

# Employee Attrition Analysis and Prediction

This project aims to provide insights into the factors influencing employee attrition and predict which employees are likely to leave the company

Acme Corporation, a leading tech company, is facing a significant challenge with employee turnover. The HR department is concerned about the increasing rate of attrition, as it negatively impacts team dynamics, project continuity, and overall company morale. To address this issue, Acme Corporation wants to leverage data analytics and machine learning to understand the factors influencing employee turnover and predict which employees are likely to leave in the near future.

## Key Performing Indicators:

Active employees: Total no of employees present in the company.

Attrition rate: percentage of people leaving the organization.

$(\text{sum}[\text{attrition count}]/[\text{employee count}])$  change the format of number to %.

Attrition count: yes or no values change to either 1 or 0.

Active employees in the workforce.

Average age of the employees.

## Tools Used:

Python for EDA and Data cleaning.

Tableau for Data visualization and calculation.

Calculated areas for the given data.

Active Employees	Attrition Rate	Attrition count	Employee Count	Avg. Age
354	20.63%	92.00	446.0	36.5

Active Employees	Attrition Rate	Attrition count	Employee Count	Avg. Age	Gender
1,233	16.12%	237.00	1,470	37	Female 87
					Male 150

Active employees in the organization. Attrition rate of organization is contributing to 16.12%.attrition count to 237 where male contributing to 150 and female to 87. The organization consists of 1470 employees. The average age of employees is 37.

here are multiple factors. Lets address one by one.

#### ATTRITION COUNT BASED ON DEPARTMENT:



The research and development is the main area amounting to higher attrition rate. Followed by sales and human resources department .

#### Recommendations:

Identify areas contributing attrition rate like work life balance, relationship environment, wages, overtime, employee readdressed mechanism etc. follow certain mechanism conduct surveys

