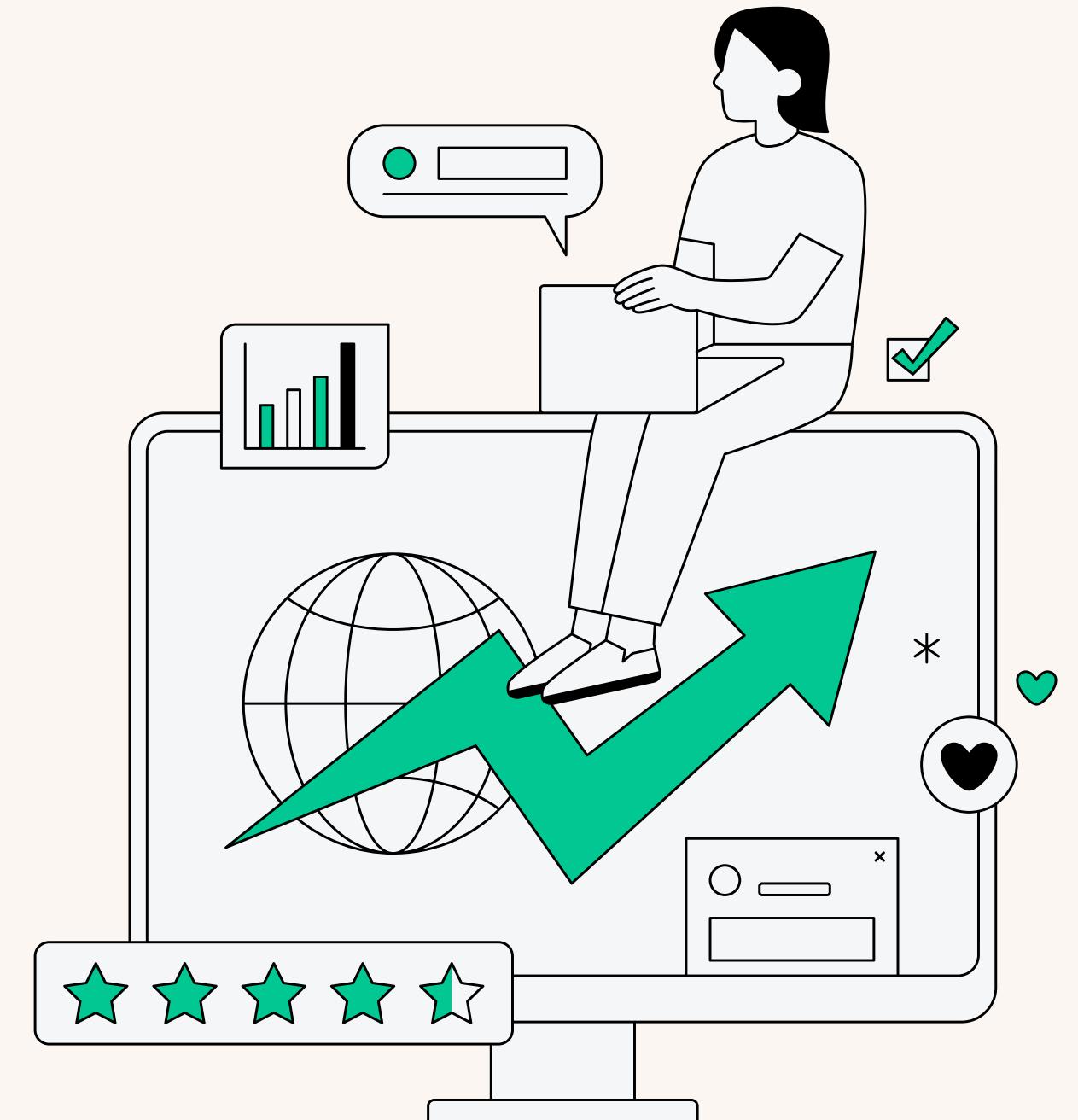


Presented by Ratthana Tongtan

Salifort Motors: High Turnover Rate Analysis

Understanding and Addressing Employee Attrition



Limitations & Further Considerations



- This analysis is based on a specific dataset and its timeframe.
- The model is limited by the features available in the dataset (external factors and more nuanced workplace dynamics are not directly captured).
- Employee Satisfaction, while a strong predictor, acts as a proxy for underlying root causes (workload, compensation, career opportunities). Further qualitative research is recommended.
- The paradoxical finding related to work accidents requires further investigation to understand the underlying dynamics.

Further research could explore longitudinal data, incorporate qualitative data, integrate external economic indicators, and refine dynamic predictive models for continuous improvement in employee retention strategies.

The Challenge at Salifor Motors

01.

High Turnover
Consequences

02.

