

PEOPLE ANALYTICS

Modelo predictivo: Deserción laboral



ÍNDICE



Introducción



Análisis de datos



Modelo predictivo

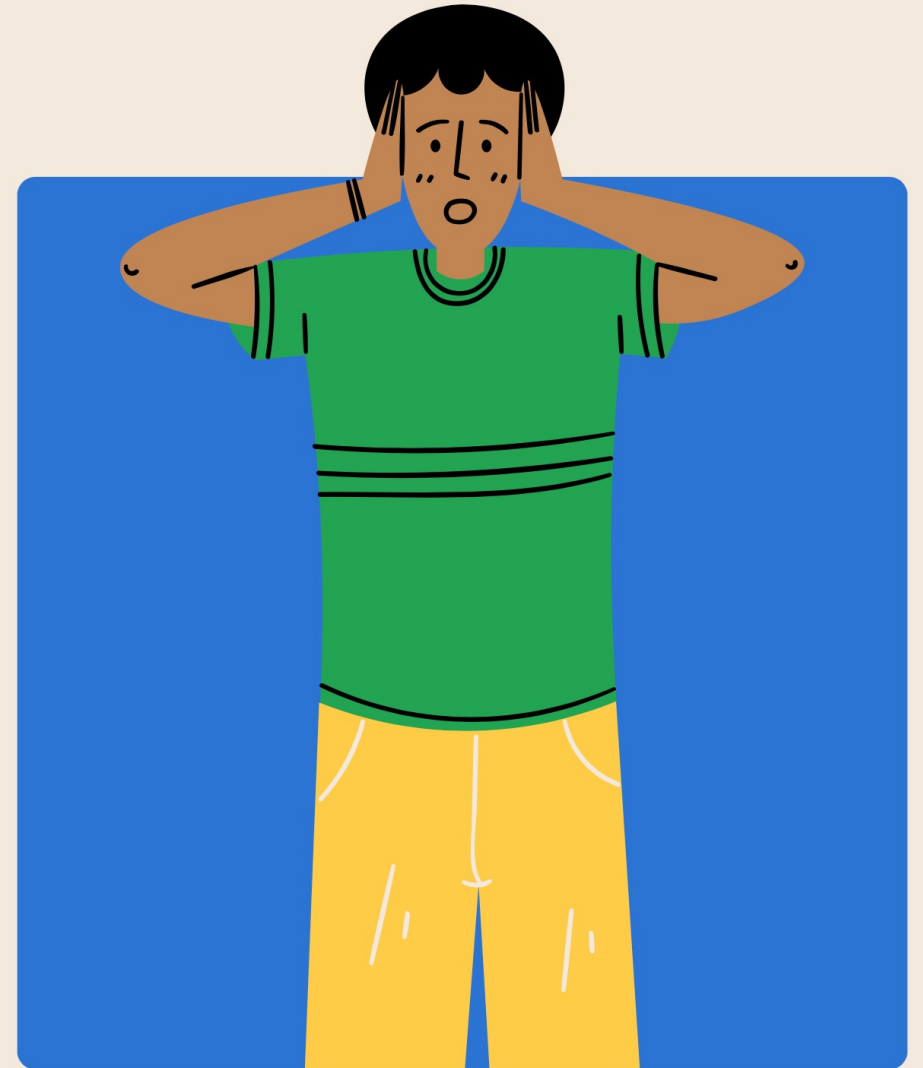


Modelo usuario streamlit

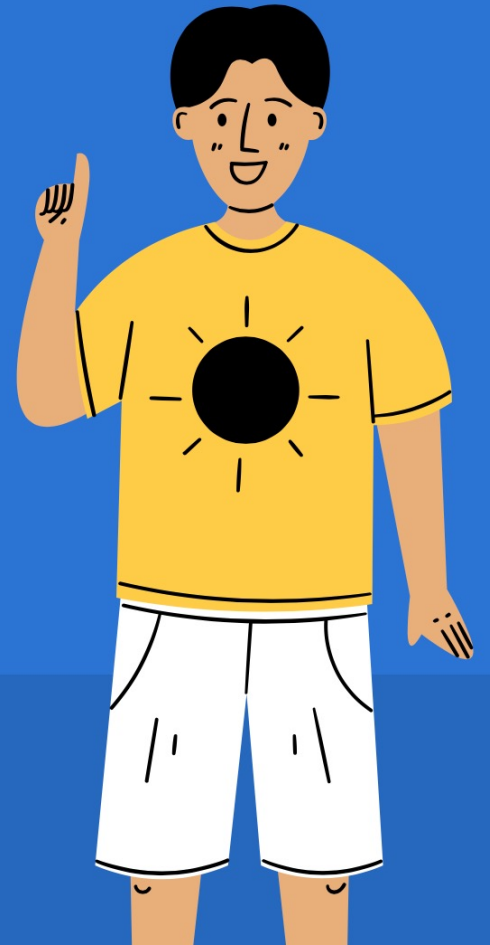
**"Cada vez que un
empleado se va de la
empresa supone un
gasto de**

43.000€ "

*(De los que 6.000 corresponden a costes de contratación). Esto equivale
aproximadamente al sueldo medio anual de un ejecutivo de marketing.*



¿QUÉ ES PEOPLE ANALYTICS?



OBJETIVO...



Análisis de datos

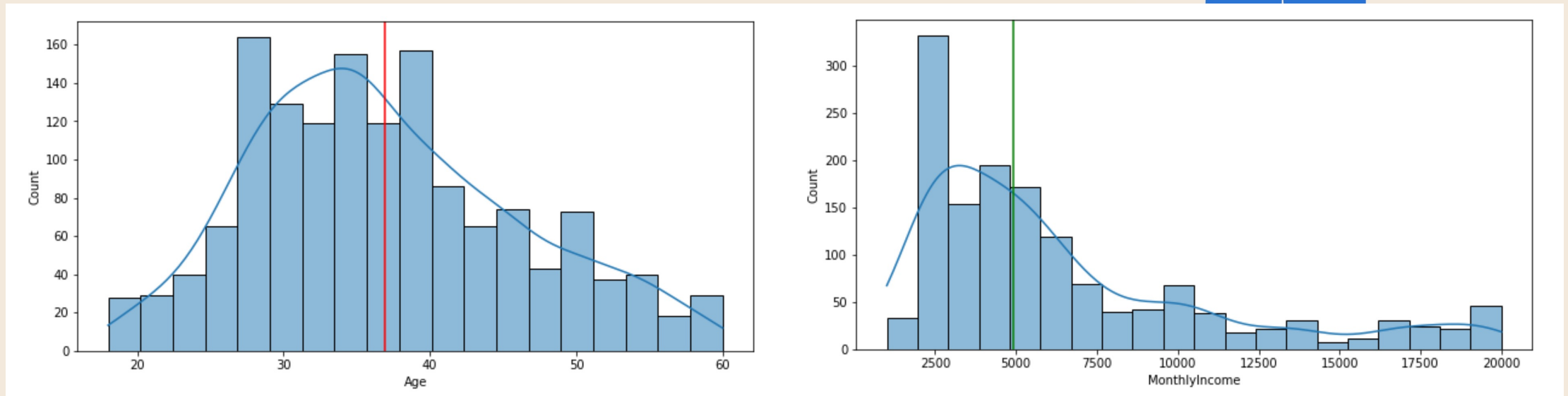
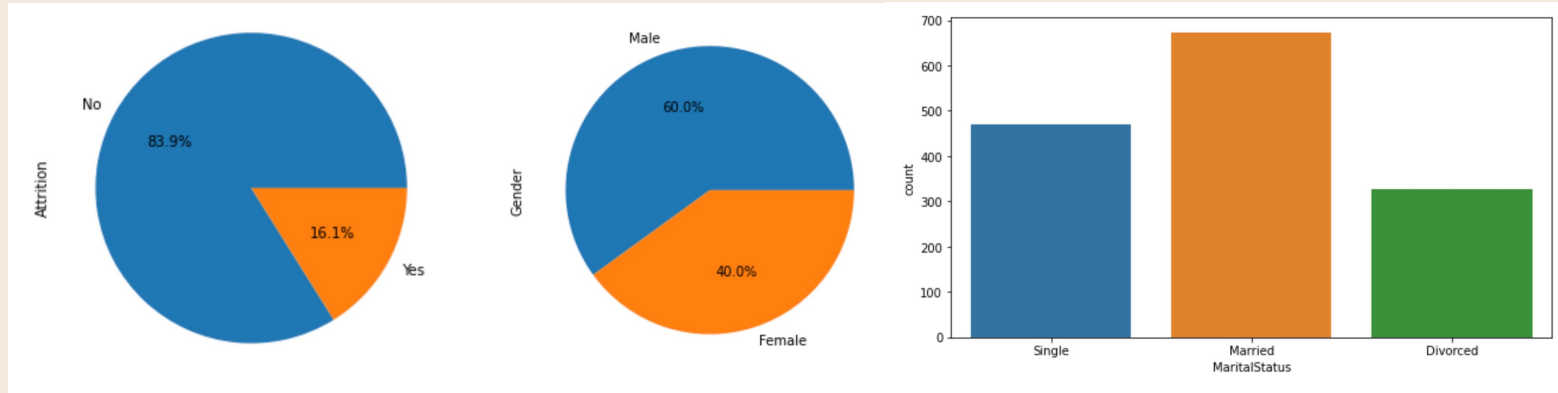
Modelo Predictivo

