

# Problem Statement Worksheet (Hypothesis Formation)

**HR department wants to increase employee retention rate. To do this HR want to understand What are the key factors of employee job satisfaction and predict employee retention rate Based on those factors.**

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## 1 Context

HR analytics is a data driven approach to manage human resources. It involves gathering and analyzing data related to employees, such as recruitment, performance, engagement, and retention, to derive insights and make informed decisions. Main objective of this analysis to understand factors influencing employee attrition and job satisfaction and key predictors of employee performance.

## 2 Criteria for success

Analyze data to understand to key predictors of employee retention and create a model to predict employee retention.

## 3 Scope of solution space

Create a model for prediction of employee retention

## 4 Constraints within solution space

Currently no constraint observed.

## 5 Stakeholders to provide key insight

- HR Department of the company

## 6 Key data sources

- Dataset from Kaggle:  
<https://www.kaggle.com/datasets/bhanupratapbiswas/hr-analytics-case-study>

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