Financial Impact of
Employee Attrition

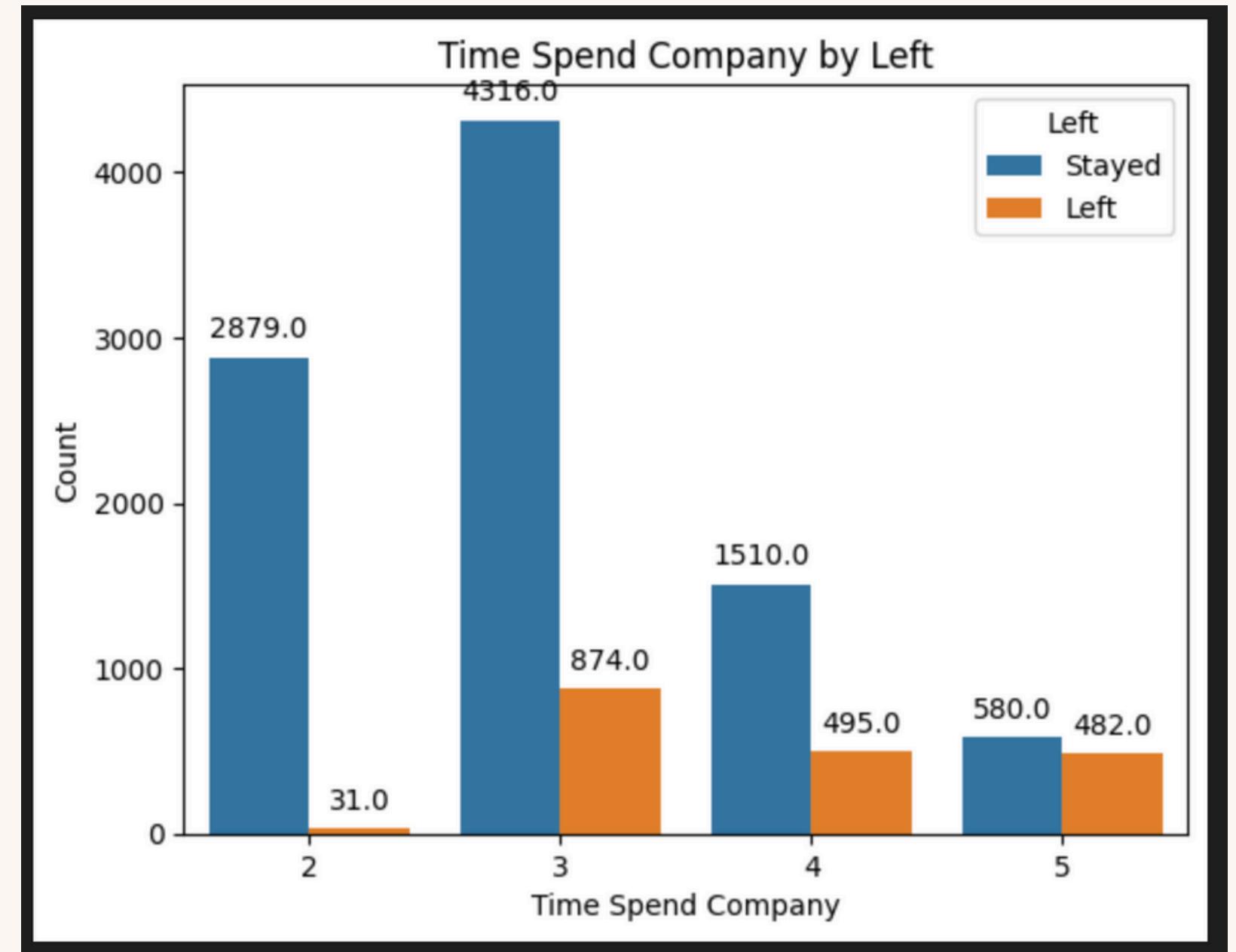
03.

Productivity Loss
Overview

04.

HR Strain and
Resource
Allocation

Why this problem is important?



Challenge #1:

High Turnover Consequences

High turnover results in increased hiring and training costs, disrupts team dynamics, and diminishes employee morale. The ripple effect can create a negative workplace culture, further exacerbating retention problems.

Challenge #2:

Financial Impact of Employee Attrition

Employee attrition can cost companies upwards of 30% of an employee's annual salary in direct costs. This can significantly influence Salifor Motors' financial health, necessitating a focus on retention strategies.

Challenge #3:

Productivity Loss Overview

A high turnover rate disrupts workflows and results in lower productivity as new hires typically take time to reach full effectiveness. Repeated cycles of turnover inherently drain the company's operations, leading to inefficiencies.

