

EXECUTIVE SUMMARY

This project is conducted to understand the key factors to employee’s leaving with the aim to improve the employee’s retention rate.

KEY INSIGHTS

According to the model, **higher number of hours contributed, evaluation score, low and medium salary, and time spent in the company** can lead to higher chances that the employee will leave the company. On the other hand, **more projects contributed, high salary, and high satisfaction level** indicates that the employees stay in the company more comfortably thus less likely to leave the company. Employees that are **promoted** will be less likely to leave the company as well.

NEXT STEPS

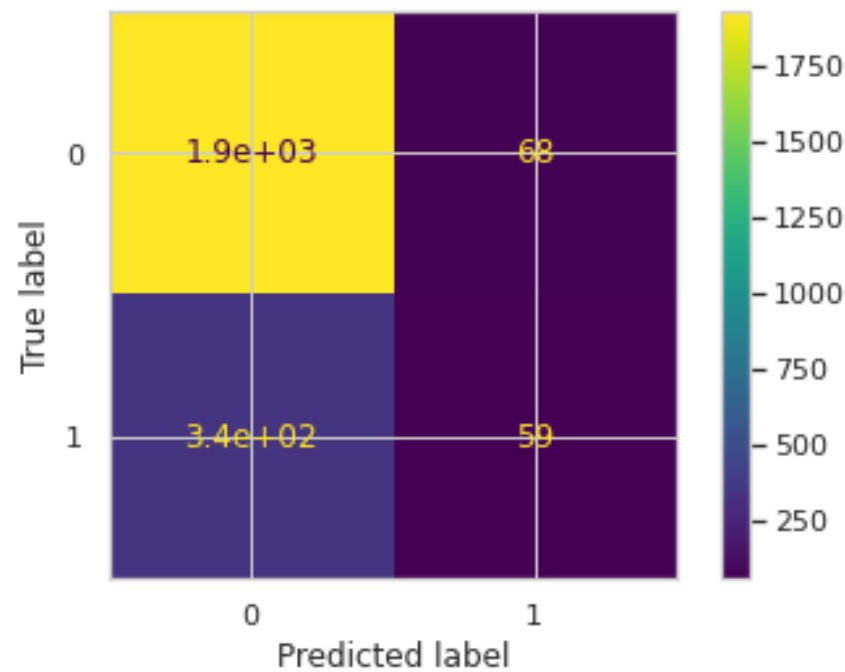
- For all departments, the company should conduct more 1 on 1 session to employees that has contributed to **higher number of project to identify whether there is job satisfaction** or is there a need to rotate the job position.
- Besides, the company should also reduce the occurrences of Over Time (OT) working to **promote work-life balance culture**.
- The company can reward the employees by **giving incentives (higher salary) or promotions** as it improves the retention rate.

Insights

- Department has no correlation with the employee retention.
- Low and medium salary may increase the rate of employee leaving the company as there may be better compensation out there.
- Employee who left usually has lower satisfaction level
- The overall performance review score is higher for the employees who leave the company.
- If the number of project contributed is 2 (which is very less), then the employees are more likely to leave, If there are too many projects being assigned to the employee (5 - 7), they are likely to leave as well.
- Employees are more likely to leave when they stay in the same company for between 3 to 6 years.
- Work accident has no correlation with the employee retention rate.
- When employees are promoted, the percentages of leaving dropped significantly (~ 13%).
- Employee who leave usually contributes too much hours per month on average (> 275)

Confusion Matrix:

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[[1933  68]
 [ 339  59]]
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Recall: 0.4645669291338583
Precision: 0.14824120603015076
F1 Score: 0.22476190476190477
Accuracy: 0.8303459774906211

	variables	coefficients
5	overworker	1.475061
1	last_evaluation	0.824974
7	salary_low	0.536973
3	time_spend_company	0.299024
8	salary_medium	0.142762
2	number_project	-0.275626
4	promotion_last_5years	-1.217920
6	salary_high	-1.345067
0	satisfaction_level	-3.411814