Aplicación usuario

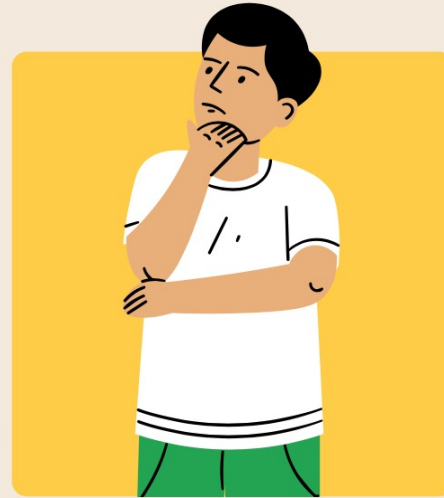


ANÁLISIS DE LOS DATOS

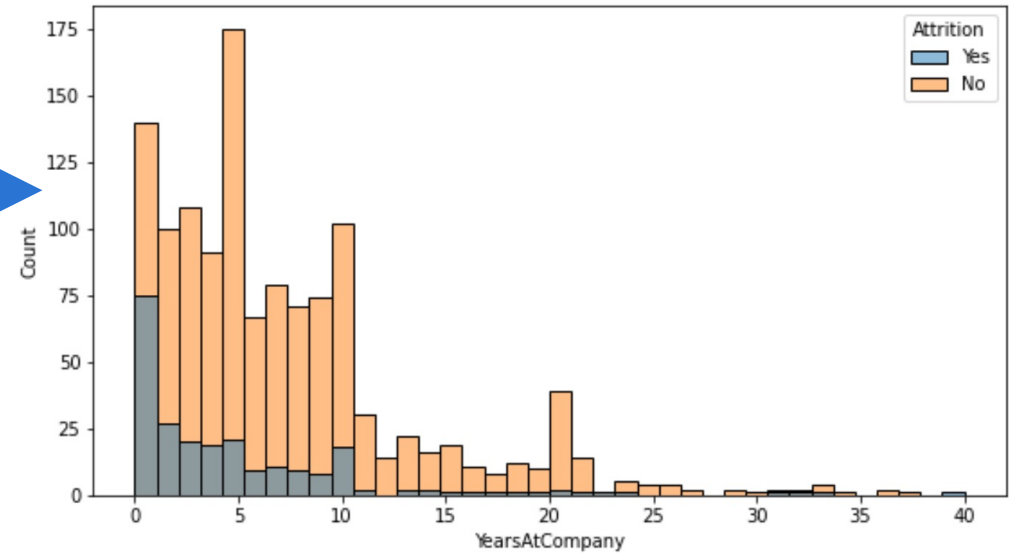
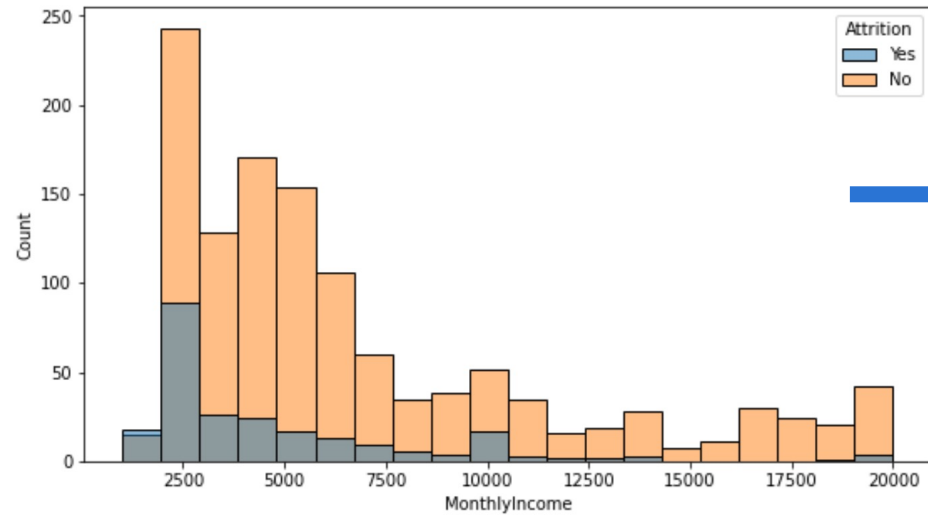
ENTENDIENDO LA BASE DE DATOS...