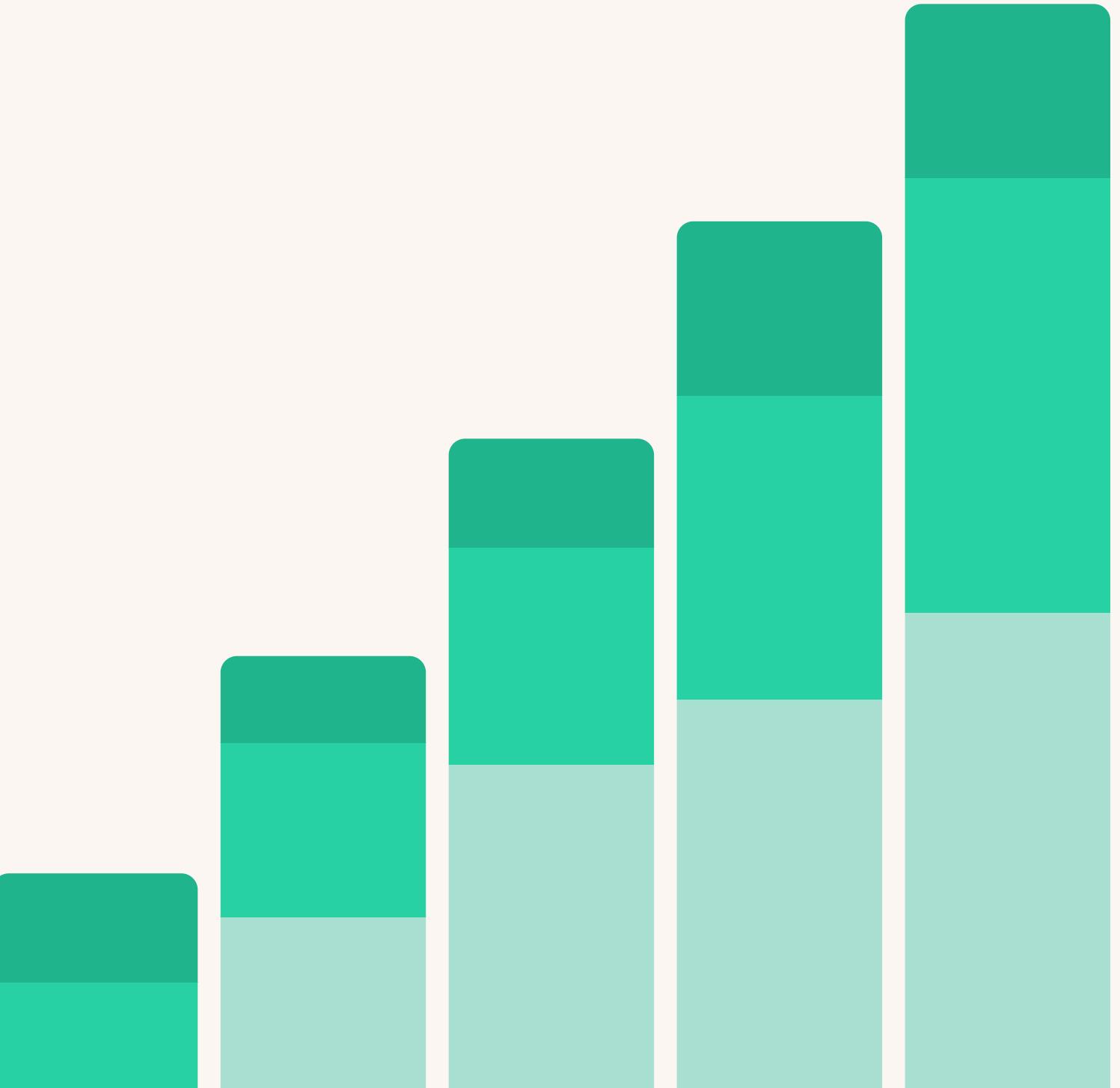
Challenge #4:

HR Strain and Resource Allocation

Frequent turnover places a heavy burden on HR teams, requiring more time and resources for recruitment and onboarding processes. This can detract from other strategic initiatives that enhance employee engagement and company growth.

Data-Driven Investigation

- Project Goals and Objectives
- Exploring Data Analysis Techniques
- Predictive Modeling Overview
- Actionable Insights from Data



Project Goals and Objectives

The main goal of this project is to analyze employee turnover trends to understand its underlying causes. This involves using data-driven insights to impact strategic HR decisions positively and reduce attrition rates significantly.



Exploring Data Analysis Techniques



Various data analysis techniques are employed including Exploratory Data Analysis (EDA) to identify patterns, correlations, and anomalies in turnover-related data. Visualization tools further aid in interpreting complex datasets effectively.



Predictive Modeling Overview



Predictive modeling leverages historical employee data to forecast turnover rates and identify high-risk employee segments. Techniques like logistic regression are utilized to enhance understanding of factors driving attrition.



Actionable Insights from Data



The analysis reveals key drivers of turnover: low satisfaction, workload imbalance, and inadequate compensation. These insights enable targeted strategies that address employee concerns, aiming to reduce attrition rates effectively.

Key Insights on Turnover Drivers

01.

Employee
Satisfaction
Trends

02.

Workload
Imbalance Factors

03.

