Attrition Analytics

## Abstract

Analytics seems to be making a mark in almost every field, right from manufacturing till smart cities. Attrition hasn't remained untouched from it either. Every single company, be it large or small has to deal with employee attrition. There are some visible broad patterns in attrition data when seen over a reasonable time period. This opens up the possibility of using targeted analytics which can often yield some actionable insights from attrition data. The combined use of these insights and data-driven predictive models can be used to design effective plans for reducing attrition, improving retention, reducing attrition costs and mitigating attrition effects.

This project would be an attempt to understand the analytics work done in this field. Perform feature engineering, PCA and apply different statistical modeling and data mining techniques.

The project should accomplish the following :

1. Identify attributes that could be indicative of ‘risk of leaving’?

2. Develop a model to predict employee attrition using features identified.