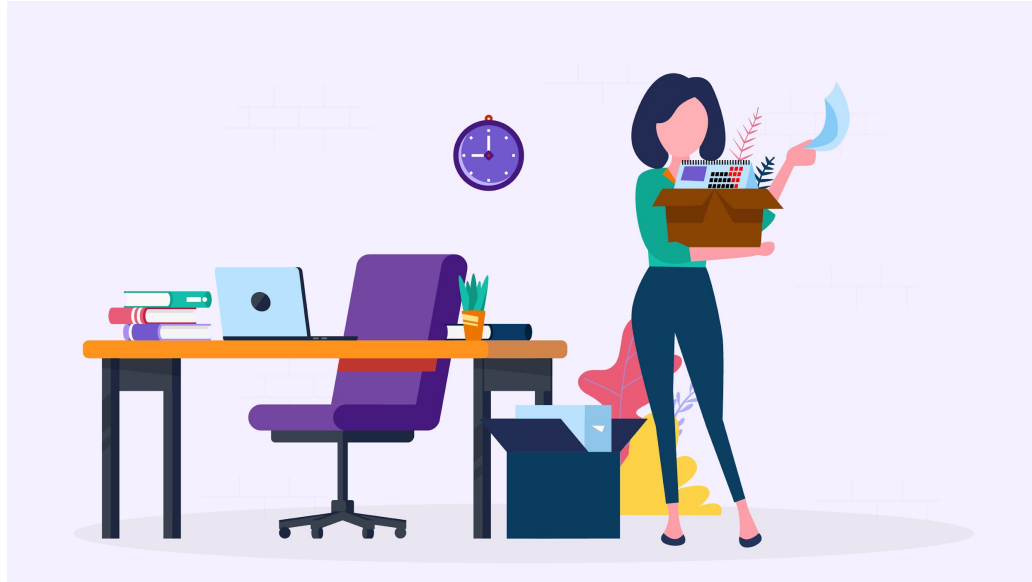


# HR Analytics: Prediction Job Attrition

Wendy Jiang

# Problem

## Job Attrition: Turnover and Retention



# Business Value



# Insights

Top Predictive Features:

Overtime

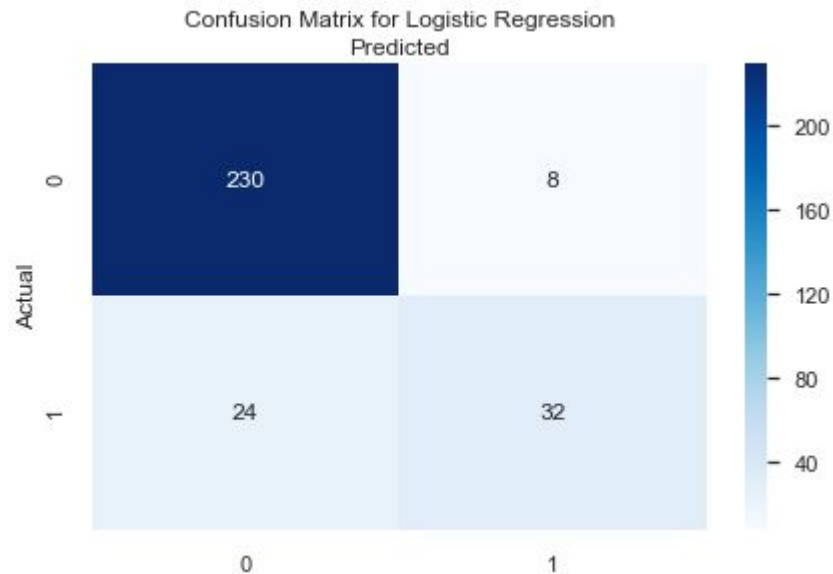
Years at Company

Marital Status

# Best Model: Logistic Regression

89 % Accuracy

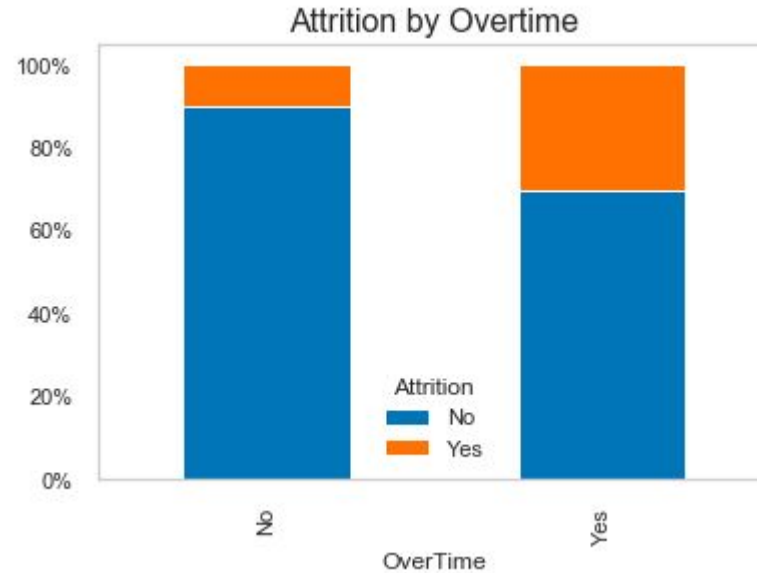
67% F-1 Score



# Overtime

Chart shows how overtime 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>