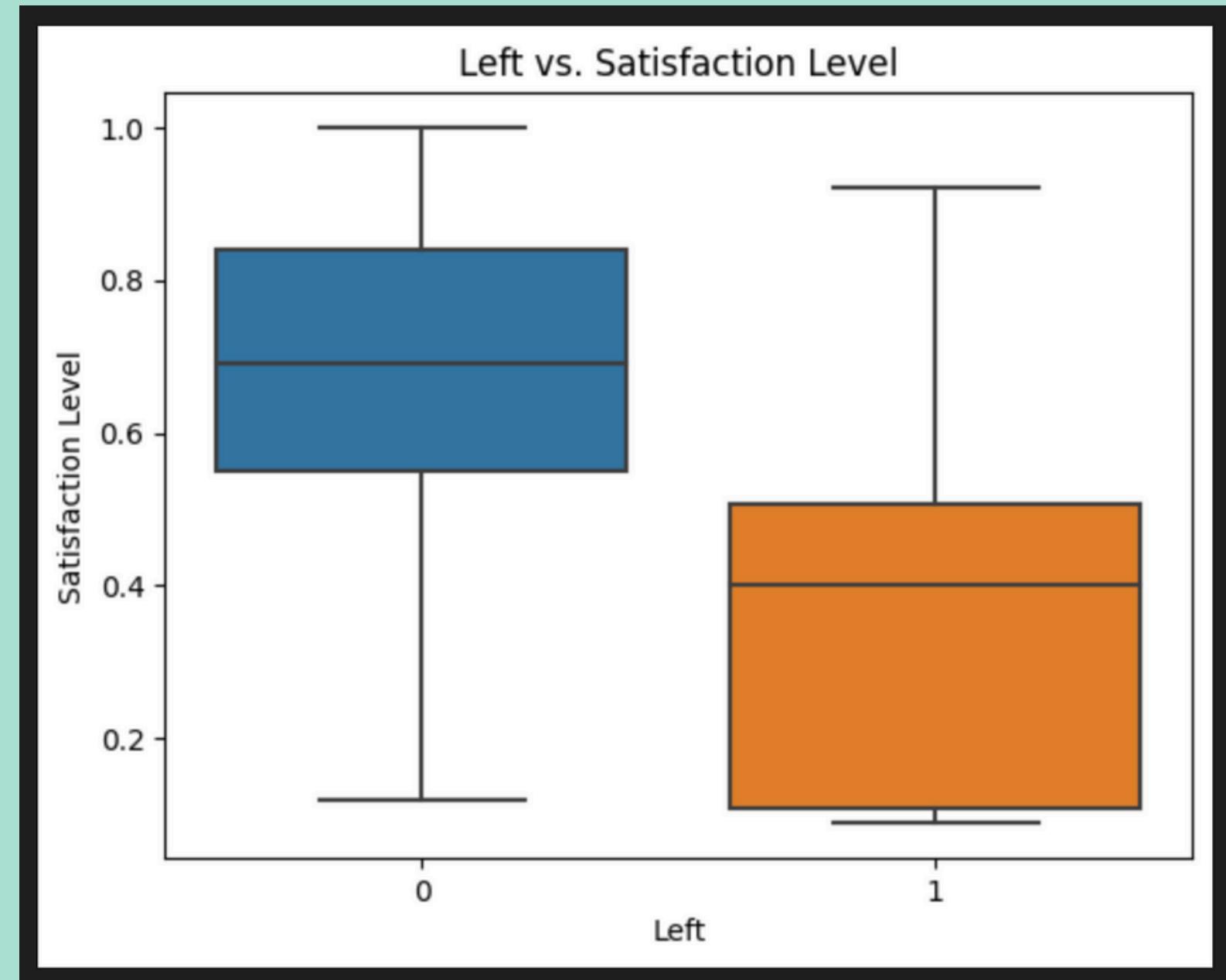
Compensation
Variability

04.