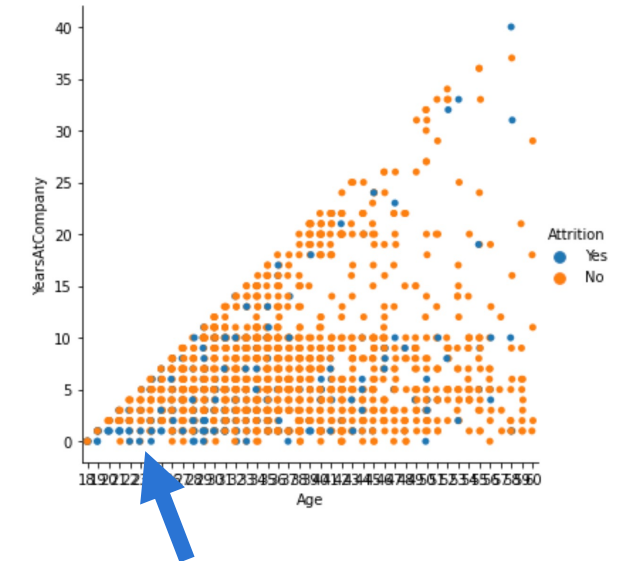
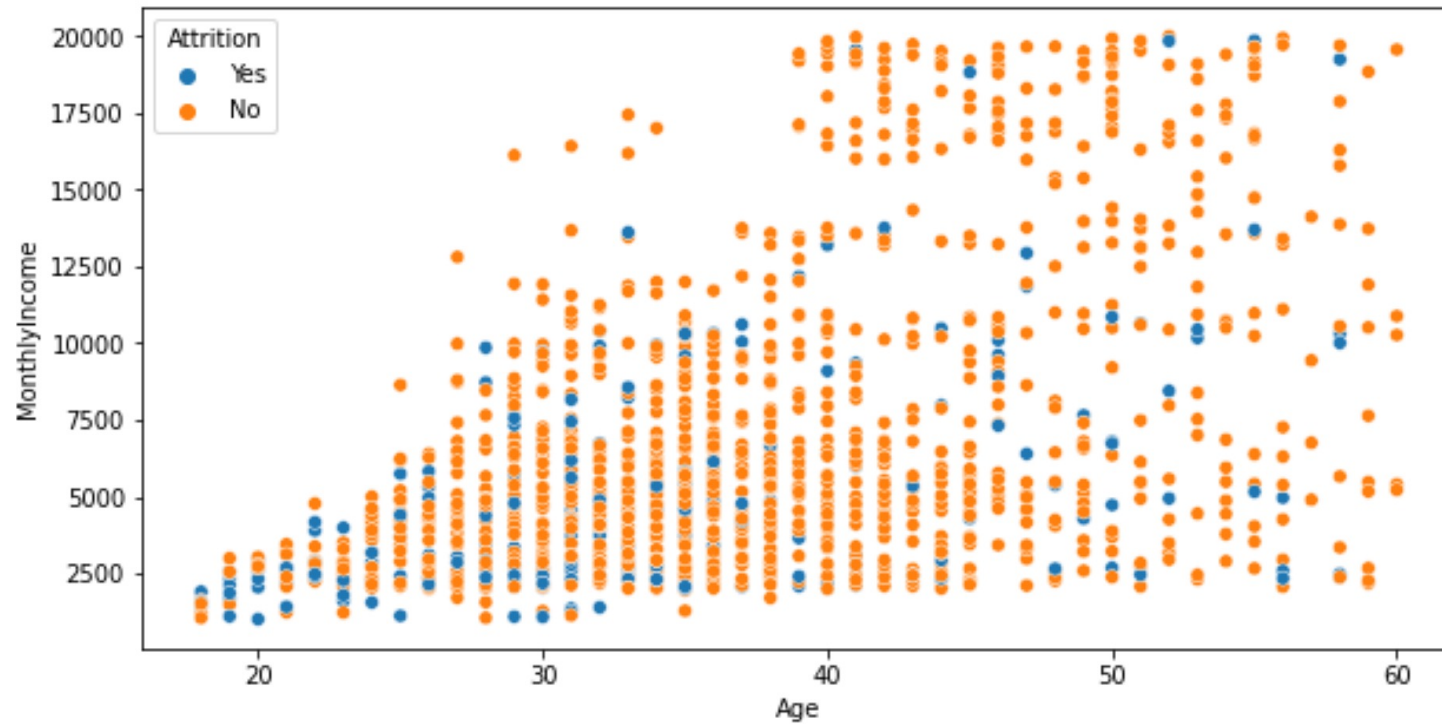
VARIABLES VS ATTRITION



