

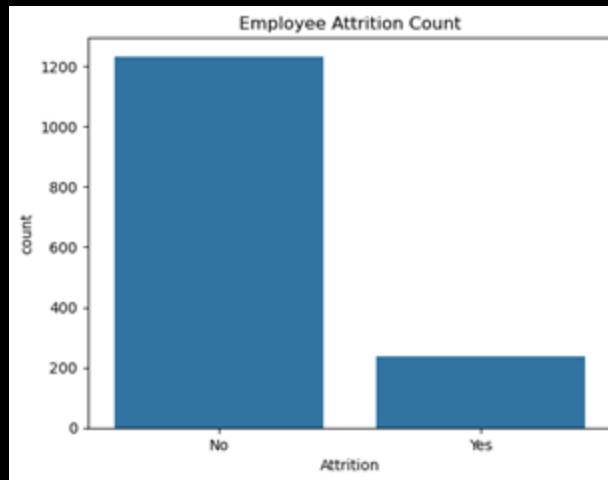
PREDICTING EMPLOYEE ATTRITION AT IBM



Jane Wong

UNDERSTANDING ATTRITION AT IBM

- Who is at risk of leaving the company?
- What factors influence attrition?
- How can HR intervene to reduce turnover rates?



KEY FINDINGS

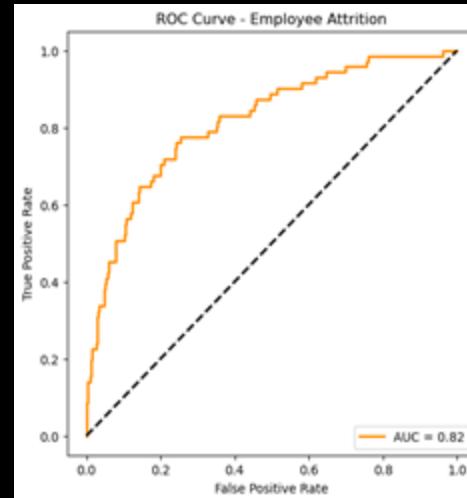
- High Risk Employees: Overtime, Single, Frequent Travelers, certain roles
- Low Risk Employees: Satisfied with their Job, strong manager relations
 - Model prediction: 86% accuracy!

Classification Report (Test Data):

	precision	recall	f1-score	support
--	-----------	--------	----------	---------

0	0.89	0.95	0.92	370
1	0.59	0.41	0.48	71

accuracy		0.86	441	
macro avg	0.74	0.68	0.70	441
weighted avg	0.84	0.86	0.85	441



RECOMMENDATIONS FOR IBM'S HR

- Reduce overtime and burnout at work
- Boost employee engagement and career growth opportunities
- Identify employees at high risk