Career Growth
Limitations

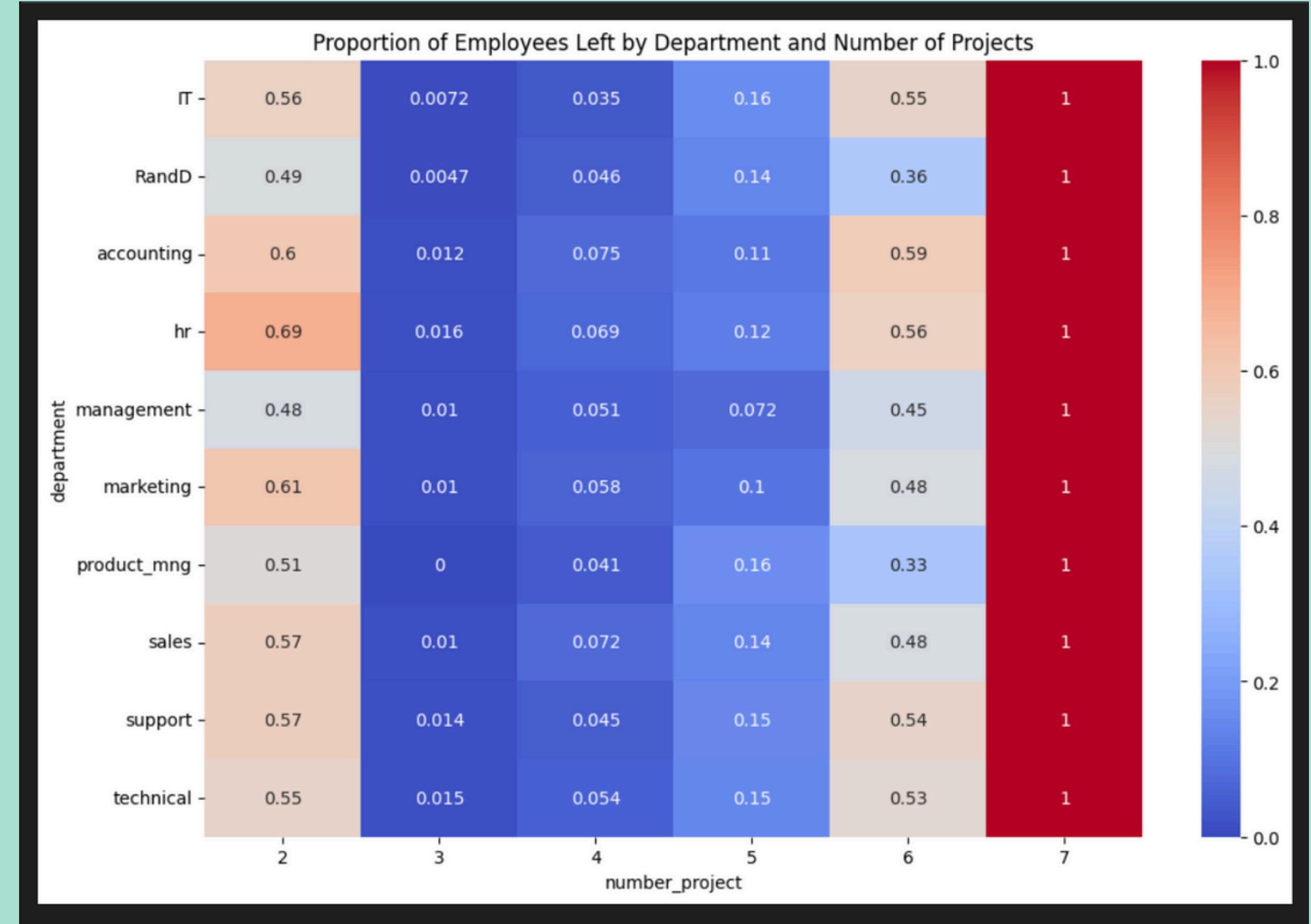
Employee Satisfaction Trends

- Employee satisfaction is a critical indicator of turnover risk. Research indicates that employees who express low satisfaction are significantly more likely to leave, with turnover rates spiking around the two-year mark of employment, suggesting a critical time for intervention.



