Project: CaseStudy2  
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**Executive Summary**

**Intro**

DDSAnalytics is an analytics company that specializes in talent management. They have tasked us with creating tools to effectively predict employee turnover and monthly income. The purpose of this repository is to highlight the top factors contributing to employee attrition and monthly income.

The included RMD File will outline the steps taken to explore the data and the predictive models for you to reproduce the findings.

**Major Findings**

Attrition

* The best model for sensitivity was Random Forest.
* The most accurate model with over 60% specificity was Logistical Regression
* Overtime is the single greatest factor leading to employee attrition.
* Employees with the lowest level of involvement leave at three times the average. While minimal increase immediately brings the attrition rate back to the average.
* Younger employees leave at a much higher rate than their older counterparts.

Monthly Income

* Job level is the best predictor of monthly income with a correlation coefficient of .95.
* Job Role is also a strong predictor of monthly income.