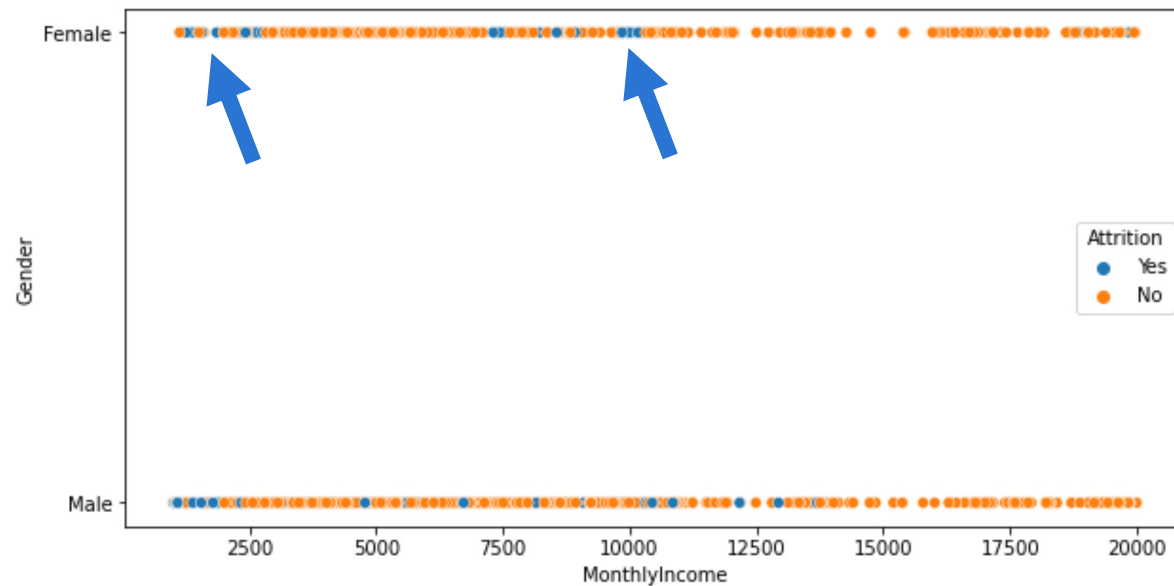
A MENORES INGRESOS MAYOR ATTRITION



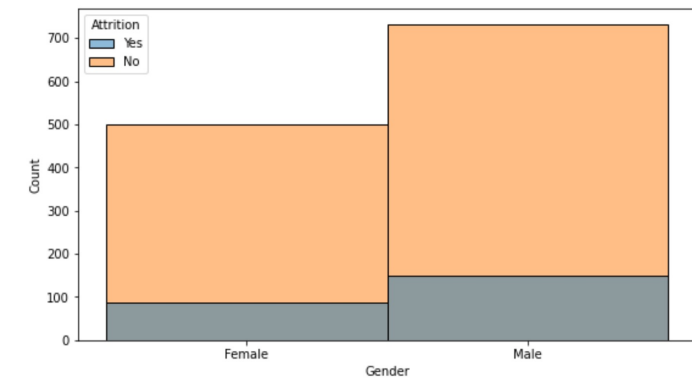
EN EDADES ALTAS CON POCOS INGRESOS MAYOR ATTRITION



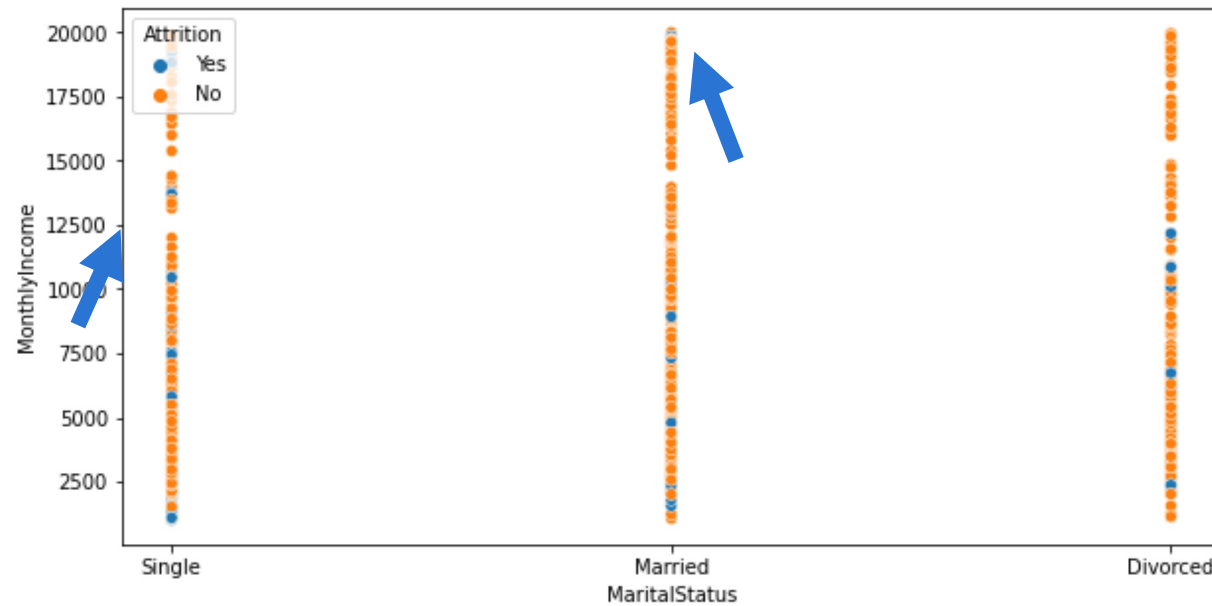
LOS HOMBRES TIENDEN A UNA MAYOR ATTRITION



