

Salifort Motors Employee Retention Summary

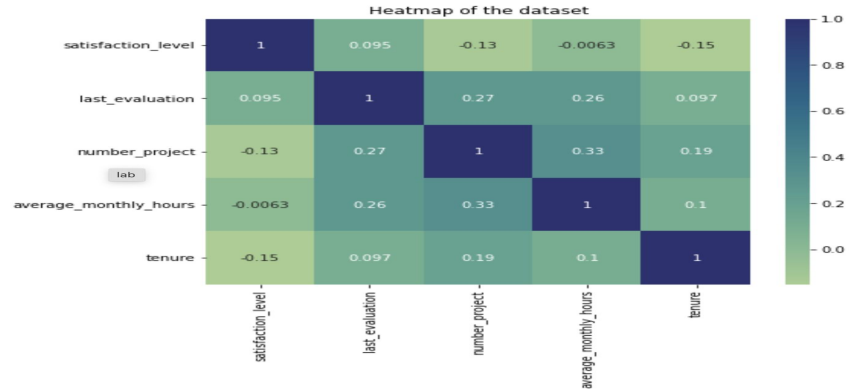
➤ ISSUE / PROBLEM

Salifort Motors is seeking a method to use employee data to predict whether an employee will leave the company, and discover the reasons behind their departure to develop a solution.

➤ IMPACT

Since the variable we want predict is categorical, our team built a logistic regression model to predict whether an employee will leave and identify which factors are more influential for HR to improve employee retention,

➤ RESPONSE



The correlation heatmap confirms that the number of projects, monthly hours, and evaluation scores all have some positive correlation with each other, and whether an employee leaves is negatively correlated with their satisfaction level.

➤ KEY INSIGHTS

The model confirmed that employees are overworked.

- Cap the # of projects that employees can work on
- Consider promoting employees who have been with the company for over 4 years
- Reward employees for working long hours
- Make the overtime pay policy expectations about workload and time off clear
- Hold workshops to address the company culture to the employees

Next step: We could use K-means model on the data.