Salifort Motors

Employee Retention Classification Project

ISSUE / PROBLEM

Salifort Motors is facing high rate of turnover. The company seeks to improve employee retention and answer the question:

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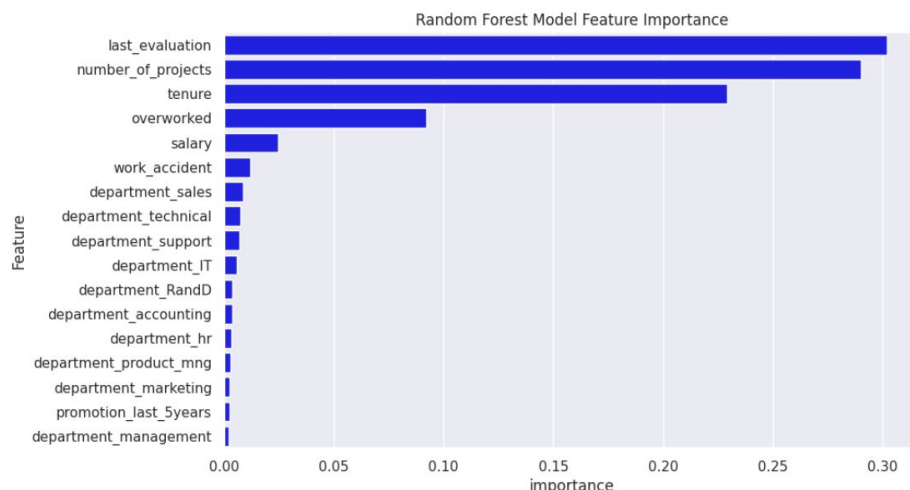
RESPONSE

Build a classification model using random forest to predict whether an employee leave or stay.
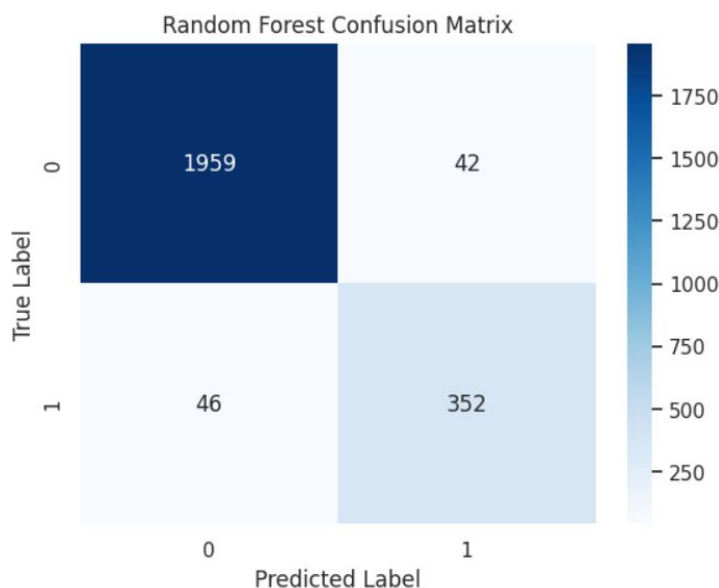
IMPACT

Use insights from EDA and model feature importance to explain and identify what caused employees to leave the company.

The above barplot shows the most important variable in predicting whether an employee leave or stay.

The model only misclassified 46 labels as stay instead of leave and 42 labels as leave instead of stay.

KEY INSIGHTS

- Cap the number of projects that employees can work on to 3 or 4.
- If working overtime is a requirement, make sure to inform your employees about this.
- Provide overtime pay/benefits/other rewards.
- Design a fair evaluation metrics that is not tied to work hours. In other words, evaluation shouldn't be reserved for employees who work 200+ hours per month.