

PREDICTIVE ANALYTICS IN HUMAN RESOURCES



OBJECTIVE

Early Identification of Patterns that help increase retention rates

OUTCOME

INCREASED RETENTION RATE
REDUCED TURNOVER
REDUCED TRAINING COSTS

STUDY GROUP:

NUMBER OF EMPLOYEES IN THE STUDY: 5000

FINDINGS

	PARAMETER	OPTIMAL VALUE
1	TIME SPENT IN THE COMPANY	< 4 YEARS
2	SATISFACTION LEVEL	< 0.45
3	WOLRK ACCIDENTS	< 1
4	LAST EVALUATION	> 1

PARAMETERS USED

- NUMBER OF PROJECTS
- AVERAGE MONTHLY HOURS SPENT
- TIME SPENT IN THE COMPANY
- SATISFACTION LEVEL
- TIME AFTER LAST EVALUATION
- NUMBER OF PROMOTIONS
- NUMBER OF ACCIDENTS
- CURRENT EMPLOYMENT STATUS

ATTRIBUTES USED

- SALARY RANGES
- DEPARTMENT

Algorithm Findinigs

- 88% CONTRIBUTION FACTOR WAS SAFETY
- 52% EXPERIENCE
- 28% EVALUATION
- SALES DEPARTMENT HAD LOWEST RETENTIO
- LOW SALARY EMPLOYEES HAD LOW RETENTI

Total Algorithms Used: 26

- Stacking algorithms
- Boosting Algorithms
- Predictive Algorithms
- Clustering Algorithms
- Feature selection
- Bagging Algorithms



REFERENCES

Case study Available upon request.