Salifort Motors

Employee Retention Project

ISSUE / PROBLEM

Salifort Motors is committed to bolstering its efforts to resin employees and is actively exploring the key drivers that could potentially prompt employees to depart from the company.

What factors are likely to contribute to an employee's decision to leave the company?

IMPACT

Our predictive model is a valuable tool that enables us to foresee whether an employee is likely to leave our organization. With this predictive capability and a comprehensive understanding of the driving forces behind employee departures, our Human Resources (HR) team can make informed decisions and take proactive steps to enhance employee retention. This empowers us to cultivate a workplace environment that is more supportive and satisfying, fostering mutual benefits for both our dedicated employees and the overall prosperity of the company.

RESPONSE

Given that the variable we intend to predict is categorical in nature, our team has the option to construct either a logistic regression model or a tree-based machine learning model.

It's worth noting that, in our analysis, the random forest model exhibits a slight performance advantage over the decision tree model.

KEY INSIGHTS

Random Forest: Feature Importances for Employee Leaving
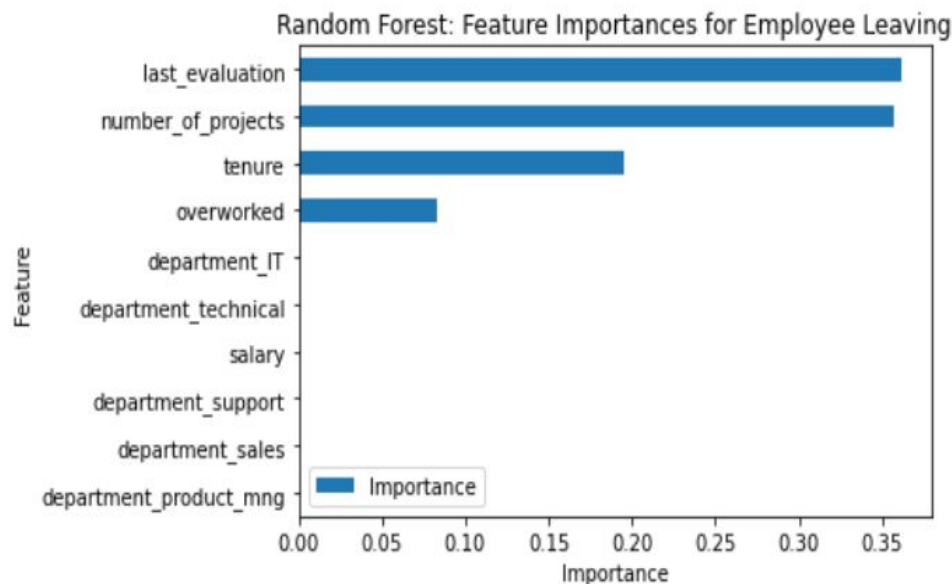
- Limit the number of projects per employee.
- Explore promotions for long-serving employees and understand their dissatisfaction.
- Clarify overtime pay policies and workload expectations.
- Foster open discussions to address work culture.
- Implement a fair evaluation system not solely based on hours worked.