Salifort Motors

Employee Retention Project

⟩ ISSUE / PROBLEM

Salifort Motors would like to improve employee satisfaction level and answer the following question:
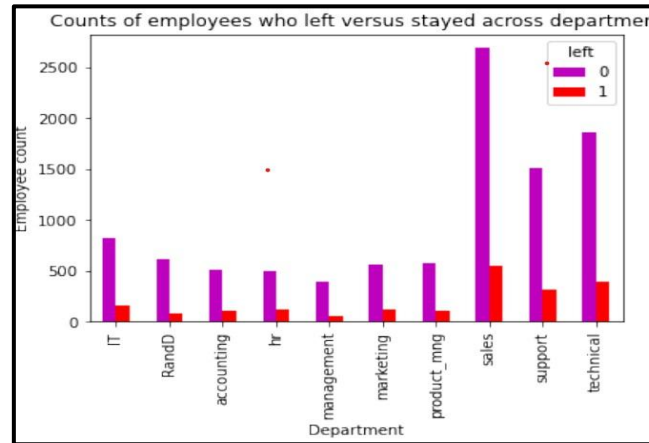
What is likely to make an employee leave the company?
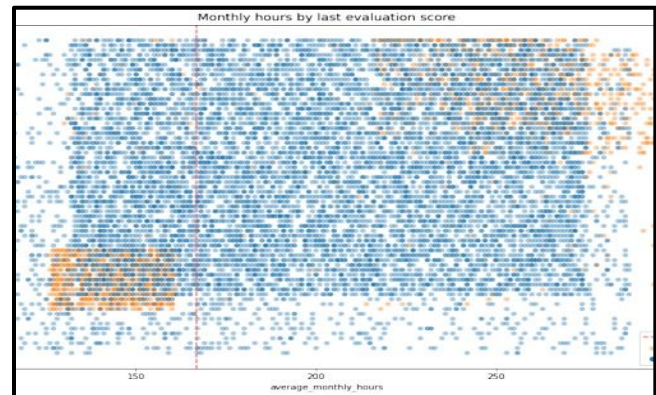
⟩ RESPONSE

The variable to predict is categorical therefore the team can use logistic regression machine learning model.

⟩ IMPACT

The model will help predict whether an employee will leave and contributing factors. This insight will help HR to take the right actions to improve employee retention.

Stacked bar plot shows employees who stayed and left.

The scatterplot shows two groups of employees that left : overworked employees that performed very well and those that worked slightly under the average hours of 166.67, with lower evaluation score.

⟩ KEY INSIGHTS

Limit the number of projects employees take on.

Promote employees who have been with the company for at least four years.

Do not require employees to work longer hours.

Hold discussions about the company work culture and address issues.