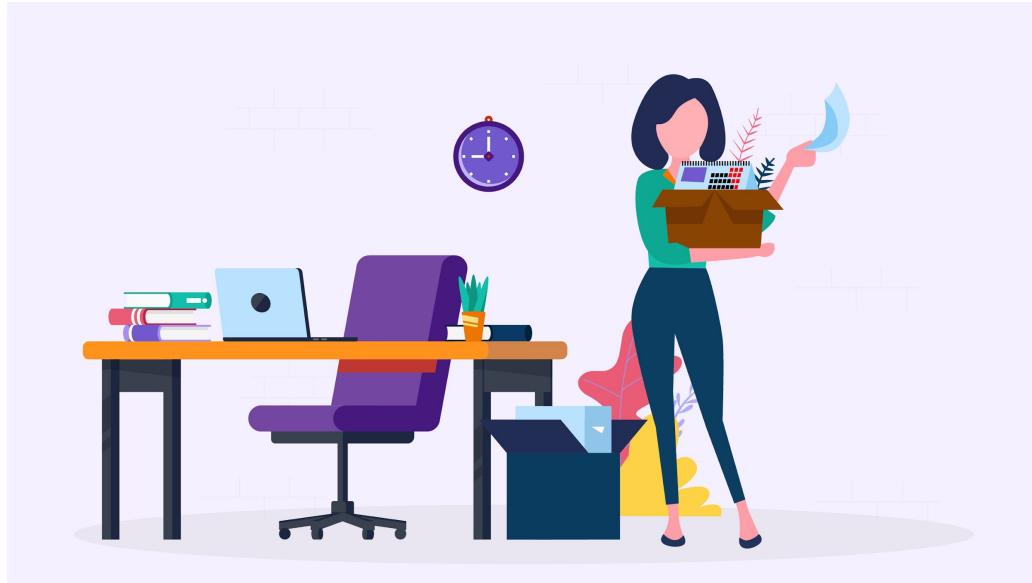


HR Analytics: Prediction Job Attrition

Wendy Jiang

Problem

Job Attrition: Turnover and Retention



Business Value



Insights

Top Predictive Features:

Overtime

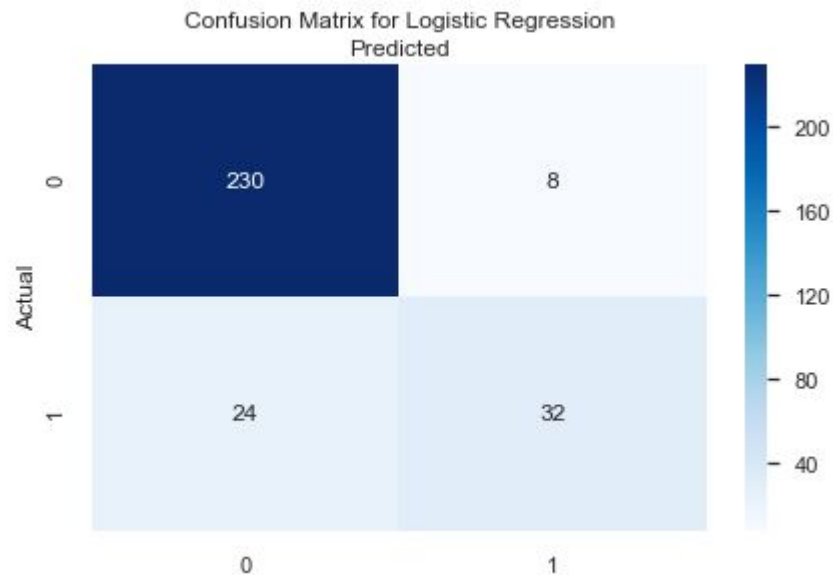
Years at Company

Marital Status

Best Model: Logistic Regression

89 % Accuracy

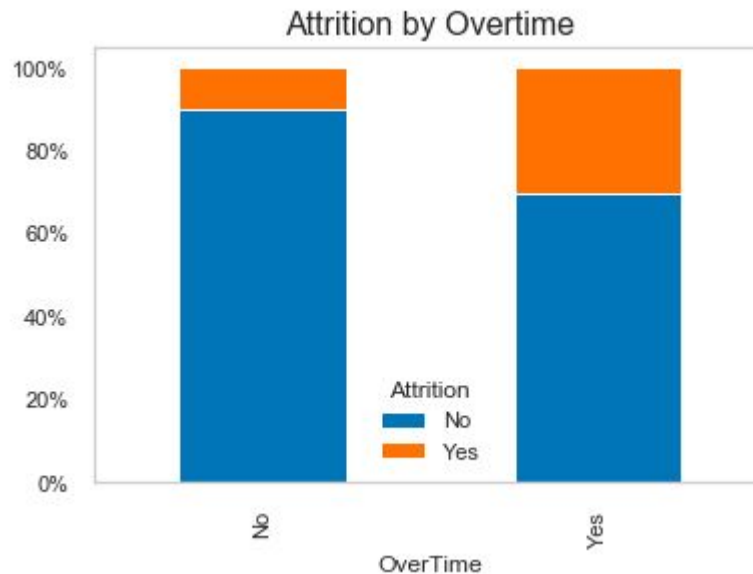
67% F-1 Score



Overtime

Chart shows how over time affected attrition. Attrition increased 21% when OverTime was introduced.

Attrition	0	1
OverTime		
No	77%	46%
Yes	23%	54%



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>