PROJECT PROPOSAL (SYNOPSIS)

Determining Employee Turnover using Machine Learning

## Introduction :

## What is Employee Turnover?

In human resource terms, employee turnover is a measurement of how long your employees stay with your company and how often you have to replace them. Any time an employee leaves your company, for any reason, they are called a turnover or separation.

Employee Turnover nowadays days becoming a big problem the attrition rate of IT sector is increasing very fast and company are facing financial loss because of it

Objective

To create a model which determine the factor which play important role in employee turnover and try to predict who will leave the company based on the model created

Project Category

Machine Learning

Are you doing this project for any Industry/college?

The project is a part of BCIIT Semester project

Name and Address of the Industry or Client

Banarsidas Chandiwala Institute of Information Technology

# Hardware Requirements

The hardware requirements for the employee turnover project. I have developed the whole system on the following hardware.

| Type of hardware | Hardware requirements |
| --- | --- |
| Hardware | Intel pentium ® 2.70 GHZ processor  .64-bit system |
| Installed Memory[RAM] | 4.00 GB |

# Software requirements

Here there is a list of software which are required for this project

| Type of software | software requirements |
| --- | --- |
| Operating System | Windows 7 ultimate |
| Web browser | Google chrome |
| Codet Editor | Google colaboratory |
| Data Analysis | Google Data Studio |
| Model Deployment | Anvil ai |

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# Future scope and further enhancement of the project:

After trying to understand what caused employees to leave in the first place, we can form another problem to solve by asking ourselves

1. What features caused employees to stay in an organisation?
2. What features contributed to employee retention?

# Limitations of the project

# In this project my aim is to predict who will leave the organisation based on the features I have in the dataset. But there are many different issues

# Which play an important role in employee turnover and in the dataset those features are not available . Those hidden feature are also important to know because they play big role in employee turnover rate,

But the best part of the model is that we can know who will leave the organisation and we can allocate a limited incentive budget for them so that the employee turnover rate can be control

Project Guide

Sonia Batra

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