

ABSTRACT

Employee attrition refers to the natural reduction in the employees in an organization due to many unavoidable factors like productivity, morale, and financial performance. Predictive modeling techniques offer a proactive approach to understand and mitigate attrition risks. This project proposes the application of a Random Forest Classifier, a powerful ensemble learning method, to predict employee attrition. Machine learning has an enormous impact on the way organizations operate day to day and how their employees feel about their work and their company. Employee attrition is a major cost to an organization, and predicting the attrition is at the forefront needs of the human resources in many organizations. The existing system for employee attrition used machine learning techniques like decision tree, support vector machines classifiers which is unstable and it doesn't execute very well when the data set has more sound. To overcome this, the project uses the random forest machine learning technique which increases the efficiency and accuracy of the prediction using this algorithm have achieved 95 percentage.