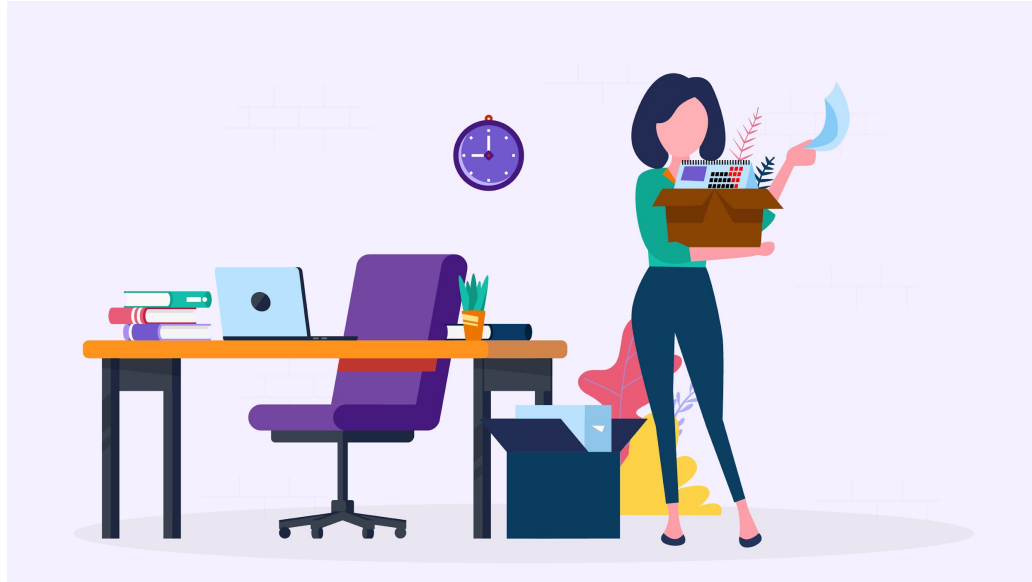


HR Analytics: Prediction Job Attrition

Wendy Jiang

Problem

Job Attrition: Turnover and Retention



Business Value

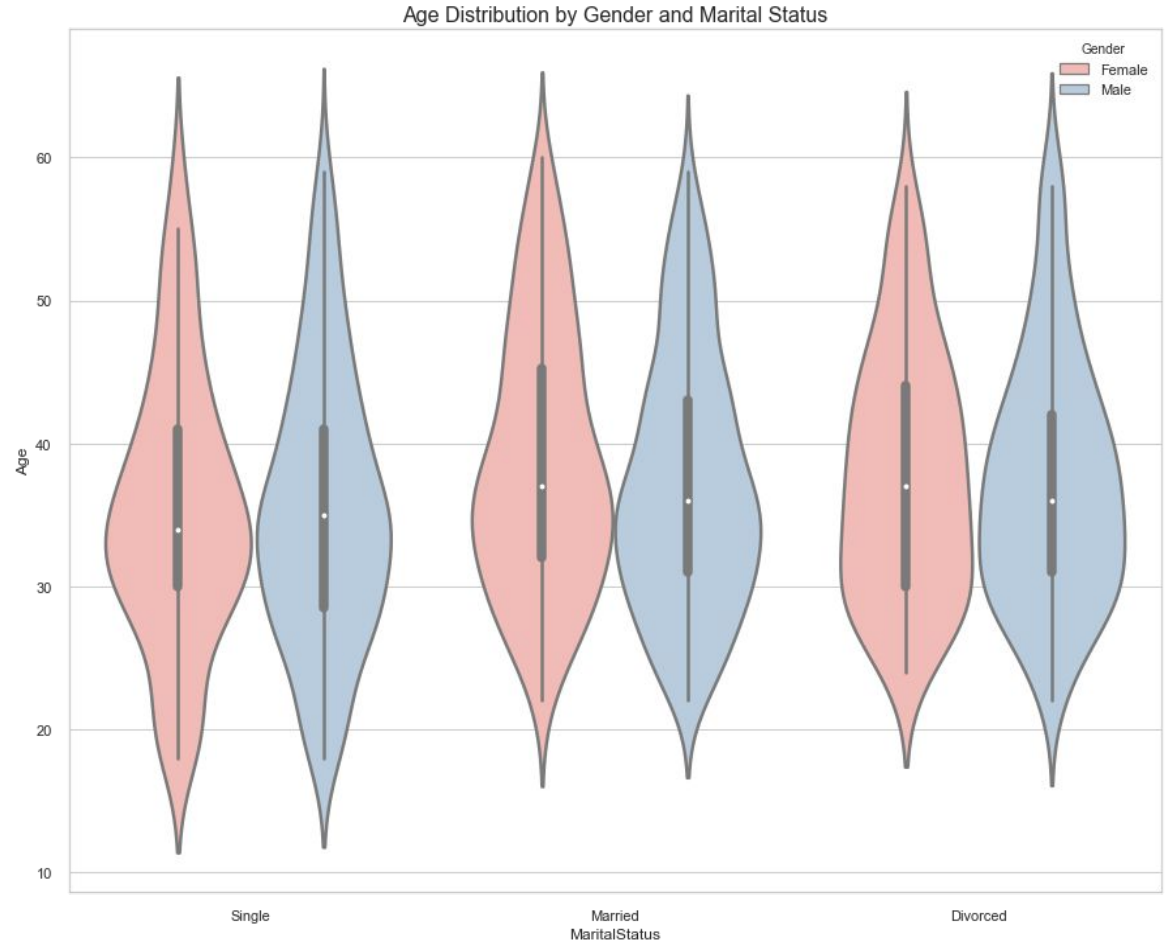


Insights

Top Predictive Features:

Overtime

Years at Company



Recommendations

Collect more data relevant to overtime and more transparency into how it's calculated in income

Track attrition over time

Next Steps

Additional Feature Engineering

Pipelining

Links

Image credit (Slide: Problems): <https://blog.vantagecircle.com/employee-attrition/>

All other images free from unsplash.

<https://www.cnbc.com/2019/12/03/a-tech-firm-tried-it-all-to-stop-turnover-only-one-thing-worked.html>

<https://www.forbes.com/sites/alankohll/2018/03/27/the-evolving-definition-of-work-life-balance/#6361ef6d9ed3>