

# Employee Retention Analysis & Prediction for Salifort Motors

## Executive Report For Employee Retention & Attrition

### ISSUE / PROBLEM

Employee turnover is a key challenge for Salifor Motors, impacting efficiency and growth. Identifying its drivers and applying data-driven strategies is vital to strengthen retention and workforce stability

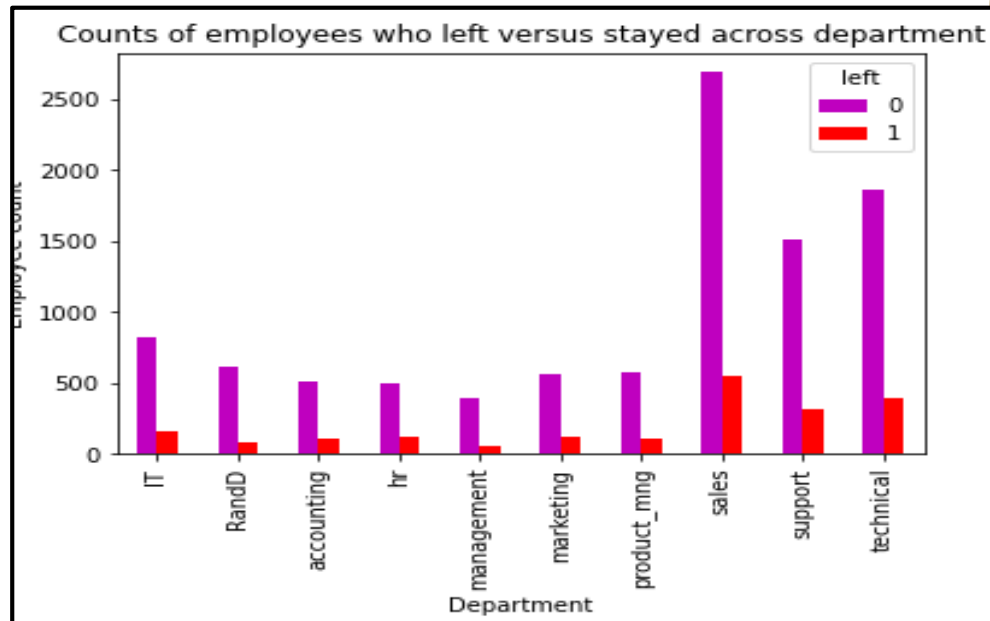
### RESPONSE

A comprehensive data-driven analysis is conducted to identify key drivers of turnover and designed targeted strategies to improve retention, strengthen engagement, and ensure workforce stability."

Random Forest model demonstrated **98.29% of accuracy** outperformed Linear Regression.

### IMPACT

Random Forest will predict whether the employee will leave the company. Moreover, these insights assist HR to make better decisions to improve employee retention.



**Highest numbers of employees who left are in the sales, support, and technical departments**

Accuracy: 0.9829901521933752

Classification Report:

	precision	recall	f1-score	support
0	0.98	1.00	0.99	1846
1	0.98	0.92	0.95	388
accuracy			0.98	2234
macro avg	0.98	0.96	0.97	2234
weighted avg	0.98	0.98	0.98	2234

**Classification Report of Random Forest Model**

### KEY INSIGHTS

- Set limit on number of projects an employee can work on at a time.
- Communicate company's overtime pay policies and workload/time-off expectations to all employees.
- Promote employees with at least four years of tenure
- Give bonuses to employees who work more than 200 hours monthly.
- It appears that employees are leaving the company as a result of poor management. Leaving is tied to longer working hours, many projects, and generally lower satisfaction levels. It can be ungratifying to work long hours and not receive promotions