

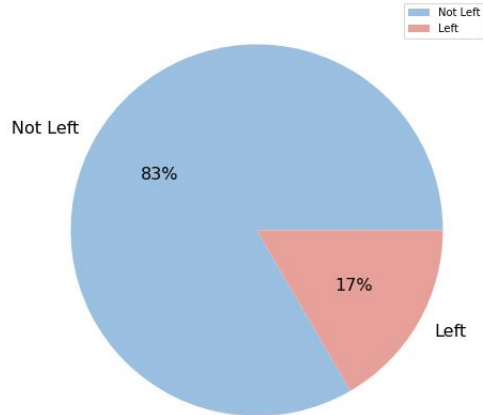
Salifort Motors

Employee Retention

Problem and objectives

Problem:

There's a **high turnover rate** across the organization. **Employee retention** needs to increase.



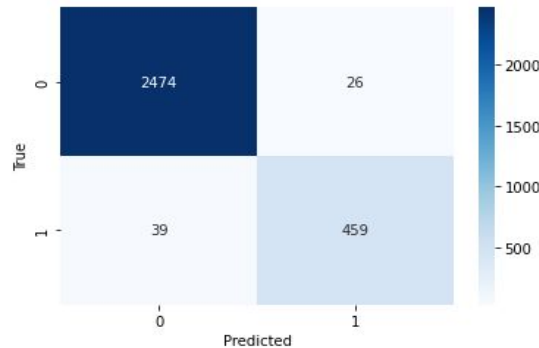
Objectives:

- 1) Create a **Predictive Model**.
- 2) **Identify reasons** for turnover.
- 3) Provide **actionable next steps**.

Predictive Model and Results

Model Selection:

Two models were built to predict employees leaving. The model that performed best was a **Machine Learning** model. It focuses on the people that leave.



The model catches **92%** of the people that left.

Indicators of turnover:



Recommendations

The following recommendations should be implemented **across all departments** of the organization.

- Conduct **exit surveys**.
- **Measure** and follow-up on **satisfaction levels**.
- **Limit** the amount of **projects to 3 or 4**.
- Maintain **monthly hours around 200** or reward **extra hours**.
- **Review promotion policies** focusing on the people with **tenure of 6 years or less**.
- **Review salaries periodically**, focusing on people with **low and medium salaries**.