This file gives an overview of the python program code aimed at predicting the Employee Turnover based on a few relevant features.

People/ HR Analytics involves data-driven approach to managing people at work. It involves various aspects during an employee life cycle like Recruitment, Retention, Performance Appraisal, Learning & development, employee engagement, satisfaction etc.

The code mainly uses Python’s SCIKITLEARN library for performing a predicting modelling to predict the employees who are likely to leave or continue in the organization based on the features like satisfaction, number of work hours, compensation, department, tenure in company etc.

The flow follows a standard approach of data pre-processing, feature selection, model building, model evaluation, fine-tuning and final selection. We can see the Decision Classifier model, with appropriate hyper-parameter tuning yielding a good accuracy of about 97% on the test dataset.

The relative importance of features happens to be a great indicator of prioritizing the action items as appropriate.Based on our business problem (more focus on stayers or leavers) we can tune in better performances for Recall or Precision as desired.