**HR Analytics Case Study**

**Problem Statement**

• People Charm’, a growing company is facing a high attrition rate among their employees which in turn affects their business due to lack of expertise and experience.

• Their HR department is assigned the task to reduce the attrition rate by retaining employees who are about to churn out.

• They need to recommend special plans or strategies which will help them to retain their employees which in turn will help them to grow bigger as a company

**Variable Description**

***Total size :14999 x 10 Data file: People Charm case.csv***

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| **Variables** | **Description** |
| satisfactoryLevel | Scores given by the employees, scaling 0 to 1 |
| lastEvaluation | Last evaluation points given, scaling 0 to 1 |
| numberOfProjects | Number of Projects involved |
| avgMonthlyHours | Average monthly hours |
| timeSpent.company | Time spent at the company, in years |
| workAccident | Whether he/she had a work accident |
| left | If employee is about to leave or not, about to leave(serving notice period)- 1 and 0 otherwise |
| promotionInLast5years | Whether he/she had a promotion in last 5 years |
| dept | Department he/she belongs to |
| Salary | Salary as high, medium or low |