TURNOVER ANALYSIS

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BY PREDICTING THE PROBABILITY EMPLOYEES WILL QUIT, THE APP HELPS TO ACHIEVE

- Higher retention rate
- Better understanding of the factors that cause turnover
- Longterm competitive advantage

01

DEMO

DATASET FROM KAGGLE

- 15,000 observations
- 14,000 train set
- 1,000 test set
- Response: binary indicating whether the employee quit or not

MAIN PREDICTORS

- Satisfaction Level
- Last Evaluation
- Salary
- Binary for promotion in last 5 years
- Tenure
- Average monthly hours

03

RANDOM FOREST CLASSIFIER

- False negatives (failing to predict that somebody will quit) are more costly than false positives
- Recall is the main measure of interest

TEST SET ACCURACY

98%

TEST SET RECALL

95%

THANK YOU

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