

# IBM HR Analysis Case-Study

## Overview

Employees are the backbone of any organization. Its performance is heavily based on the quality of the employees and retaining them. With employee attrition, organizations are faced with several challenges:

1. Expensive in terms of both money and time to train new employees
2. Loss of experienced employees
3. Impact on productivity
4. Impact on profit

This dataset is from IBM HR Analytics Employee Attrition & Performance. It has 35 features describing each employee's background and characteristics; and labelled with whether they are still in the company or whether they have gone to work somewhere else. Exploratory data analysis can help to understand and determine how these factors relate to workforce attrition.

## Business Requirements

You can support the business in various ways including and not limited to :

1. Provide key insights on current HR scheme and does it impact attrition rates.
2. Define a KPI that is likely to be critical in predicting employee stability.

HR Analytics – Attrition use case : <https://www.fm-magazine.com/issues/2018/dec/using-predictive-analytics-in-employee-retention.html>

## Deliverable Layout

You are expected to deliver your key insights and recommendation in the form of a presentation that covers the following aspects – when applicable -:

- Analysis Scope: Define analysis base, inclusion and exclusion criteria, time frame and data included.
- Analysis and Insights: Present any interesting insights, patterns, behaviors, visualizations extracted from data.
- Recommendations: Suggest actions the business can take to improve decisions making process.

Your support to the business is highly appreciated! 😊