

Human Resources Analytics

Employee attrition is a critical challenge for organizations, leading to increased recruitment costs, reduced productivity, and potential loss of expertise. This project uses the HR Analytics Employee Attrition dataset to analyze key factors that influence employee turnover and to build predictive models that can help organizations proactively address retention challenges.

Project Idea & Importance	
Project Idea	This project focuses on analyzing the HR Analytics dataset to understand employee attrition. By exploring demographic, career, and satisfaction-related data, the project aims to identify key factors influencing turnover and build predictive models to help organizations proactively retain valuable employees.
Why This Project Is Important	1. Reduce Employee Turnover Costs High attrition leads to recruitment, onboarding, and training expenses. Predicting attrition helps organizations save costs by retaining existing employees.
	2. Improve Workforce Satisfaction By analyzing job satisfaction, work-life balance, and engagement factors, the project highlights areas where HR can improve employee experience.
	3. Data-Driven HR Decisions Insights from predictive analytics provide managers with concrete evidence for designing retention strategies, rather than relying on assumptions.
	4. Enhance Productivity & Performance Retaining experienced employees ensures business continuity, reduces knowledge gaps, and supports higher productivity.