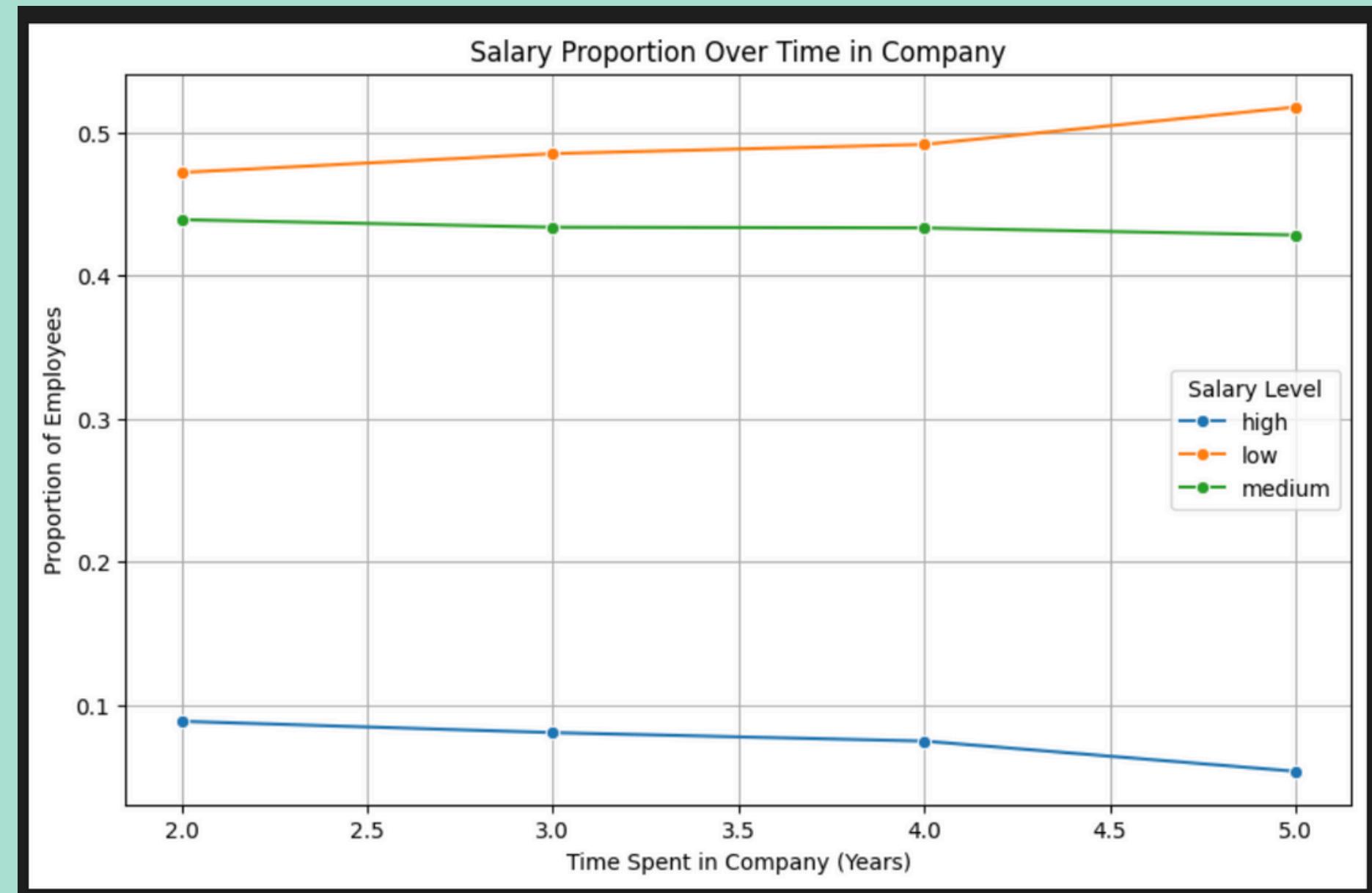
Workload Imbalance Factors

- Workload imbalance is a significant driver of attrition at Salifor Motors. Employees in early tenure often feel underutilized, while those in mid-career report being overburdened, leading to increased turnover in both groups.



