Hope Artificial Intelligence - Scenario Based Learning

A company works with number of employees, all the works are dependents on the employees. Even if one of the employees resign the job immediately then assigned work will be not finished at the time, so delivery of the project to the clients will be delayed. Company planned to make solution for this, they want to know which employee may resign next. If they know previously, they can arrange alternative to avoid such problem. As an AI Engineer you must give Solution to this.

1. How will you achieve this in AI?

Problem statement is to find which employee will resign next.

This can be predicated based on various input parameters like past and current project where the employees performance data, a HR survey about employee feedback on company, project, manager, technology interests and career aspiration questions. We can analyse these data and predict potential resignation cases.

B) Find out the 3 -Stage of Problem Identification

Stage 1

In this case the inputs for resignation could be combination of numerical and textual data and the output expected is also clearly a categorical output. So it’s a **Machine Learning** based prediction.

Stage 2

Here the requirement is clear the output is clear , so it’s a **SUPERVISED LEARNING**

Stage 3

This is a categorical prediction, so we can conclude that it’s a **Classification problem**

1. Name the project

**Employee Retention planner – identify the potential resignation cases and prevent it before they resign with some initiatives from HR**

1. Create the dummy Dataset.

Employee-years working-#projects completed-#how long in current project-Work performance rating-How long in current role- Last salary revision – survey rating about the manager, rating about the project, browsing history of job portals. Job Post likes in Linked in etc

A person like more job post in his area from other companies, his rating about the manager, longer time in a same project, no chance to switch technology, salary rise overdue / % increment last appraisal etc can influence a person to resign.