Employee retention is a battle that every company faces, even more today than ever before. A few weeks ago, I was on a conference call where we were discussing what it is that we do to help employees stay. By the end of the call, the master plan came up with was “do a lot of stuff”. Six years in the industry, I felt we could do better. This goes back to one of the first takeaways I had in data science, and that’s the ability for a company to gather data, but not always ask the right questions. I believe somewhere in all that “stuff” that we said we do, there must be something that sticks out. For the purposes of this term project, I used a dataset that had more variables than I would be able to obtain, but for the purposes of what I am trying to accomplish within my career, I think this shows we can play the hand we were dealt differently.

Gender, diversity, age, and tenure were the four main variables I was able to gather data on. However, the dataset I used had many more, including ones I feel we need to look at within our industry. For example, how many employees who left were contributing to the 401K or Employee Stock Purchase Plan? Within the analysis, I felt all the variables that were included helped with what I was trying to accomplish. There weren’t really any assumptions I made prior, but everything seemed to make sense. Of course, less involved and less experienced employees will leave more often than the latter. The distance from home was a variable I didn’t consider, but do feel needs to be factored in. In terms of challenges faced, it was all a challenge. This is still very new to me, but I do feel throughout this term I was able to really get a better grasp of the tools out there.