

A short horizontal bar with a teal segment on the left and an orange segment on the right is located to the left of the title.

Predicting the Attrition of High Performing IBM Employees

During the “Great Reshuffle” what can we say about who is choosing to leave?



Intro

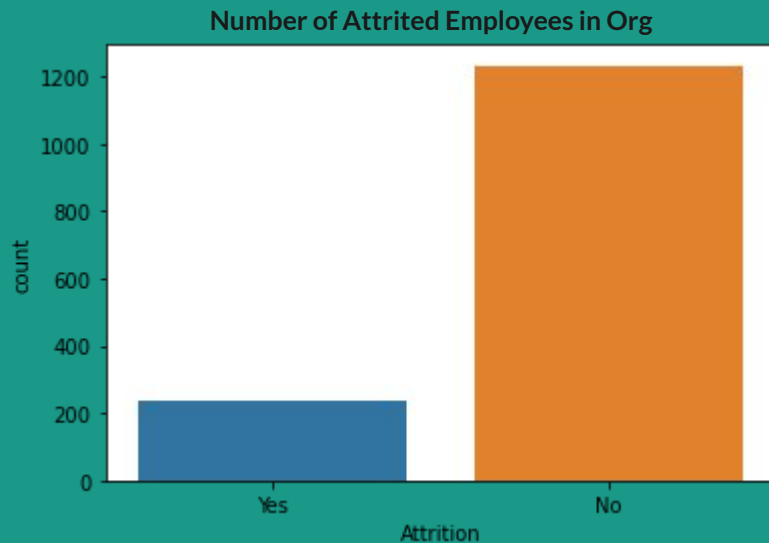
What are we trying to do and why does it matter?

- Data: IBM HR Attrition Data
 - 34 Total Features with Employee Listening, Demographic, and Job Information
- Goal:
 - To understand what groups of employees are most at risk for attrition in order to manage largest cost to a business: it's people
- Application:
 - Creation of targeted retention programming for most at risk groups

Where do we stand?

19.2% of the High Performers in the org have **left** the company FYTD

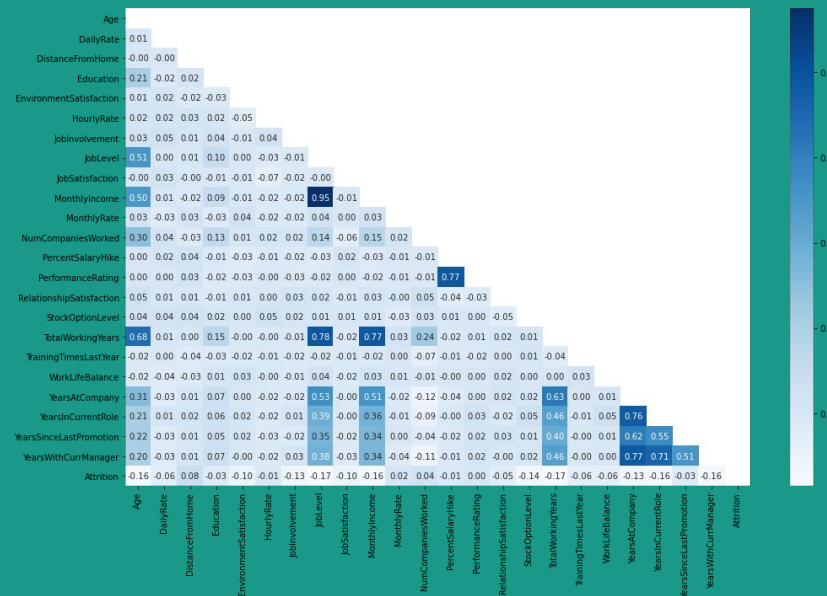
We know the Industry standard for healthy attrition is ~10%*. What's going on?