Gender	Female	Male
Attrition		
No	501	732
Yes	87	150



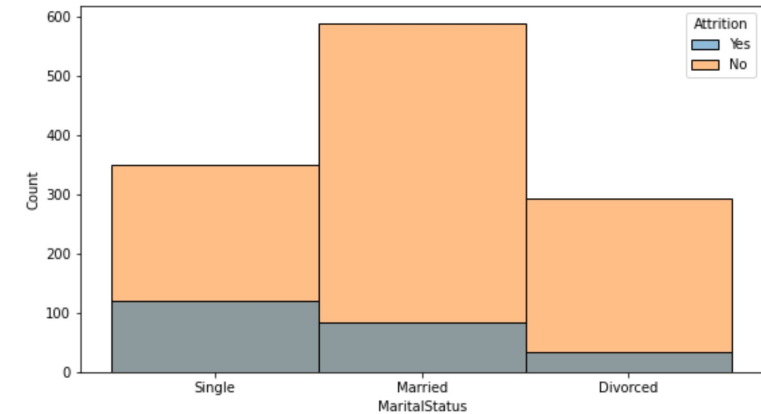
LOS SOLTEROS TIENDEN A UNA MAYOR ATTRITION



MaritalStatus Divorced Married Single

Attrition

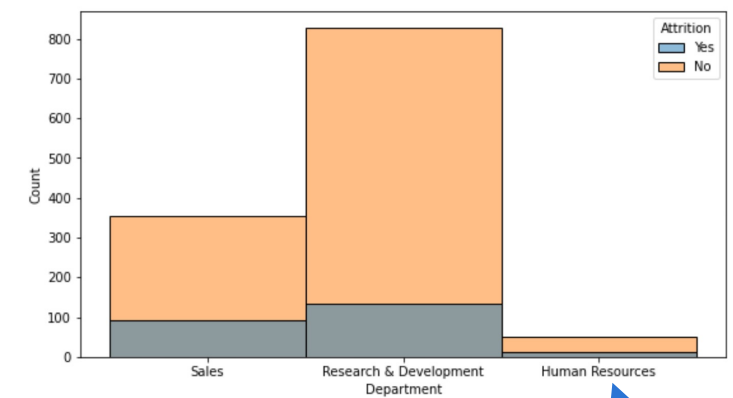
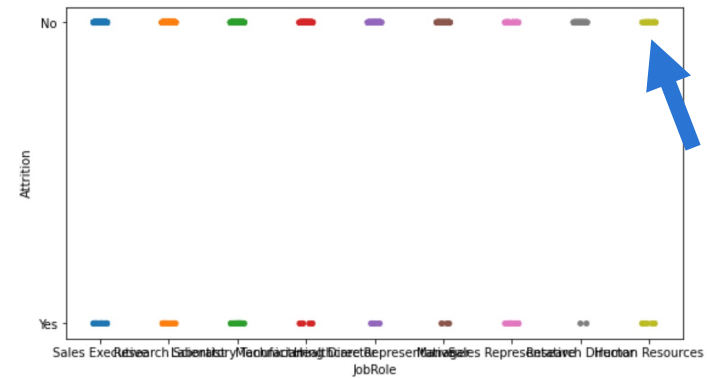
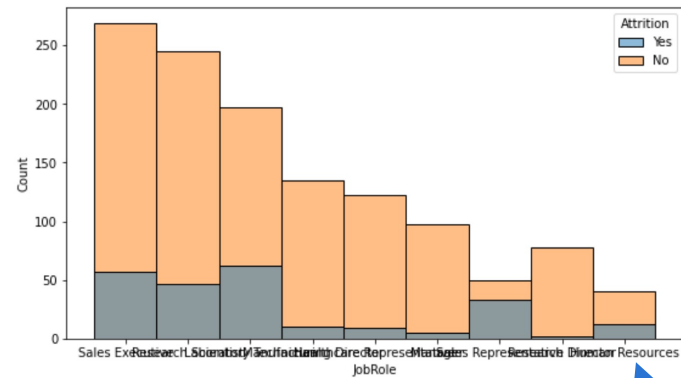
No	294	589	350
Yes	33	84	120



