You are hired as a consultant to this company. Please advise the company on what steps they should be taking. Please provide your code in Python or R. Please share your insights, learning and recommendations in a PowerPoint deck or an email format. We are not expecting you to spend more than 2-3 hours to finish this exercise.

|  |  |
| --- | --- |
| **Name** | **Description** |
| AGE | Numerical Value |
| ATTRITION | Employee leaving the company (0=no, 1=yes) |
| BUSINESS TRAVEL | (1=No Travel, 2=Travel Frequently, 3=Tavel Rarely) |
| DAILY RATE | Numerical Value - Salary Level |
| DEPARTMENT | (1=HR, 2=R&D, 3=Sales) |
| DISTANCE FROM HOME | Numerical Value - THE DISTANCE FROM WORK TO HOME |
| EDUCATION | Numerical Value |
| EDUCATION FIELD | (1=HR, 2=LIFE SCIENCES, 3=MARKETING, 4=MEDICAL SCIENCES, 5=OTHERS, 6= TEHCNICAL) |
| EMPLOYEE COUNT | Numerical Value |
| EMPLOYEE NUMBER | Numerical Value - EMPLOYEE ID |
| ENVIROMENT SATISFACTION | Numerical Value - SATISFACTION WITH THE ENVIROMENT |
| GENDER | (1=FEMALE, 2=MALE) |
| HOURLY RATE | Numerical Value - HOURLY SALARY |
| JOB INVOLVEMENT | Numerical Value - JOB INVOLVEMENT |
| JOB LEVEL | Numerical Value - LEVEL OF JOB |
| JOB ROLE | (1=HC REP, 2=HR, 3=LAB TECHNICIAN, 4=MANAGER, 5= MANAGING DIRECTOR, 6= REASEARCH DIRECTOR, 7= RESEARCH SCIENTIST, 8=SALES EXECUTIEVE, 9= SALES REPRESENTATIVE) |
| JOB SATISFACTION | Numerical Value - SATISFACTION WITH THE JOB |
| MARITAL STATUS | (1=DIVORCED, 2=MARRIED, 3=SINGLE) |
| MONTHLY INCOME | Numerical Value - MONTHLY SALARY |
| MONTHY RATE | Numerical Value - MONTHY RATE |
| NUMCOMPANIES WORKED | Numerical Value - NO. OF COMPANIES WORKED AT |
| OVER 18 | (1=YES, 2=NO) |
| OVERTIME | (1=NO, 2=YES) |
| PERCENT SALARY HIKE | Numerical Value - PERCENTAGE INCREASE IN SALARY |
| PERFORMANCE RATING | Numerical Value - ERFORMANCE RATING |
| RELATIONS SATISFACTION | Numerical Value - RELATIONS SATISFACTION |
| STANDARD HOURS | Numerical Value - STANDARD HOURS |
| Shift | Shift number they work in |
| TOTAL WORKING YEARS | Numerical Value - TOTAL YEARS WORKED |
| TRAINING TIMES LAST YEAR | Numerical Value - HOURS SPENT TRAINING |
| WORK LIFE BALANCE | Numerical Value - TIME SPENT BEWTWEEN WORK AND OUTSIDE |
| YEARS AT COMPANY | Numerical Value - TOTAL NUMBER OF YEARS AT THE COMPNAY |
| YEARS IN CURRENT ROLE | Numerical Value -YEARS IN CURRENT ROLE |
| YEARS SINCE LAST PROMOTION | Numerical Value - LAST PROMOTION |
| YEARS WITH CURRENT MANAGER | Numerical Value - YEARS SPENT WITH CURRENT MANAGER |