

Problem Statement

- People Charm', a growing company is facing a high attrition rate among their employees which in turn affects their business due to lack of expertise and experience.
- Their HR department is assigned the task to reduce the attrition rate by retaining employees who are about to churn out.
- They need to recommend special plans or strategies which will help them to retain their employees which in turn will help them to grow bigger as a company

Total size :14999 x 10

Data file : People Charm case.csv

| Variables | Description |
|------------------------------|---|
| <i>satisfactoryLevel</i> | Scores given by the employees, scaling 0 to 1 |
| <i>lastEvaluation</i> | Last evaluation points given, scaling 0 to 1 |
| <i>numberOfProjects</i> | Number of projects involved |
| <i>avgMonthlyHours</i> | Average monthly hours |
| <i>timeSpent.company</i> | Time spent at the company, in years |
| <i>workAccident</i> | Whether he/she had a work accident |
| <i>left</i> | if the employee is about to leave or not, about to leave(serving notice period) - 1 and 0 otherwise |
| <i>promotionInLast5years</i> | Whether he/she had a promotion in the last 5 years |
| <i>dept</i> | Department he/she belongs to |
| <i>Salary</i> | Salary as high, medium or low |