

Salifort Motors

Providing data-driven suggestions for HR

ISSUE / PROBLEM

The HR department at Salifort Motors wants to take some initiatives to improve employee satisfaction levels at the company and answer the question:

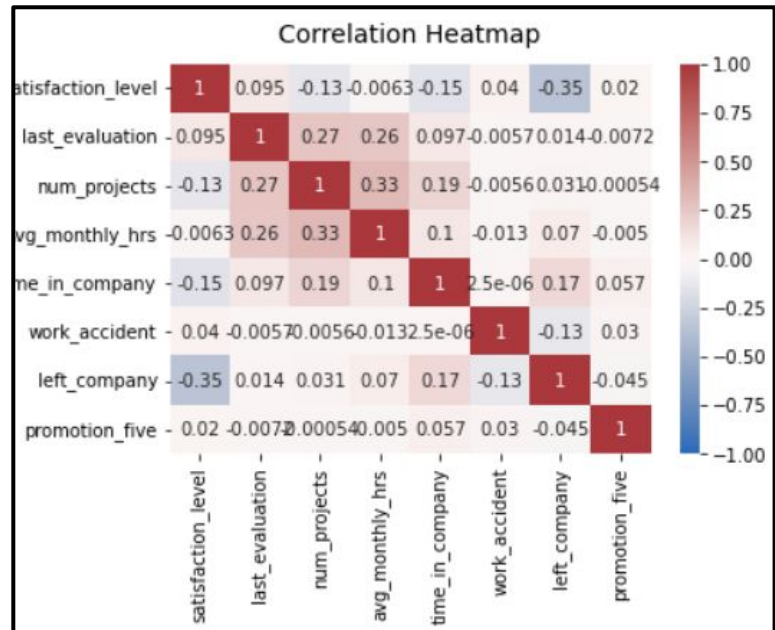
What's likely to make an employee leave the company?

RESPONSE

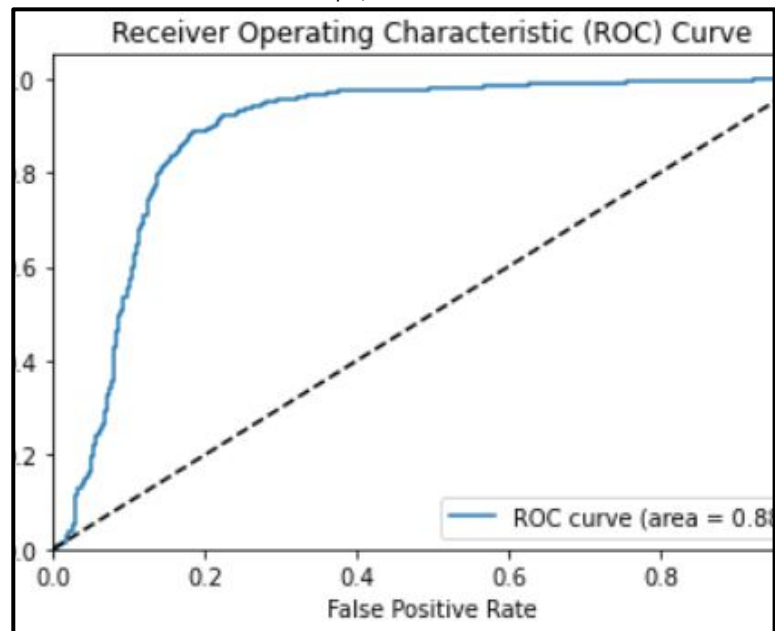
Build a model that predicts whether or not an employee will leave the company. Given the binary nature of the outcome, a logistic model is the one that is going to be used. We chose a binomial logistic regression model given that the task was binary: whether an employee leaves the company or not. And because the variable is also categorical.

IMPACT

If we can predict employees likely to quit, it might be possible to identify factors that contribute to their leaving. Because it is time-consuming and expensive to find, interview, and hire new employees, increasing employee retention will be beneficial to the company.



Heatmap of data set variables



Logistic Regression Model ROC curve

KEY INSIGHTS

- Limit the amount of projects an employee can have. To reduce burnout and increase productivity.
- There should also be discussions about working extra time. Either with already enrolled employees (so that no one works more than they physically/mentally could).
- There should also be fair compensation for working more hours.
- Investigate the reason of having a so-low satisfaction level on employees that left at the four year mark.
- The higher evaluation scores should go to the employees that deserve them and not only to employees that worked more hours.
- Make sure the employees know that the company is set on having a good work environment, schedule meetings so the topic can be discussed and find the issues the employees have with the company's culture, so the satisfaction can increase.