

# ORIE 4741 Project Proposal: What makes employees leave a company?

sr2232 - Silvia Ruiz  
rr737 - Alejandro Ruiz  
me449 - Majda Essadiqi

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## 1 Objective

In the past years, companies have been facing higher employees turnovers more frequent than ever. We are interested in finding the reasons why this happens. We are also interested in knowing what has to be changed in current workplace environments in order to meet the expectations of the millennial generation. For our project, we found a 10 MG data set from Kaggle called: "HR Analytics Case Study". Some of the predictor variables that this data set contains is: environment satisfaction level, job level, relationship with manager, last promotion, work life balance and others. The response variable is whether they stayed or left the company. The data set can be found:

## 2 References

The data set can be found: [www.kaggle.com/vjchoudhary7/hr-analytics-case-study](https://www.kaggle.com/vjchoudhary7/hr-analytics-case-study)