

Python

Certification Project

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Industry: Human Resource management

Challenge –

AB Consultants is a company that outsources its employees as Consultants to top various IT firms. They have been in the Industry for a long time. Their business had been increasing quite well over past, however in recent times there has been a slowdown in terms of growth because their best and most experienced employees have started leaving the Company. The VP of the firm is not very happy with the company's best and most experienced employees leaving prematurely. The VP of the firm has employed you to find out insights in the Company's Employee Data and find out an answer as to know why the best and most experienced employees are leaving.

Solution –

The VP has laid out the requirements to you. As a Data Analyst of the Company now it's your charter to do the required analysis and find out patterns as to why the best employees are leaving so early.

Using Python, you derive at a forecast model to predict which employees could be leaving the company, as well as a probability as to why our best and most experienced employees are leaving prematurely. This will help to plan our next steps to avoid the churn out. You decide to create a script that will contain the following:

- A visualization and distribution (of all the employee relative fields)
- Forecast using different Machine Learning models and see the outcome
- Compare different Machine Learning models and cross validate them
- Find out why best and most experienced employees are leaving prematurely
- Give a Final Prediction Model (the best one) to Forecast