

THE WAR ON ATTRITION

CREATED FOR: KIM WEXLER, HEAD OF HR

*PRESENTED BY:
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BAIN & COMPANY

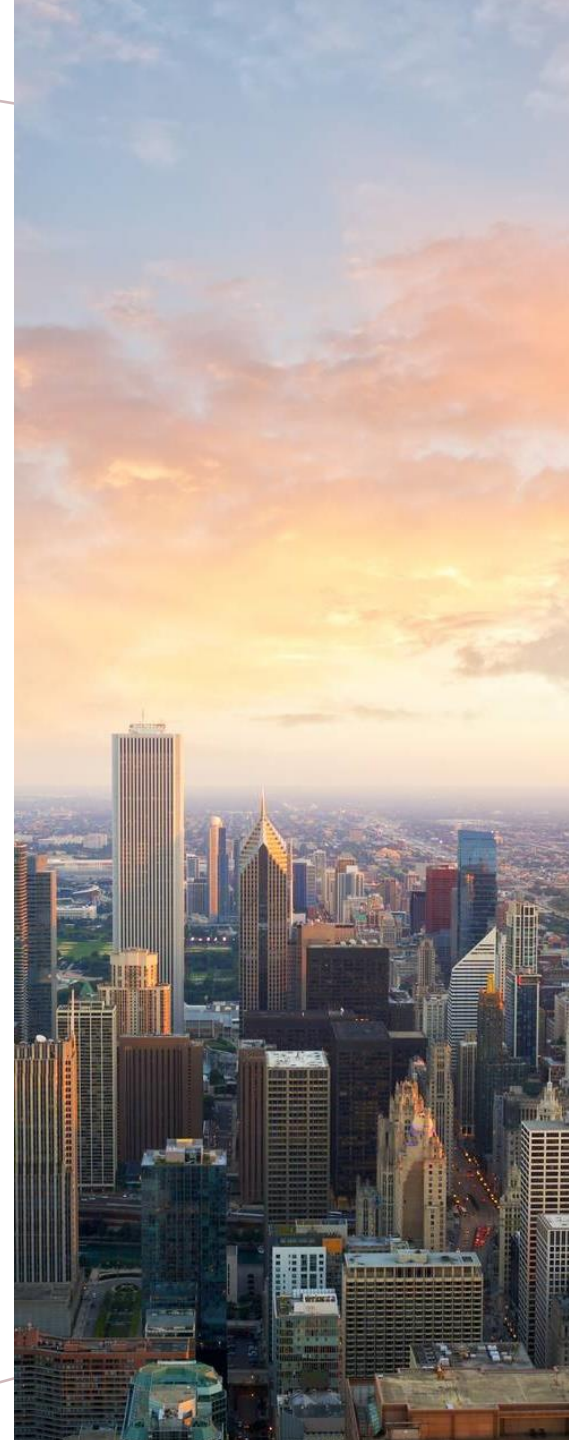


Executive summary

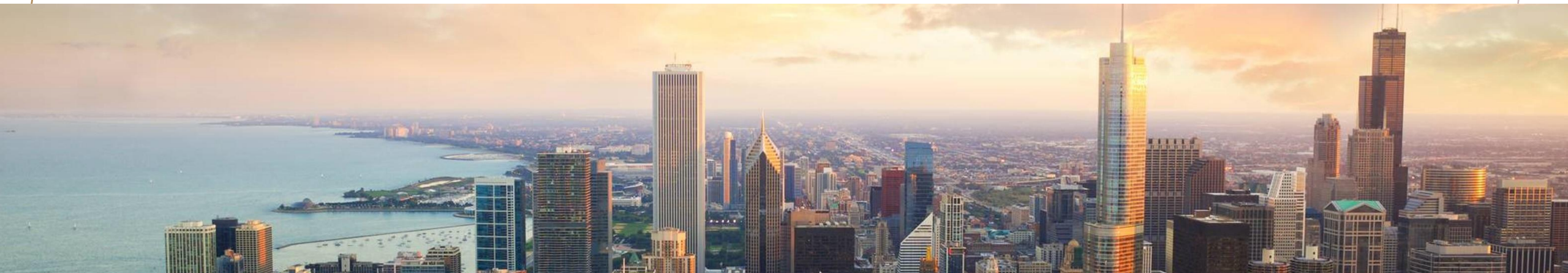
Data

Predictive Model

Recommendation/Next Steps



EXECUTIVE SUMMARY



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PROBLEM STATEMENT

- Stakeholder is facing an unprecedented amount of employee attrition/churn rates and wants to use company HR data to determine what insights you can gain from it

PROPOSED SOLUTION

- After running many analyses of your data, our team decided to leverage the decision tree as our model due to its ability to target and show specific features that have a stronger impact on attrition