EL AREA Y ESTUDIOS DE RECURSOS HUMANOS PRESENTA UNA MAYOR ATTRITION

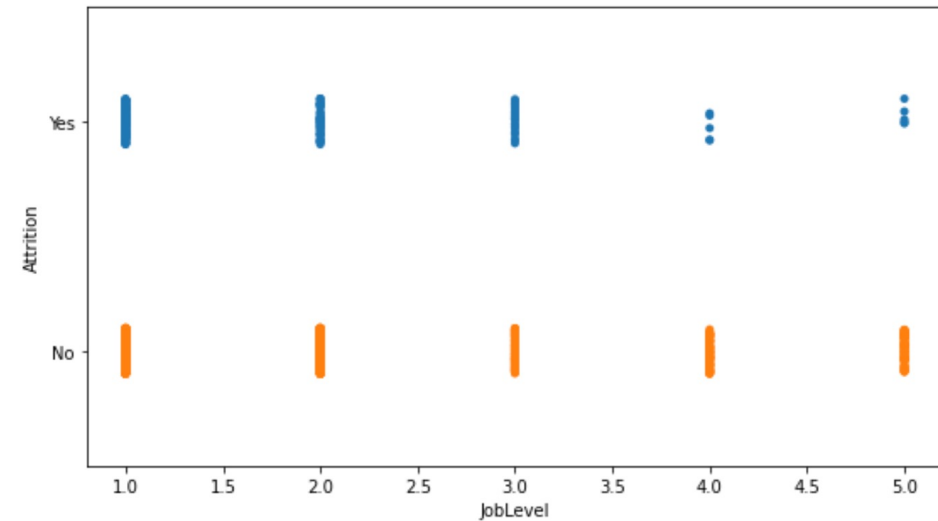
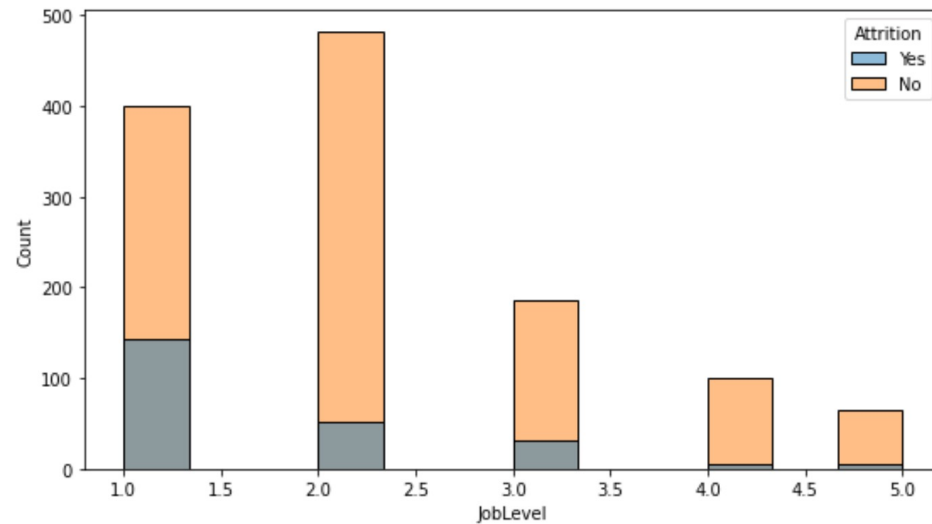
JobRole	Healthcare Representative	Human Resources	Laboratory Technician	Manager	Manufacturing Director	Research Director	Research Scientist	Sales Executive	Sales Representative
Attrition									
No	122	40	197	97	135	78	245	269	50
Yes	9	12	62	5	10	2	47	57	33

Department	Human Resources	Research & Development	Sales
Attrition			
No	51	828	354
Yes	12	133	92



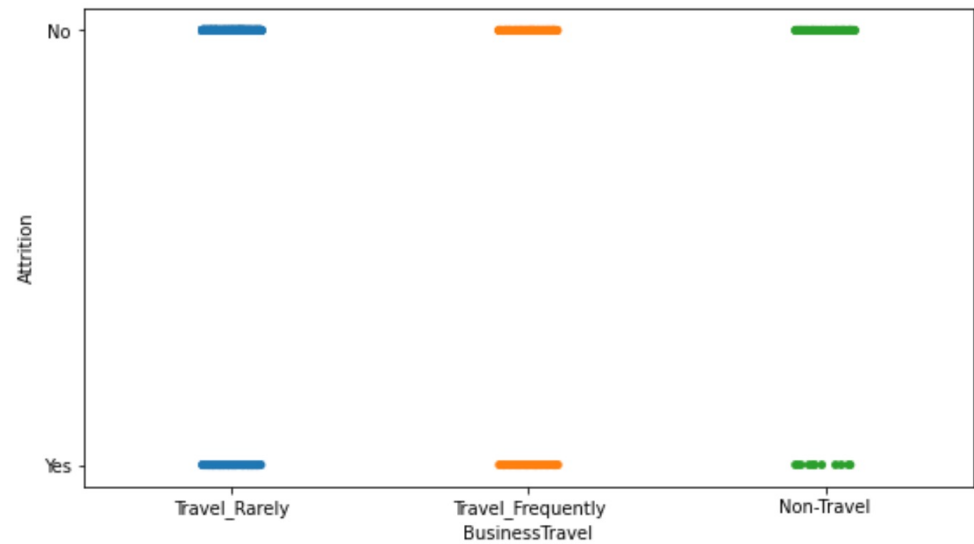
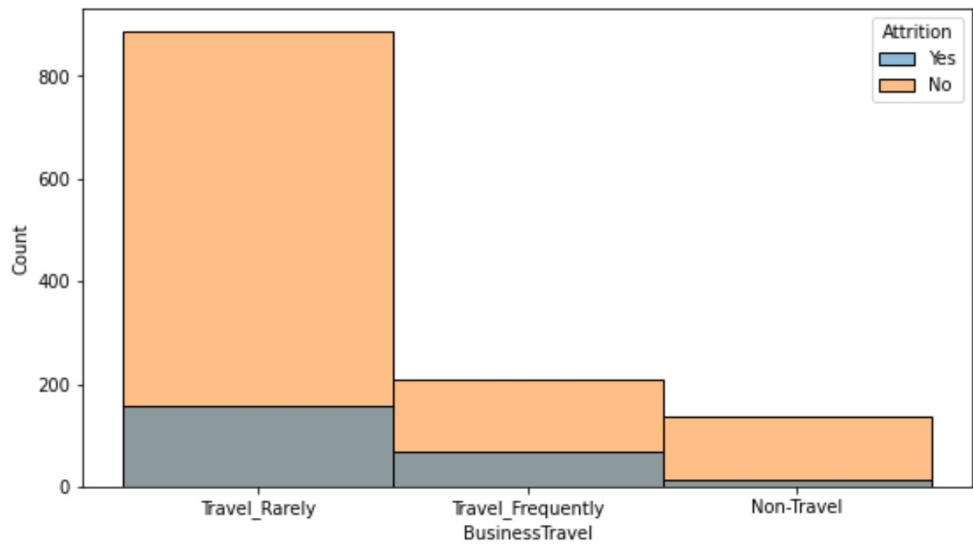
A MENOS JOBLEVEL MAYOR ATTRITION

