

Title

Subtitle

ISSUE / PROBLEM

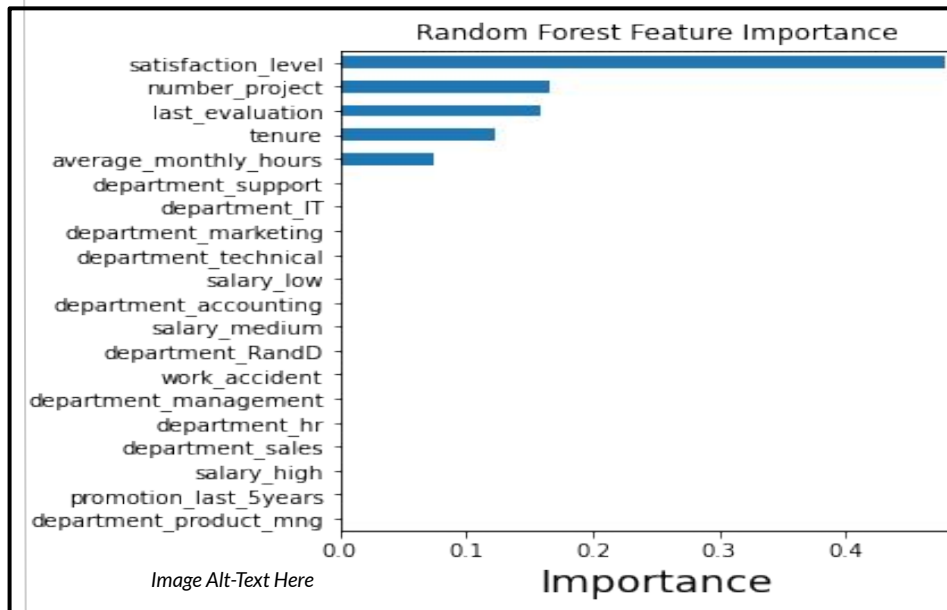
What factors are likely to cause an employee to leave Salifort Motors?

RESPONSE

The random forest model was chosen as a response to the issue because the variable being predicted is categorical, offering robustness and versatility in handling such data.

IMPACT

This model predicts employee departure and identifies key influencing factors, guiding decision makers decisions to boost retention.



The plot above shows that the most important feature by far is satisfaction_level ofcourse, followed by number of projects, last evaluation, tenure and average monthly hours.

KEY INSIGHTS

1. Focus on predictive factors of churn identified by the model: such as employee satisfaction levels and workload.
2. Develop targeted retention strategies addressing these issues.
3. Implement career development opportunities for high performers with low satisfaction.
4. Consider workload adjustments for employees with high average monthly hours.
5. Ensure fair and constructive evaluations, as they significantly impact employee retention.
6. Set a cap on the number of projects an employee can handle concurrently.