**Project Context**

* The HR department at a large company wants to unveil a new initiative to proactively retain their employees.
* Using data, they are looking to identify employees who are likely to leave and take proactive actions to reach out to those employees before it's too late.
* The HR department only cares about the permanent employees for this initiative.

## Current Structure

* The department currently arrange an 'exit-interview' and ask employees to share their reason for leaving.
* HR tries to learn insight from the interview and make changes in the company. The issue here is that HR can't aggregate all these insights systematically.
* This structure doesn't allow proactive actions, because here 'exit-interviews' are driving the policy changes.
* **Goal:**
* The goal here is to ***build a model which can identify those employees who are likely to leave.***