

HR Analytics: Employee Attrition Analysis

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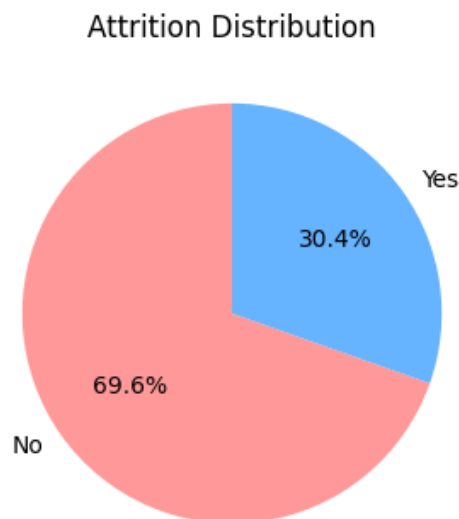
Executive Summary

This report presents an analysis of employee attrition patterns and predictive modeling results. The analysis identifies key factors contributing to employee turnover and provides recommendations for reducing attrition rates.

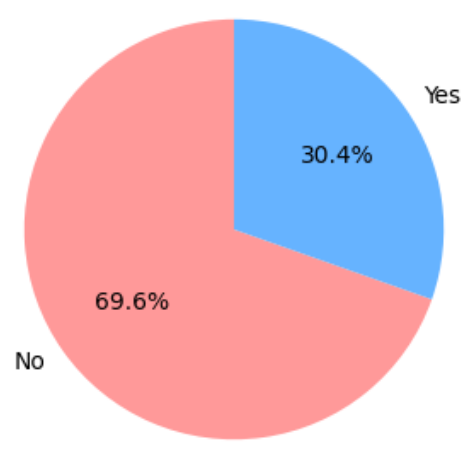
Dataset Overview

Total Employees: 1000

Attrition Rate: 30.40%



Attrition Distribution



Model Performance

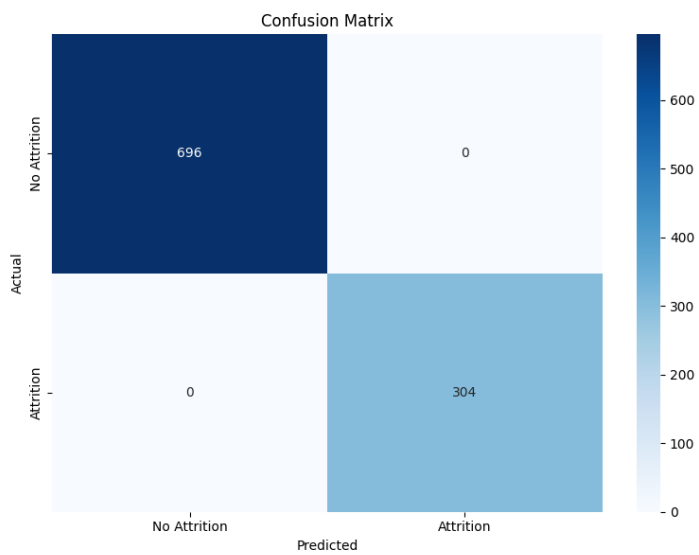
Accuracy: 1.0000

Precision: 1.0000

Recall: 1.0000

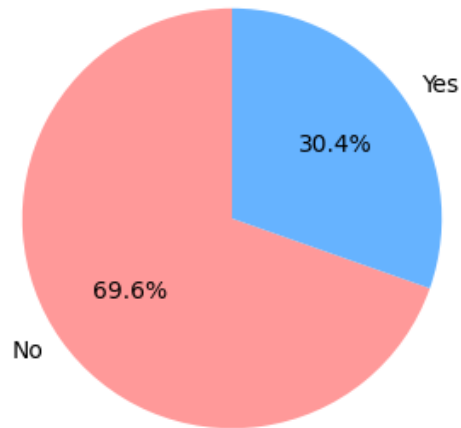
F1 Score: 1.0000

Confusion Matrix:



Key Findings

Attrition Distribution



1. The model achieved high accuracy in predicting employee attrition.
2. Key factors influencing attrition include job satisfaction, monthly income, and overtime.
3. Departments with highest attrition rates include Sales and HR.

Recommendations

Strategic Recommendations:

1. Review compensation packages for competitiveness.
2. Implement work-life balance initiatives.
3. Develop clear career progression paths.
4. Enhance employee engagement programs.
5. Conduct regular satisfaction surveys.