Salifort Motors

Employee Retention Project

Project Overview

Salifor motors wants to improve their employee retention rate and to know variables involved in this process

Details

Key Insights

1. Since the variable we are seeking is categorical we are using a classification model
2. We will be using Random Forest because it requires less assumptions
3. There is a lot of collinearity in our variables because of this we chosen this model
4. This model will be helpful for hr department because it will predict employee retention
5. Employees are dissatisfied
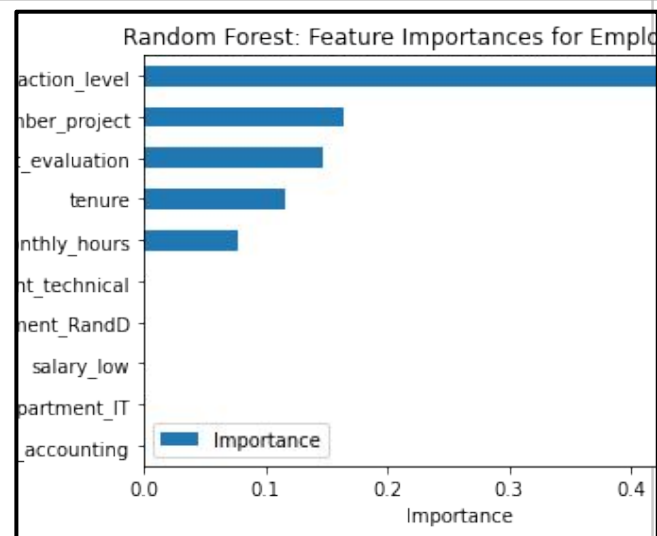6. They are overworked
7. Improve evaluation process

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These are the important features in our model

Next Steps

1. Reduce employee workload
2. Increase employee satisfaction level
3. Equally distribute employee workload
4. Consider doing surveys to ask employees
5. Increase work/life balance
6. Promote employees who deserve promotion
7. Further study the relationship between variables involved