Human Resources Management

GROUP 3

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8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

Problems Identified

- Unconscious discriminant and bias occur in the workspace
- Poor employee retention rate

Objectives

Develop an interactive application that that can:

1. Identify potential worker for position promotion based on their abilities and performances
2. Predict the risk of employee churn to implement potential retention strategies beforehand
3. Facilitate HR manager workloads

Tools

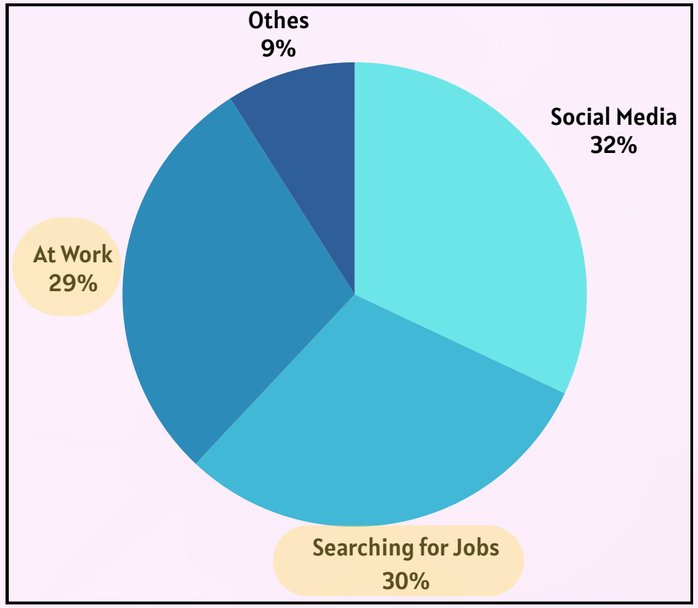
- Language: Python
- Visualisation: Matplotlib, Plotly
- Analytics: Tensorflow, Scikit-Learn
- Streamlit UI Framework

Statictical Evidence

" 50% of Malaysian respondents expressed their willingness to quit their jobs if it meant achieving a better work-life balance. Additionally, 35% stated that they would be motivated to leave their current positions if they were offered a higher salary to cope with the rising cost of living. "

Source: 2024 Workmonitor Research (Randstad Malaysia, 2024)

State of Discrimination Survey Malaysia 2023



Source: Architects of Diversity, 2023

Datasets

1. Promotion Prediction Dataset
   Source: Analytics Vidhya Datahack Contest
   https://datahack.analyticsvidhya.com/contest/wns-analytics-hackathon-2018-1/#ProblemStatement
2. Employee Churn Dataset
   Source: Github Resipotory (anishsingh20)
   https://github.com/anishsingh20/Human-Resource-Analytics-and-Employee-Churn-Prediction/tree/master/Dataset