# Decision Inc. Analytics Case Study Instructions

## Overview

The dataset provided consists of Employee Attrition data, i.e. whether an employee left a company, as well as various data around the employee and the work environment.

Note: For any data fields with a numeric rating, assume that a higher number means a higher rating e.g. a 5 in the Education field means highly educated, and a 1 means a low level of education.

## Requirement

The tasks that need to be performed on this set are as follows:

* Select 3 columns of your choice and perform some basic profiling of the data.
* Using a program/coding language of your choice, analyse the data and determine which 3 factors have the biggest effect on employees leaving.
* Using a program/coding language of your choice, design a model to predict whether an employee will leave a company based on the feature set supplied.
* Using the model, predict whether an employee with features defined in the Excel ‘Sample to Test Prediction’ is likely to leave the company or not.
* Considering the current climate and changes to working conditions since COVID, suggest additional features that should be considered in such a case study in future and how you suspect these would affect employee attrition.
* Prepare a presentation with the results of the case study.
* All workings must be submitted, such as code, workflows etc.

A max of 3 days can be given for this case study.