# Employee Attrition: Analysis and Prediction

# Abstract

## Key Words: Attrition, Turnover, Employees, Prediction, Machine Learning

# Introduction

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| A common popular perception is that all businesses have employees, however according to the U.S. Government around 21.5% of businesses in the United States employ workers (U.S. Small Business Administration, 2020). While some businesses may not require employees, those that do hope to find high performing employees and retain them. The relationship between employer and employee relies on a balance between multiple factors including work-life balance, employee satisfaction, salary, and other more nuanced factors. When employees exit the relationship with the business en masse, an employer is faced with the potential problem of unwanted “attrition.” Analysis of variables that describe employee factors is performed using a dataset published by IBM specifically to analyze and track employee attrition. Prediction of employee attrition is performed using the dataset. |
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# Literature review

# Methodology

# Experimentation and Results

# Discussion and Conclusions

# References

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# Appendices