IBM Employee Attrition

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Overview and Business Understanding

IBM and its HR department shares characteristics and attrition data of employees

IBM would like to understand the relationship between these features and employee attrition.
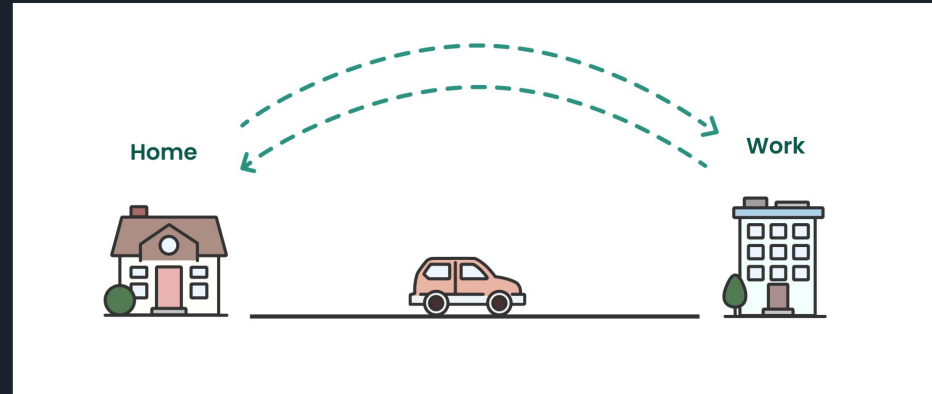
- What features **increase** an employee's likelihood to leave IBM the most?

  - Number of Companies Worked

  - Distance from Home

- What features **reduce** an employee's likelihood to leave IBM the most?