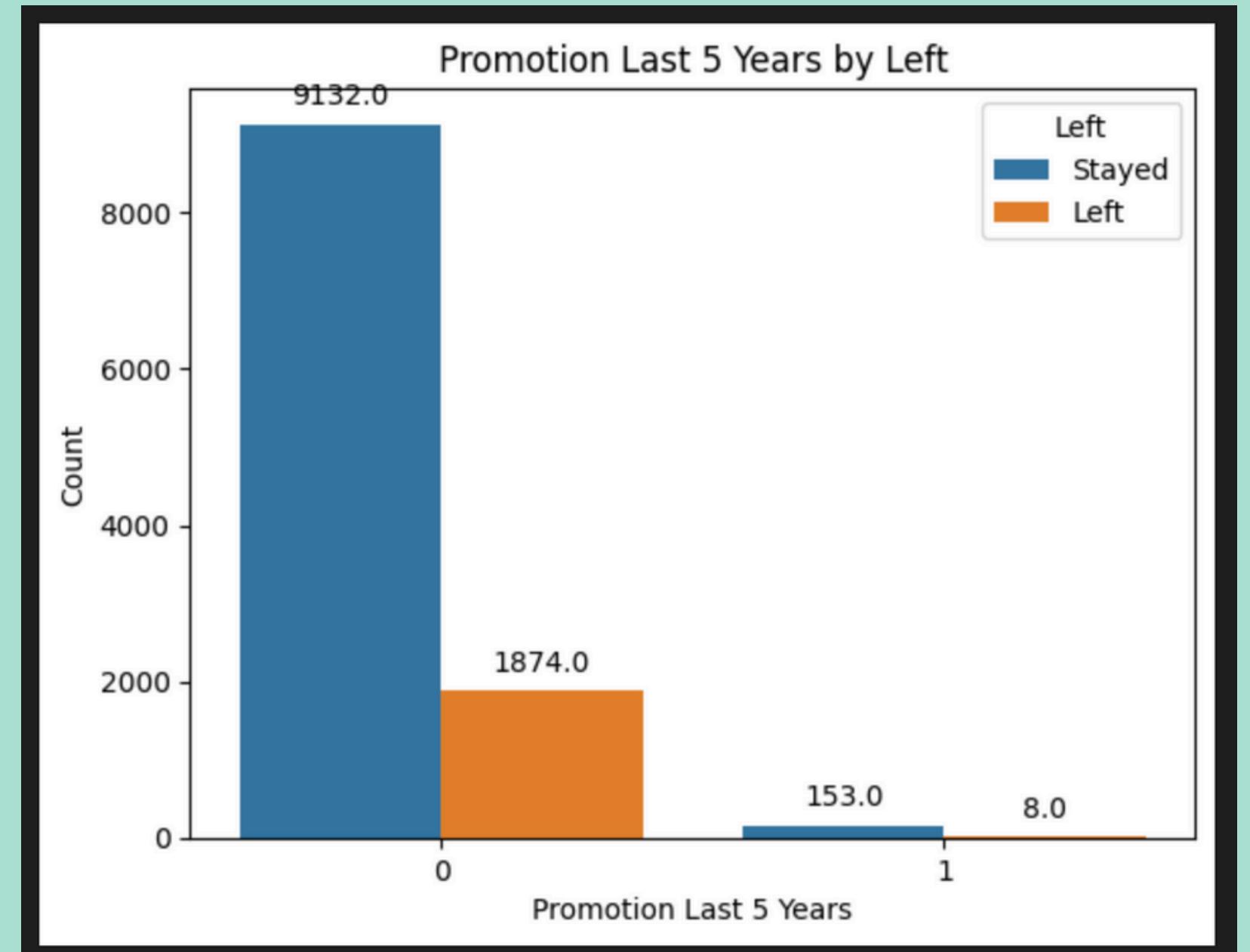
Compensation Variability

- Compensation plays a vital role in employee retention. Employees perceive stagnant salaries and inequitable pay as major factors for leaving, highlighting the need for regular salary reviews and clear pathways for financial growth.



Career Growth Limitations

- Limited career advancement opportunities contribute significantly to turnover. Employees report frustration with low promotion rates and unclear career paths, emphasizing the need for transparent processes and development programs to retain talent.



From Insights to Action - Charting a Path to Retention

1. Proactive Satisfaction Strategies
2. Enhancing Compensation Packages
3. Optimizing Workload Distribution
4. Expanding Career Development Opportunities



Proactive Satisfaction Strategies

01.

Establish a robust feedback system through pulse and lifecycle surveys to gauge employee satisfaction continuously. Implement action plans based on feedback to address areas of concern, fostering a culture of responsiveness and care.



Optimizing Workload Distribution

02.

Conduct comprehensive workload analysis to ensure a balanced distribution of tasks among employees. Implement project portfolio tools and manager training to align workload effectively with employee capabilities and workloads.



Expanding Career Development Opportunities

03.

Create transparent career pathways and development programs to facilitate employee growth and promotion. Encourage mentorship and training initiatives to support skill development, ensuring employees envision a future within Salifor Motors.



Enhancing Compensation Packages

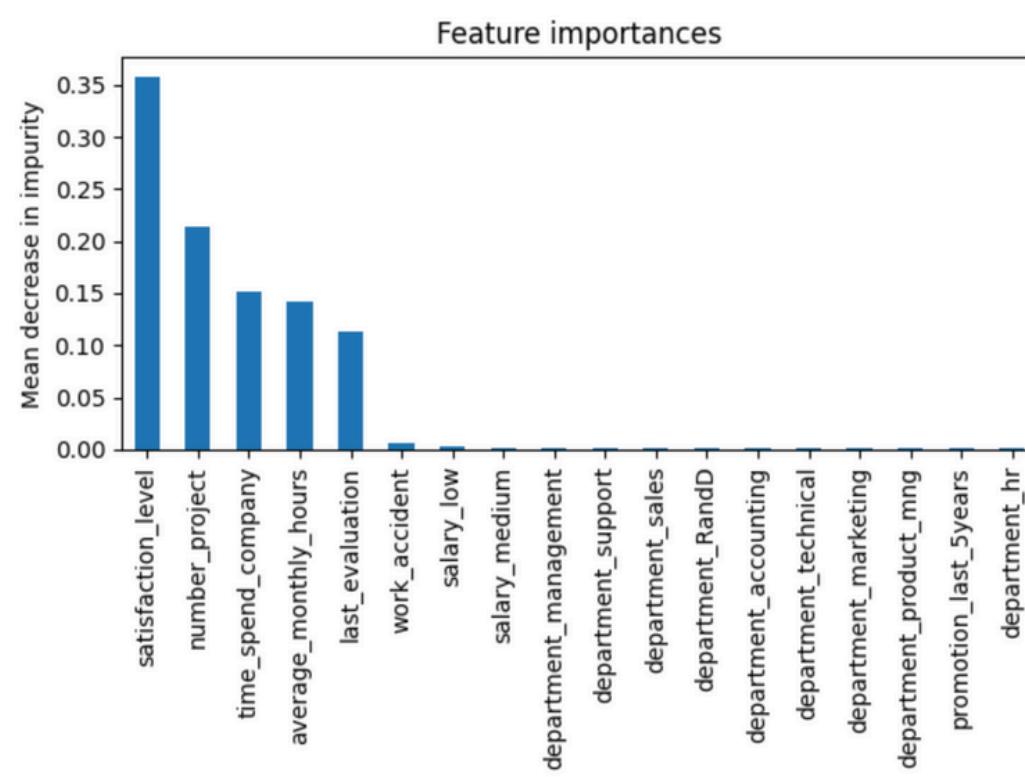
04.