Features

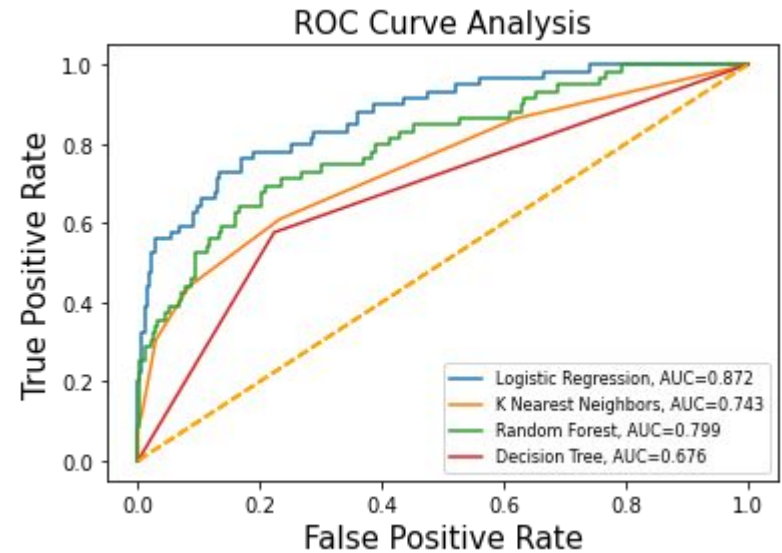
What attributes did we consider?

- Age
- Department (Dummy)
- Business Travel (Dummy)
- Distance From Home
- Education (Dummy)
- Environment Satisfaction
- Gender (Dummy)
- Hourly Rate
- Job Involvement
- Job Level
- Job Role (Dummy)
- Job Satisfaction
- Marital Status (Dummy)
- Monthly Income
- Number of Companies Worked
- OverTime (Dummy)
- Percent Salary Hike
- Performance Rating
- Relationship Satisfaction
- Standard Hours
- Stock Option Level
- Training Times Last Year
- Work Life Balance Satisfaction
- Tenure at Company
- Years in Current Role
- Years Since Last Promo
- Years with Current Manager



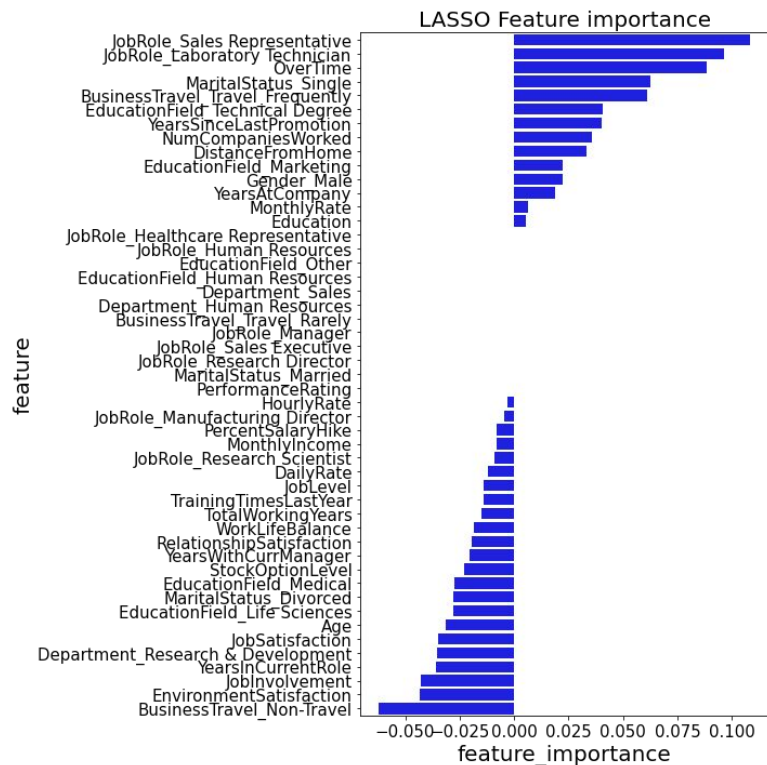
Model Selection

Most Accurate Model Choice



Results

What Features can we look at
to best predict who might leave?





Future Work and Recommendations

Where else can we take this?

- Recommendation is to Review this Data Quarterly - The External Market is Changing and so is the way we measure org health
- Additionally an widened scope to include all attrited employees may help to understand which groupings are different based on Performance Rating
- Targeted programming for younger employees with retention in mind is a good idea as well

THANK YOU!

Questions?