1. Satisfaction survey to predict the employee resignation

The aim is to create a employee satisfaction survey with the questions related to their productivity, recognition, monetary benefits, scope for personal development, work life balance, year end increment etc then mandate all the employees to attend the survey with

Questions could be like below with rating from 1 to 5 where 1 being the least satisfied and 5 being the most satisfied:(1 - Dissatisfied to 5 - Very Satisfied)

1. How satisfied are you to work at XYZ company?
2. Does the company value your opinions?
3. Do you have work life balance working in this organization?
4. Are you aware of the vision and mission of the organization?
5. Does the company reward you with monetary benefits?
6. Do you have personal and professional development working in this organization?
7. Does your manager clearly explain the deliverable and importance of your role to this organization?
8. Would you recommend your friends and family to a job position in the XYZ company?
9. How satisfied are you with the year end increment you received for the previous fiscal year?
10. Do you think your productivity has a direct impact to the overall performance of your team and organization?

If the average of the overall rating for ‘x’ employee is less than 2.5 then the employee is more likely to resign his position from the company.

1. Problem Identification:

Stage-1: Domain Selection - Machine Learning(ML):

The prediction will be based on the employee satisfaction survey where the above questions will be hosted in the company’s intranet and all employees will be requested to attend the survey. The results will be sent to Management who consolidates the data in a excel spreadsheet.

The domain selection should be Machine Learning as the employee satisfaction survey would be of number based data(ratings based data).

Stage-2: Learning Selection - Supervised Learning:

The supervised learning should be followed since the employees are requested to answer multiple questions which are the input variable and the output is the overall satisfaction score. If the satisfaction score is below 4 then the call to action is to mark that employee as “might resign from his/her position”.

Stage-3: Supervised Learning - Classification:

The output data will be classified as “Not likely to resign” if the satisfaction score is above 3 and “Likely to resign” if the satisfaction score is less than 3.