EMPLOYEE CHURN PREDICTOR

https://github.com/nehaljain19/Employee-Churn-Prediction

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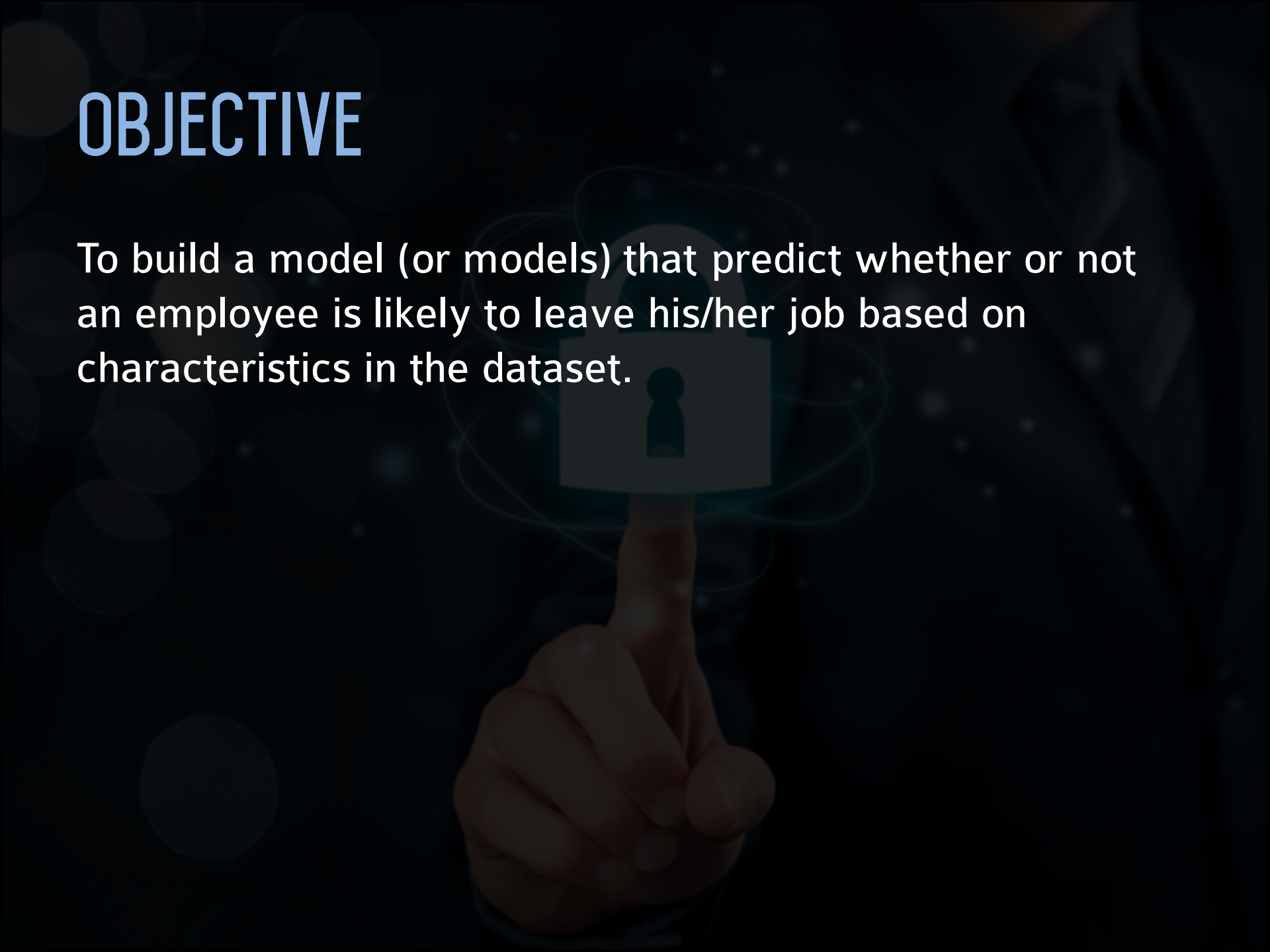
OBJECTIVE

To build a model (or models) that predict whether or not an employee is likely to leave his/her job based on characteristics in the dataset.



METHODOLOGY

- Preliminary Research
- Finding the list of relevant KPIs
  - Choosing the ones which can affect the employee retainment
  - Discarding irrelevant KPIs, eg. Employee Age, Employee Leaves Left
- Creating the dataset using simulation
- Data cleaning and pre-processing
- Training, testing the data
- Finding a suitable model: Decision Tree Classifier
- Employing the model to arrive at the prediction

KPIS

- Has the employee been involved in work accidents?
- No. of projects undertaken by the employee
- Job Satisfaction
- Monthly Income
- No. of companies worked in prior to joining the organization
- User Behavior (whether the employee is browsing unusual websites)
- Performance Rating of the employee
- Last Evaluation Score
- Whether the employee has been promoted in the last five years

DATASET

CONCLUSION AND RESULT

An appropriate decision tree model was found which helped in predicting the employee churn and further prevent it from happening. This can help the manager act on the prediction by further taking steps to retain the employee.

- Accuracy: 91.46%
- Recall: 57.06%
- F1 score: 90.29%