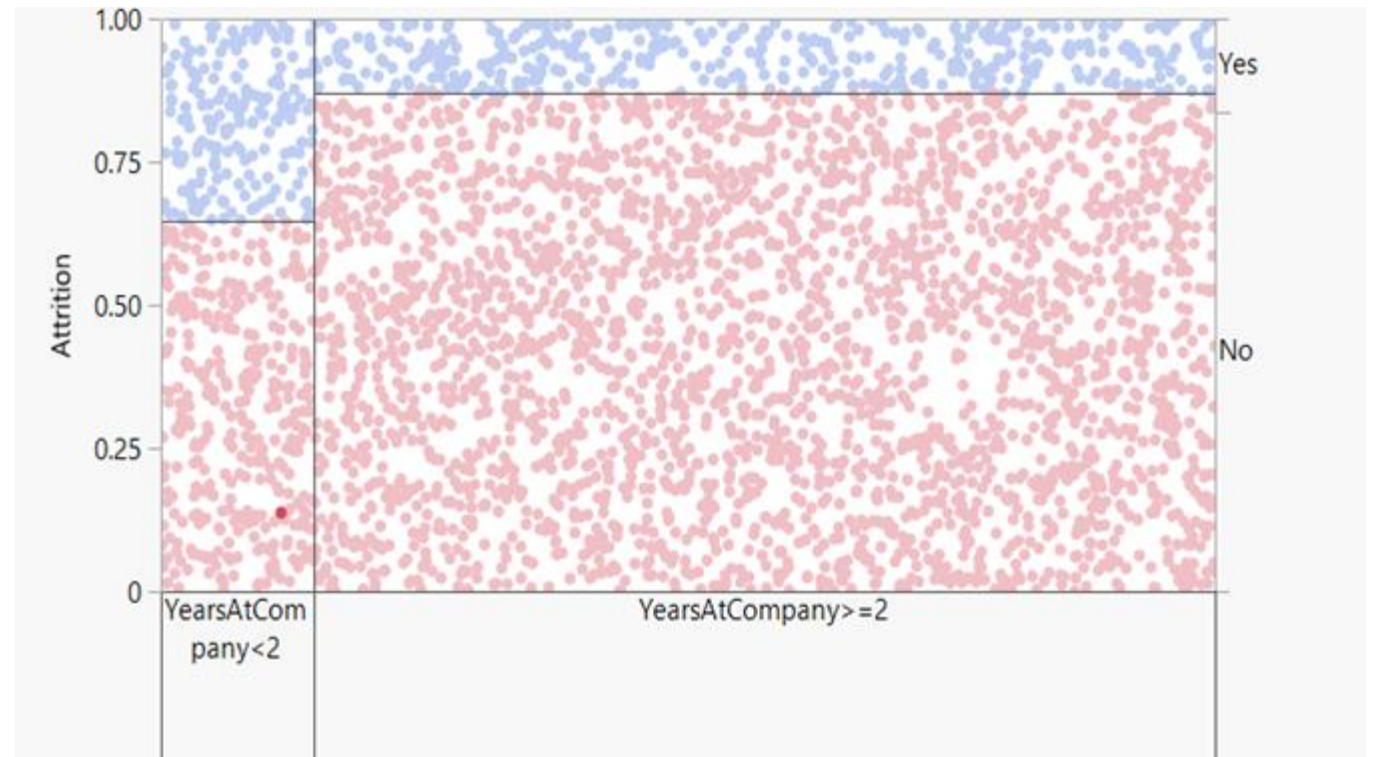
PREDICTIVE MODEL

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Decision Tree

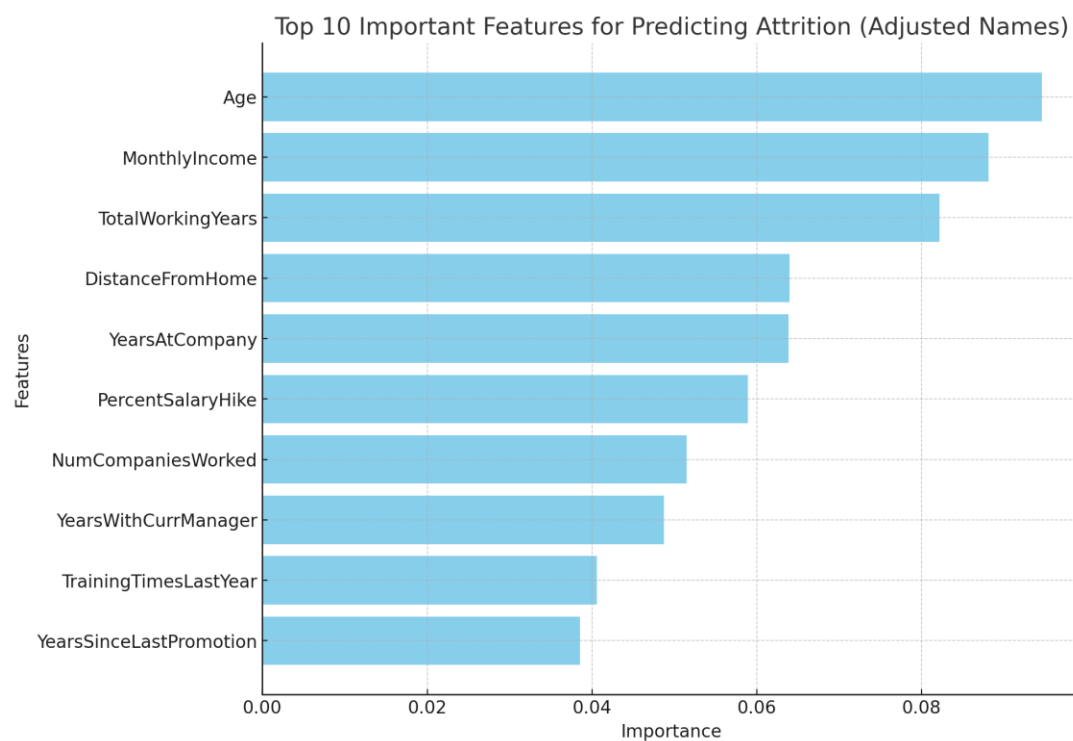
Based on our decision tree, we have a R-square value of 0.043 for training data using 3500 data points. We have a R-square value of 0.042 for validation data using 870 data points.

Based on this, we believe our model has acceptable performance

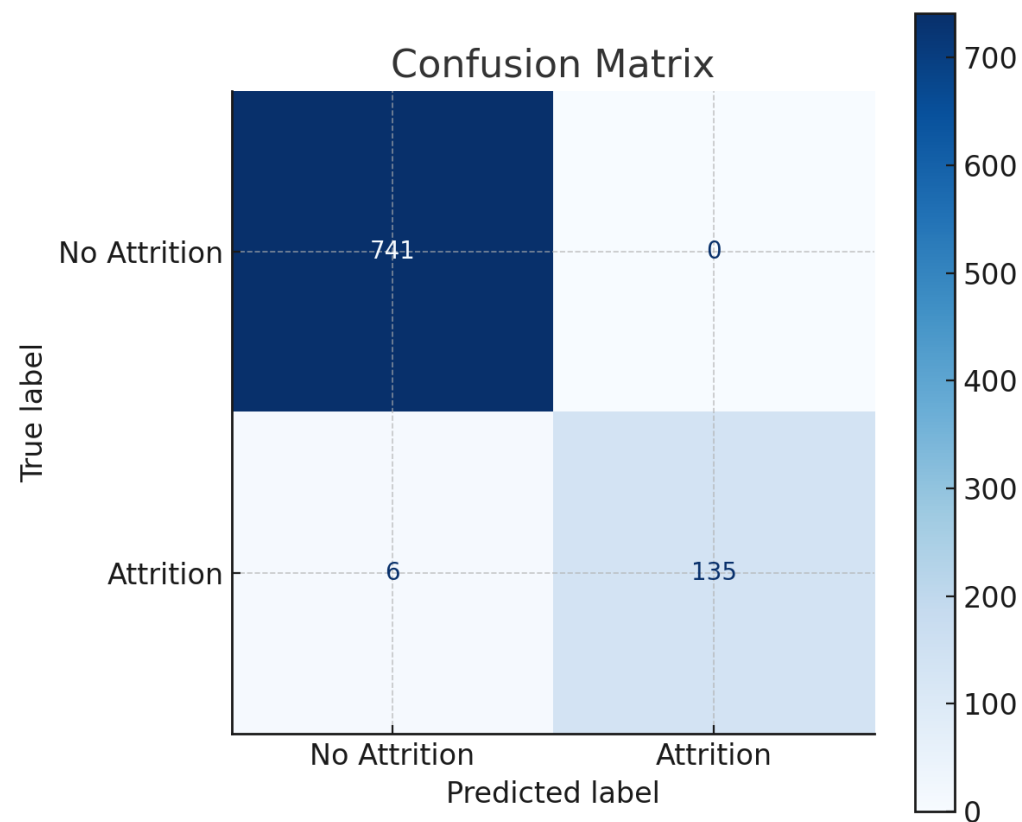


PREDICTIVE MODELS

Feature Importance



Confusion Matrix



RECOMMENDATION/NEXT STEPS

For early year employees and <20 years of age, we recommend these next steps for you and the family:

- Flexibility to WFH
- Improving benefit package (stock options, Unlimited PTO, health/wellness insurance, home office stipend, etc)
- Civic engagement
- Career development opportunities
- Managerial feedback on performance

We believe these key changes will entice & inspire employees to stay and reduce attrition.

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THANK YOU!

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APPENDIX

Keith's Github: <https://github.com/keithw118/IBMClicked-data-science-project.git>