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6 LIVE EVENTS

HackerEarth Machine Learning ...ll your employees leave you?

LIVE

Jun 10, 2020, 07:30 AM IST - Jun 30, 2020, 07:30 AM IST

Predict the employee attrition rate in organizations

Max. score: 100

Problem statement

Employees are the most important part of an organization. Successful employees meet deadlines, make sales, and build the brand through positive customer interactions.

Employee attrition is a major cost to an organization and predicting such attritions is the most important requirement of the Human Resources department in many organizations. In this problem, your task is to predict the attrition rate of employees of an organization.

Data

- Train.csv
- Test.csv
- sample_submission.csv

Variable Description

Column Name	Description
Employee_ID	Unique ID of each employee
Age	Age of each employee
Unit	Department under which the employee work
Education	Rating of Qualification of an employee (1-5)
Gender	Male-0 or Female-1
Decision_skill_possess	Decision skill that an employee possesses
Post_Level	Level of the post in an organization (1-5)
Relationship_Status	Categorical Married or Single

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Pay_Scale	Rate in between 1 to 10
Time_of_service	Years in the organization
growth_rate	Growth rate in percentage of an employee
Time_since_promotion	Time in years since the last promotion
Work_Life_balance	Rating for work-life balance given by an employee.
Travel_Rate	Rating based on travel history(1-3)
Hometown	Name of the city
Compensation_and_Benefits	Categorical Variabe
VAR1 - VAR5	Anominised variables
Attrition_rate(TARGET VARIABLE)	Attrition rate of each employee

Submission format

You are required to write your predictions in a **.csv** file that contain the following columns:

- Employee_ID
- Attrition_rate

Evaluation criteria

The evaluation metric that is used for this problem is the **root mean squared error**. The formula is as follows:

$$score = 100 * max(0, 1 - root\_mean\_squared\_error(actual\_values, predicted\_values))$$

Download dataset

Upload Prediction File

Please upload the prediction file in the format as stated in the problem.

Choose file No file chosen

Submit & Evaluate

Upload Source Files

You need to submit a zip or tar archive consisting of a text file explaining your approach, details about feature engineering, tools you used and the relevant source files.

Choose file No file chosen