays an important role in employee attrition

  Each employee should be satisfied with whatever work are doing at the organization. Job dissatisfaction would result in employees leaving the organization making the attrition rate higher. So, HR policy should focus on providing job satisfaction to the employees to retain them in the company.

- Could distance from home impact employee attrition?

  Distance from home also plays a major role in employee attrition. People who live near to the company prefer to stay in the company for a long time compared to those who commute long distances every day.

- How important is monthly income to retain employees in the organization?

  Monthly income is one of the top 5 features having a high correlation with attrition. Providing monthly income in alignment with the market rate makes the employees happier to continue in the organization. HR should ensure all the employees are paid as per standard to avoid attrition in the company.

- Why human resource department is experiencing the highest rate of employee attrition compared to other departments?

  Among various departments present in the organization, the HR department would be the first one to get impacted if the organization is planning for any cost cutting. This may be one of the reasons why the HR department experiencing a high attrition rate compared to others.

- In the human resource department, why attrition is high for women compared to men working in the same department?

  Usually, the percentage of women joining the HR department would be high compared to men. So, it seems like the attrition rate is high for women compared to men working in the HR department.

- Would this model work on the employee dataset of any organization and provide the expected result?

  With the current features available in the dataset, this model can be implemented to predict attrition in the organization. In addition, this model can be launched to evaluate various features impacting attrition. However, as additional features are added to the dataset, this model must be reevaluated to ensure there is no slippage due to added features.

- Does environmental satisfaction/factor have an impact on employee attrition?

  Environmental satisfaction or factor also plays a significant role in employee attrition. Factors like family, health issues, and personal ambitions make an employee leave the organization.

- What steps HR department need to take to prevent employee attrition and retain employees in the organization?

  Considering the outcome of the model, the HR department should focus on the top 5 features to retain the employees in the organization. They should commence with standardizing the monthly income of the employee to the market rate, ensuring employees are satisfied with the job, not troubling employees over time and finally making sure employees are getting promotions for their contributions.

- Mention an ethical consideration considered during the course of this project.

  One ethical consideration when dealing with employee information is to ensure no personal and sensitive information is present in the dataset. Since this dataset is fictionally created by IBM data scientists, this is already taken care of by them and personal identifying information (like gender, and age) is broad enough it is untraceable to any individual.