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Course Content

Problem Statement - Job Change Prediciton

Context and Objective:

A company that is active in Big Data and Data Science wants to hire data scientists among people who successfully pass some courses conducted by the company. Many people sign up for their training. The company wants to know which of these candidates want to work for the company after training or looking for new employment because it helps to reduce the cost and time as well as the quality of training or planning the courses and categorization of candidates. Information related to demographics, education and experience is provided by candidates during signup and enrollment.

This dataset is designed to understand the factors that lead a person to leave their current job, and it is hence useful for HR research. By building a model that uses the current credentials, demographics, and work experience related data, you will predict the probability that a candidate is looking for a new job, as well as interpret the main factors that affect an employee's decision whether to continue or attrite.

Attribute Information:

- **Enrollee_id:** Unique ID for candidate
- **City:** City code
- **City_development_index:** Developement index of the city (scaled)
- **Gender:** Gender of candidate
- **Relevent_experience:** Relevant experience of candidate
- **Enrolled_university:** Type of University course enrolled if any
- **Education_level:** Education level of candidate
- **Major_discipline:** Education major discipline of candidate
- **Experience:** Candidate total experience in years
- **Company_size:** No of employees in current employer's company
- **Company_type:** Type of current employer
- **Last_new_job:** Difference in years between previous job and current job
- **Training_hours:** training hours completed
- **Target:** 0 – Not looking for job change, 1 – Looking for a job change

Learning Outcomes:

- Exploratory Data Analysis
- Preparing the data to train a model
- Optimizing neural networks.
- Making predictions using the model

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