  - Total Working Years

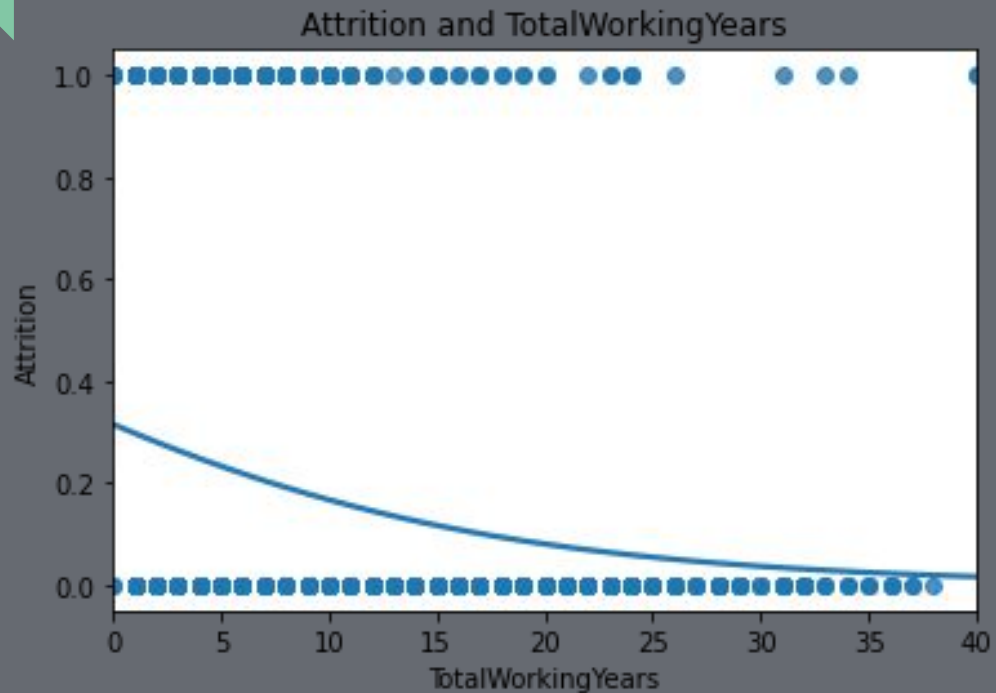 - Years in Current Role

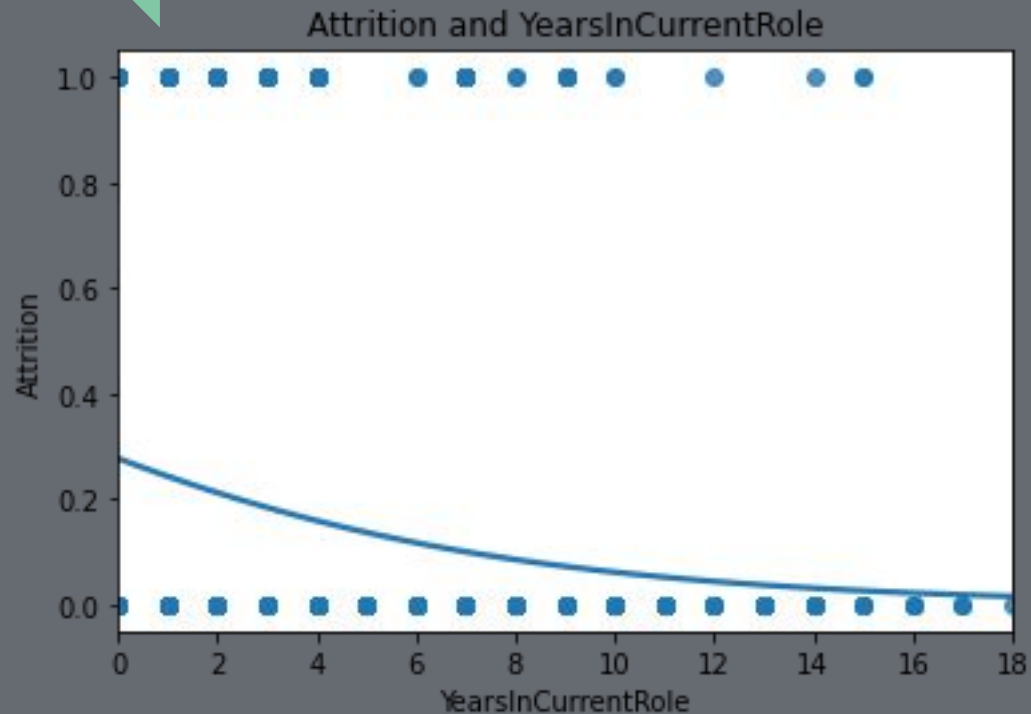 - Job Level

Data Understanding and Analysis

- Of the 35 total features, 5 of the most relevant:

  - **Total Working Years**
  - **Years in Current Role**
  - **Job Level**

  - **Number of Companies Worked**
  - **Distance from Home**

Data Understanding and Analysis

Attrition and TotalWorkingYears

- Line shows:

  - Increase in Total Working Years

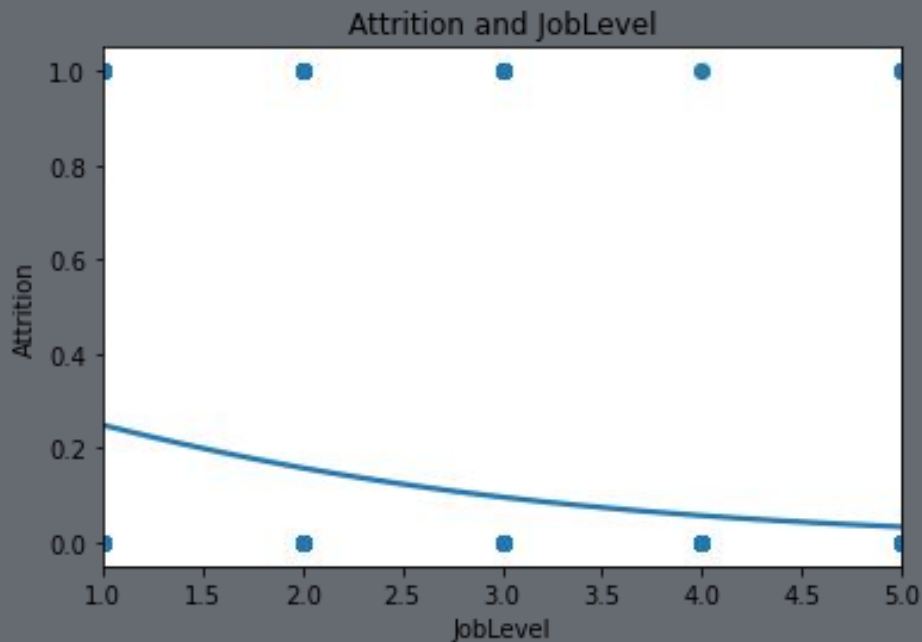 - Decrease in Attrition

Data Understanding and Analysis

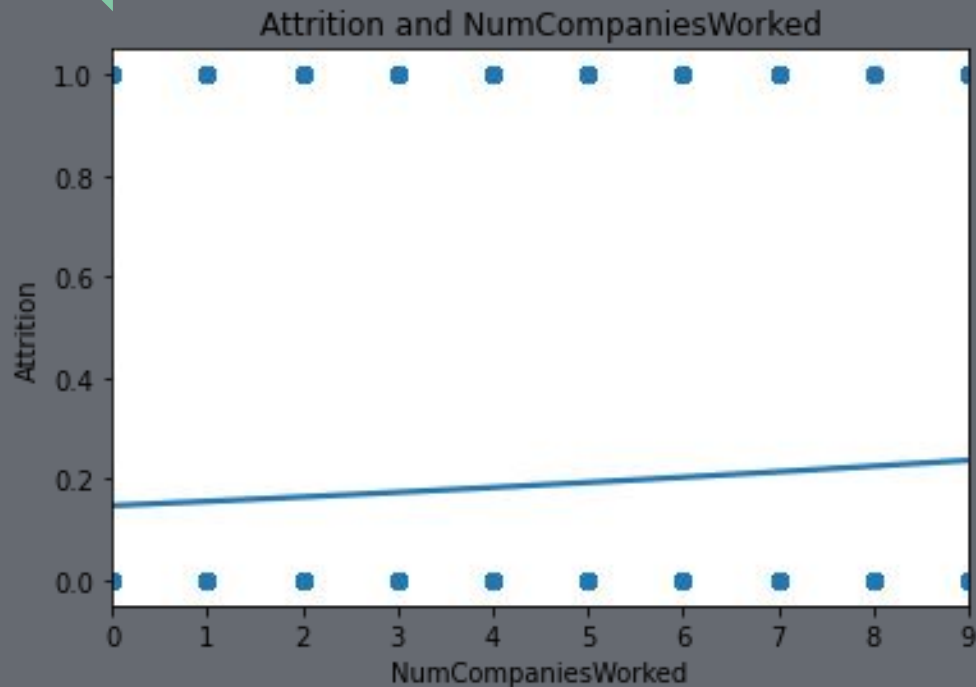Attrition and YearsInCurrentRole

- Line shows:

  - Increase in Years in Current Role

  - Decrease in Attrition

Data Understanding and Analysis

- Line shows:

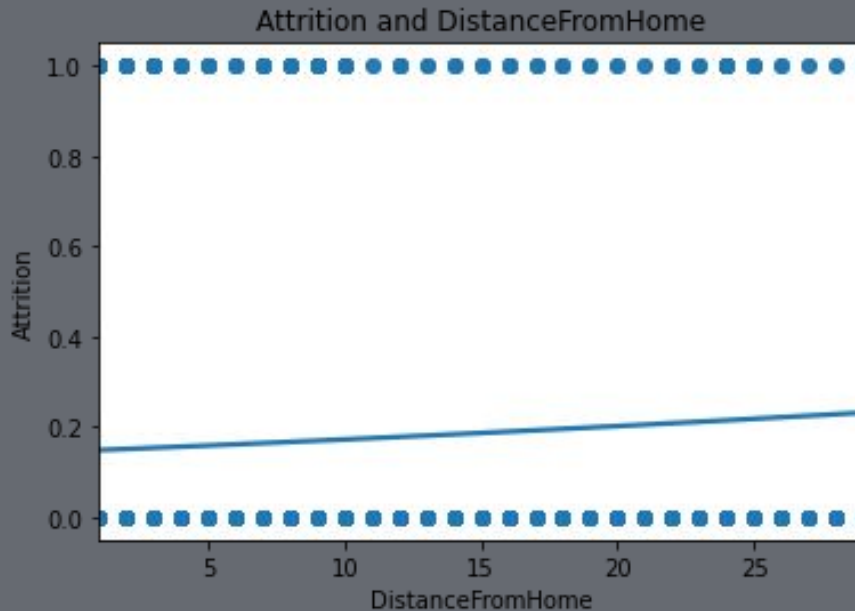 - Increase Job Level

  - Decrease in
    Attrition

Data Understanding and Analysis

Attrition and NumCompaniesWorked

- Line shows:

  - Increase in Years in Number of Companies Worked

  - Increase in Attrition

- Line shows:

  - Increase Distance from Home

  - Increase in Attrition

Attrition and DistanceFromHome

Recommendations

- ○ Incentivize employees who have worked a high number of companies to stay at IBM.

- ○ Incentivise employees to move closer to their place of work, perhaps through relocation packages.

Home   Work
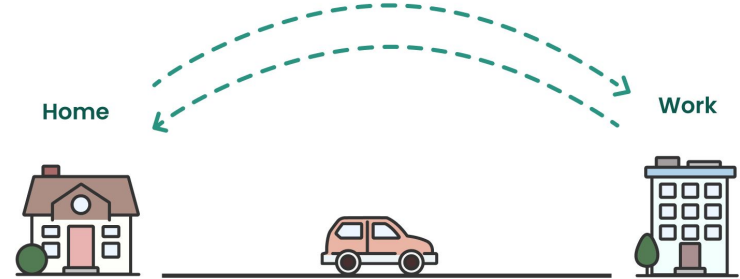
Recommendations

- ○ Incentivize longevity with the company, perhaps through stock or other perk options

- ○ Maintain pathways of upward mobility for employees.

Next Steps

- My model was 88.32% accurate.

- Features overall did not show high correlation with attrition.

- Looking at different data and asking different questions in IBM's surveys may produce more fruitful results.

Thank you

I would be happy to answer any questions

You may find my contact information below:

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