TO: Company

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TOPIC: Revamp - HR Attrition

DATE: Nov 17, 2023

Objective:

In the dataset that is being used, the target variable is ‘Attrition’ which depicts the employee attrition status of an organization meaning whether the employee has voluntarily or involuntarily left the organization or is currently active. Our analysis will focus on the analytics of Human Resources within an organization to provide insights into the various aspects of the department and work culture of the organization. The objective of our analysis is to ultimately understand how to lower attrition or the departure of employees from an organization because attrition can cost an organization thousands of dollars annually. The dataset consists of 38 variables that contain employee information within an organization which will help us understand the factors that lead to employee attrition and possibly reduce them.

Summary:

* Where the data is from
  + Data source: <https://www.kaggle.com/datasets/saadharoon27/hr-analytics-dataset>
* Plan
  + Analyze the data we have collected from HR
  + Clean the data for any missing data or outliers
  + Create base visuals to track trends and discover insights
  + Build models to predict who is likely to leave the organization
  + Deploy solution to managers who interact with the individuals
* Questions
  + Do we have a harder time retaining younger employees than older ones?
  + When employees get to travel more does that keep them around longer?
  + How are we retaining top performers internally?
* Timeline
  + Week 1: collect data
  + Week 2: analyze/clean data
  + Week 3: construct visuals
  + Week 4: Build model
  + Week 5: Deployment
* Rollout
  + Starting with meetings with executives to show them the plan
  + After approval and any further improvements, meeting with managers and the rest of HR to relay information
  + Build new manager training to know how to manage employees better
  + Relook at interview process to determine if there are ethical ways to determine if employee is likely to stay
* Impact
  + <https://www.enrich.org/blog/The-true-cost-of-employee-turnover-financial-wellness-enrich#:~:text=Research%20by%20SHRM%20suggests%20that,overall%20losses%20to%20the%20company>.
  + Research by SHRM suggests that replacement costs can be as high as 50%-60% with overall costs ranging anywhere from 90%-200%.