

HR Analytics: predicting employee attrition

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Problem statement

In a large company, 15 % of employees leave every year. This generates large costs in finding and training new staff as well as delaying projects.

Goal of the study

Finding out the most influential factors that predict employee attrition.

Suggest improvements on the hiring criteria and work conditions for a better retention rate.

Data set

- Source: Kaggle
- 4410 observations (5 different datasets): employee satisfaction, information about the working conditions and about the type of work of each employee, manager survey, daily working hours

Data cleaning

Wednesday (02/03)

Processing

Thursday and Friday (03-04/03)

Modeling

Monday and Tuesday (07-08/03)

Visualisation (Tableau)

Tuesday and Wednesday (08-09/03)

Presentation/Notebook

Wednesday and Thursday (09-10/03)

**High level
planning**