

Salifort Motors Project

Subtitle

ISSUE / PROBLEM

Analyze the HR survey data and help the company increase retention and job satisfaction for current employees, to save money and time training new employees.

RESPONSE

It's clear that employees who worked an average of more than 240 hours per month all left the company, showing a clear relationship with the number of projects completed per month. Above 3 projects per month, the number of employees leaving the company increases.

IMPACT

- The Random Forest model outperforms the XGBoost classifier in predicting employee behaviors.
- Key variables influencing employee decisions include satisfaction level and number of projects.

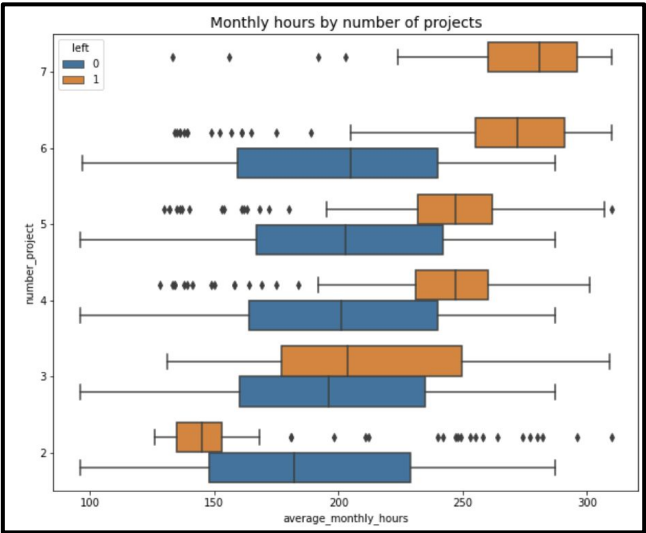


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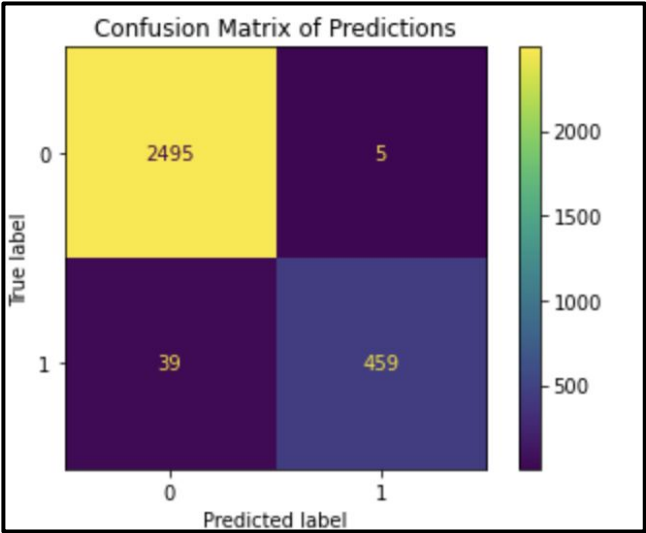


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KEY INSIGHTS

1. Consider reducing the number of projects per employee per month (maximum of 3) to improve work-life balance and potentially reduce turnover.
2. Invest in gathering data on employee termination or resignation for deeper analysis and insights.
3. Utilize the model to gain a better understanding of employee mental health dynamics and their impact on overall company performance.