Project proposal

Predicting Salifort's Employee Turnover

Understanding factors that influence employee's decision to leave

Overview

Employee turnover has recently become a growing concern for Salifort. This turnover has a significant financial impact on the company. On this project, we aim at building a statistical or machine learning model to predict whether an employee is likely to leave the company in the near future.

We consider a successful model to be of great value as it will offer insights into contributing factors that influence employee departures. With this knowledge, senior leadership and Human Resources will be better equipped to reduce attrition by identifying at-risk employees early, or by taking proactive steps to improve corporate culture and professional development.

Milestones	Tasks	PACE stages
1.	**Understand the business problem** 1a. Write a Project Proposal	PLAN
2.	**Initial data exploration** 2a. Generate descriptive statistics	PLAN / ANALYZE
3.	**Exploratory Data Analysis (EDA)** 3a. Data cleaning 3b. Data visualizations	ANALYZE

4.	**Model selection and feature preparation** 4a. Select a model type and evaluation metrics 4b. Evaluate model assumptions and data engineering	**ANALYZE /** **CONSTRUCT**
5.	**Model building** 5a. Build and train the selected model	**CONSTRUCT**
6.	**Model evaluation and interpretation** 6a. Evaluate model performance and verify assumptions 6b. Interpret model's insights	**EXECUTE**
7.	**Communicate results** 7a. Present an executive summary of the results, limitations and recommendations	**EXECUTE**