

FORECASTING EMPLOYEE RESIGNATION USING AI

Based on problem statement, we can achieve this by using “*Supervised Learning – Classification*” from *Machine Learning domain*.

Dataset:

Emp ID	Age	Dept	Exp in years	Leave Taken	Appraisal Rating	Salary	Promotion	Output/Label
101	28	IT	3	9	2	40000	0	Resigned/1
102	35	HR	7	2	5	75000	1	Stayed/0
103	35	IT	6	4	4	68000	0	Stayed/0
104	26	IT	2	10	1	35000	0	Resigned/1
105	30	Admin	4	3	3	52000	1	Stayed/0

Justification for choosing below stages:

Machine Learning – Here data are number format (i.e row and column)

Supervised Learning –

- The problem statement is “Which employee may resign next? – So, requirement is clear.
- From the created dataset, input and output are available with all data –So, Input and output are present.

Classification – We can categorise like “Resigned or Stayed” based on input.

AI Based Solution:

- Collect the employee ID, age, department, years of experience, leaves taken, performance rating, salary, promotion and output data from the database.
- Inform this data to Model and Predict the probability of resignation risk. If risk is high(ex. 75%), then perform call to action like send an email to HR to take preventive action else no action is required.

FLOW CHART:

