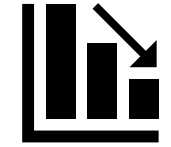




# HR Attrition

**Predicting Employees in risk of leaving the company**

# Problem of Attrition



695 Employees left the company within the last year  
16.65% Of the employees left the company within the last year

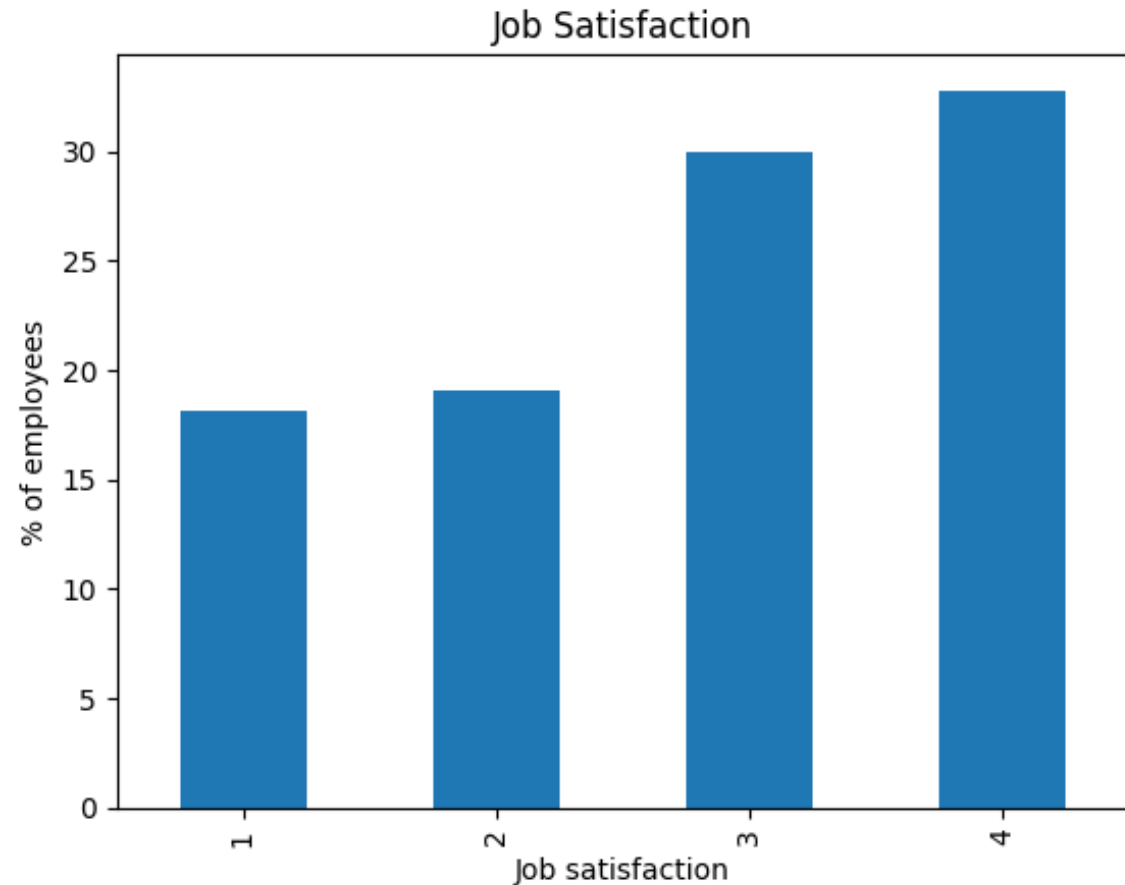
126 New hires within the last year  
81,87% Of leaving employees were not replaced