Revamp salary and recognition programs by conducting regular salary benchmarking to remain competitive in the market. Introduce merit-based pay and comprehensive recognition programs to ensure employees feel valued and fairly compensated.

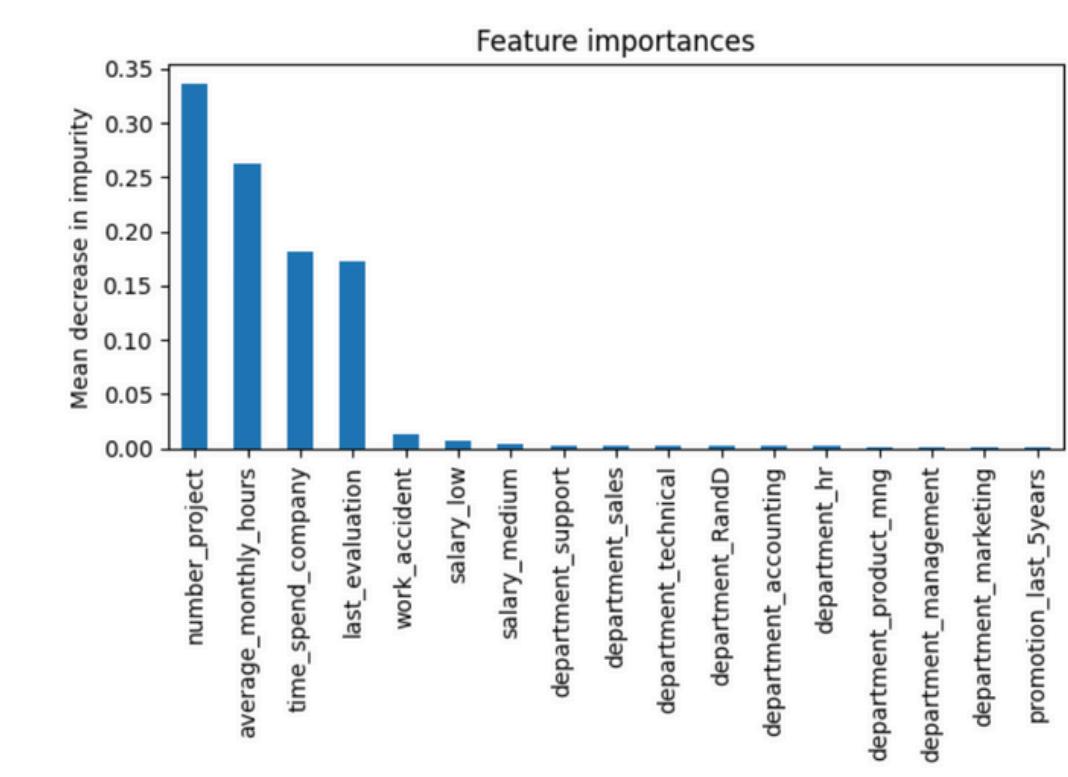


Comparison

Champion Model



Feature Engineered Model



Champion Model

Root Cause Focused

What are the next steps?

Next Steps

01.

Pilot Programs and
A/B Testing

02.

Integration of
Predictive Model
into HR Processes

03.

Data-Driven
Retention
Intervention
Tracking

04.

Career Growth
Limitations

Pilot Programs and A/B Testing

01.

For certain recommendations (e.g., new compensation structures, targeted mid-tenure programs), consider piloting them within specific departments or employee segments before company-wide rollout. Utilize A/B testing methodologies to rigorously evaluate the effectiveness of pilot programs and refine implementation strategies.



Integration of Predictive Model into HR Processes

02.

Explore the feasibility of integrating the developed predictive models into Salifort Motors' HR Information System (HRIS).

This integration could enable



Real-time Attrition Risk Monitoring

03.

Generating dynamic attrition risk scores for current employees, providing HR with a prioritized list for proactive intervention



Data-Driven Retention Intervention Tracking

04.

Systematically tracking the impact of retention interventions focus on employee attrition rates, enabling refinement of retention strategies over time.



Continuous Monitoring, Evaluation, and Iteration

Establish key performance indicators (KPIs) for employee retention

- satisfaction
- workload metrics,
- and other relevant areas.

Implement a system for continuously monitoring these KPIs

- evaluating the impact of implemented recommendations
- iteratively refining strategies based on ongoing data and feedback
- Regularly revisit and update the predictive models with new data to maintain their accuracy and relevance over time.

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Thank you very much!

