**Final Project**

Title: "Optimizing Employee Retention and Performance Through Data-Driven HR Strategies"

Background:

In today's competitive job market, retaining top talent and enhancing employee performance are critical challenges for organizations. High employee turnover and suboptimal performance can significantly impact productivity and financial outcomes. Our organization recognizes the need to leverage data-driven insights to address these challenges and ensure a more engaged and productive workforce.

Problem Statement:

The HR department is embarking on an HR analytics project to analyze existing HR data and develop actionable insights that can enhance employee retention and performance. The primary goal of this project is to identify key factors influencing employee turnover and performance and to develop strategies to address these issues proactively.

Objectives:

1. Analyze historical HR data, including employee demographics, job roles, compensation, performance evaluations, and turnover records.
2. Identify patterns, trends, and correlations within the HR data to gain a deep understanding of factors contributing to employee turnover and performance.
3. Create a performance enhancement strategy based on data-driven insights, including targeted training and development programs, compensation adjustments, and career progression plans.

Scope:

1. The project will focus on data analysis and modeling, drawing insights from historical HR data.
2. Data sources will include HR records, performance evaluations, compensation data, and exit interviews
3. The project will encompass the analysis of several years' worth of data to identify long-term trends and patterns.

Your task: -

1. Apply all the task code and knowledge to this project and send me the whole code
2. Create a report for this project so that you can remember what you have done in a word file.
3. Also create a presentation for the project and present in the final meet.

Dataset:- https://github.com/rishabhgoyal0498/Final-Project