JobLevel	1	2	3	4	5
Attrition					
No	400	482	186	101	64
Yes	143	52	32	5	5



SI VIAJAN MAYOR ATTRITION

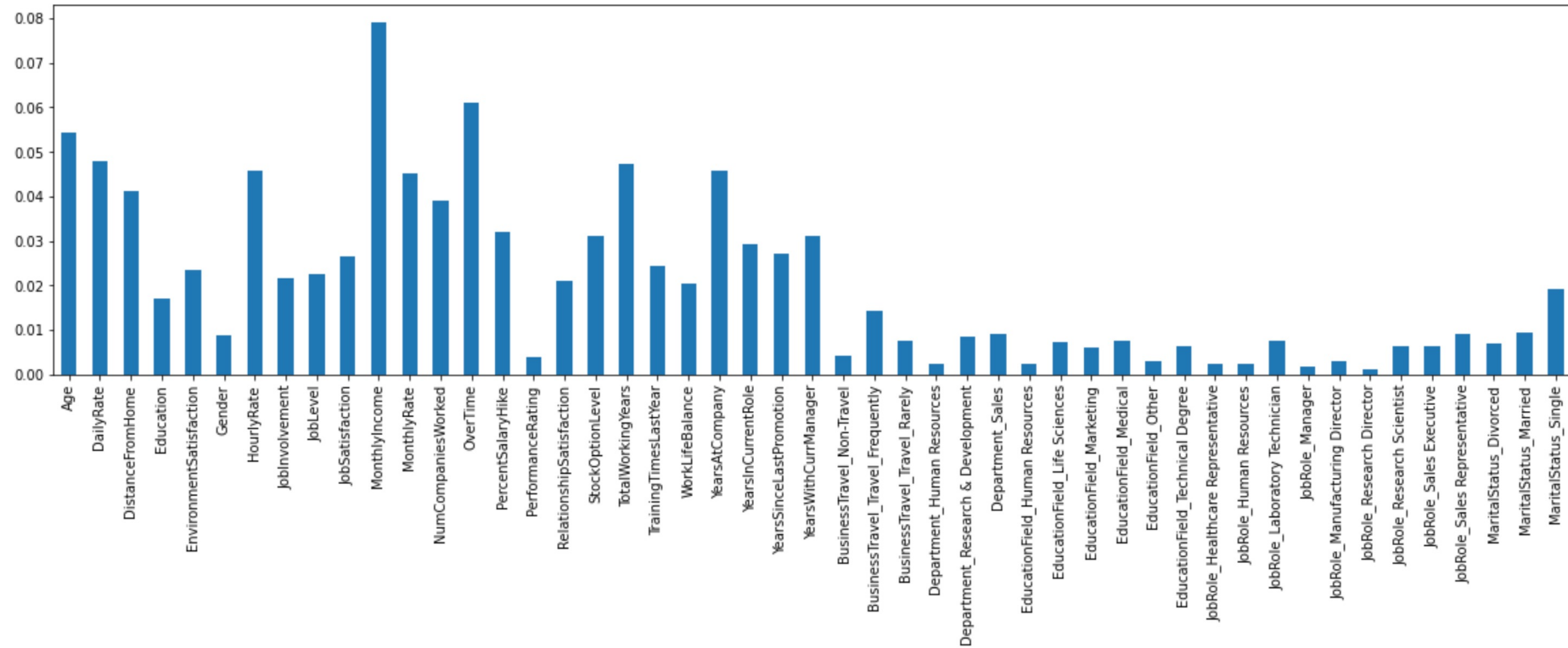
	BusinessTravel	Non-Travel	Travel_Frequently	Travel_Rarely
Attrition				
No	138	208	887	
Yes	12	69	156	



MODELO PREDICTIVO



OPTIMIZANDO EL MODELO





MUCHAS GRACIAS POR SU ATENCIÓN

Olaya Marqués Gómez