**This highlights the importance of maintaining the employees within the company**

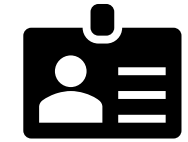
# Data Analysis



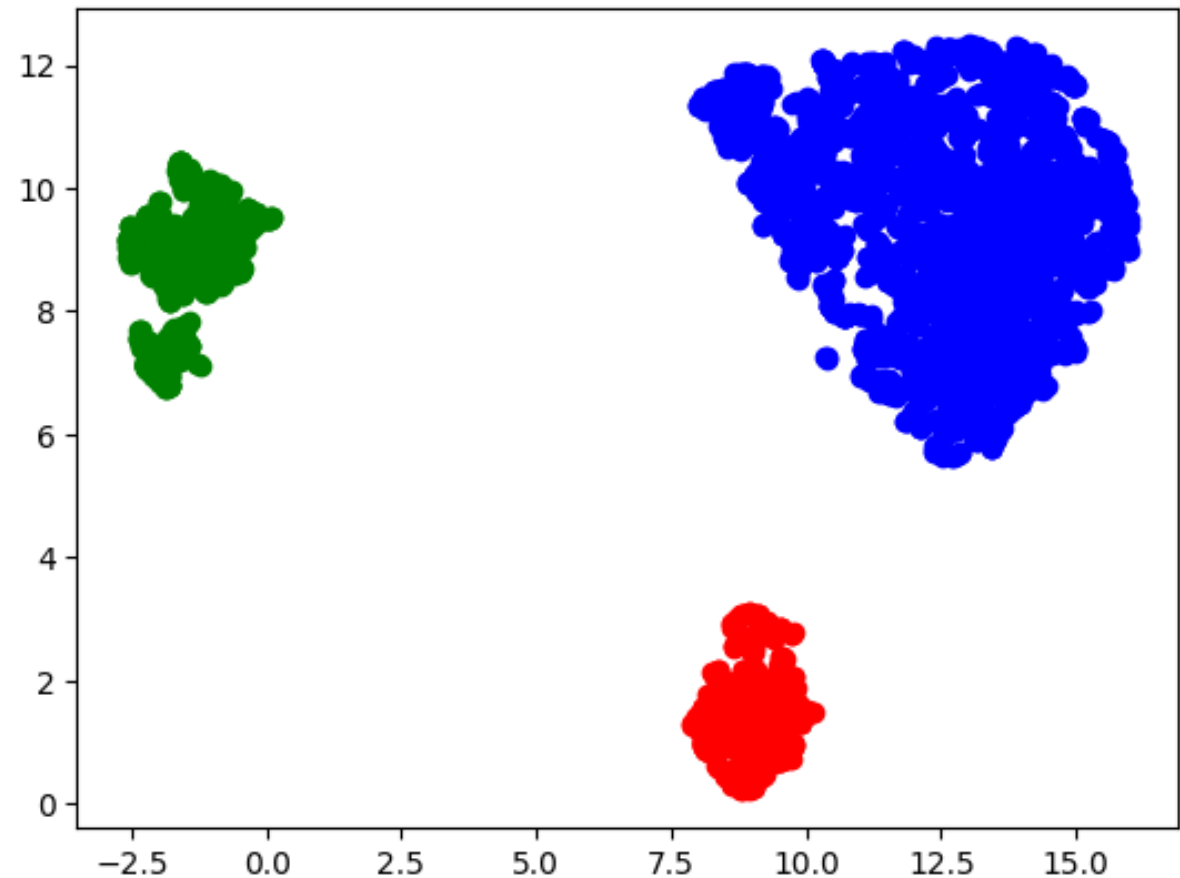
- The app allows the user to get an overview of the three departments within the company
- Information on 11 different variables for every department
- This page allows the user to investigate the profile of the current employees.



# Employee Clustering



- We have identified three different clusters of employees
- Cluster 1 (Blue) has a mean monthly income of 67,098.55
- Cluster 2 (Red) has a mean monthly income of 65,164.68
- Cluster 3 (Green) has a mean monthly income of 65,123.59





# SML – Attrition Prediction

- Based on the characteristics of the employees who left the company the SML will predict if a current employee is in risk of leaving as well.
- The model is based on the features with the highest impact on (correlation with) attrition.
- The aim of the model is to help HR and the managers of other departments to evaluate whether a specific employee is likely to leave the company based on filling in some information about the employee.

