

Salifort Motors

Employee Retention Project

ISSUE / PROBLEM

Salifort Motors seeks to improve employee retention and answer the following question:

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

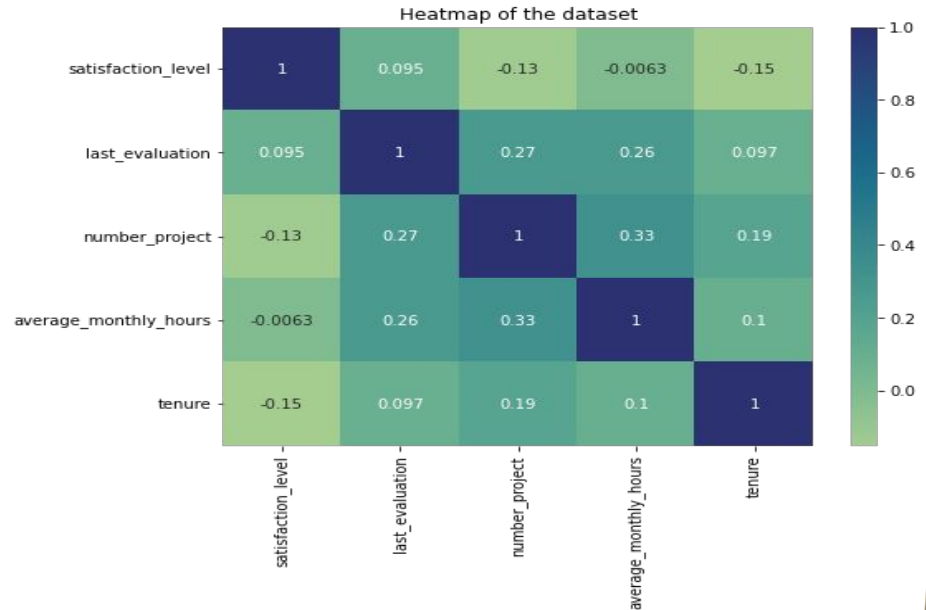
RESPONSE

Since the variable we are seeking to predict is categorical, the team could build either a logistic regression or a tree-based machine learning model.

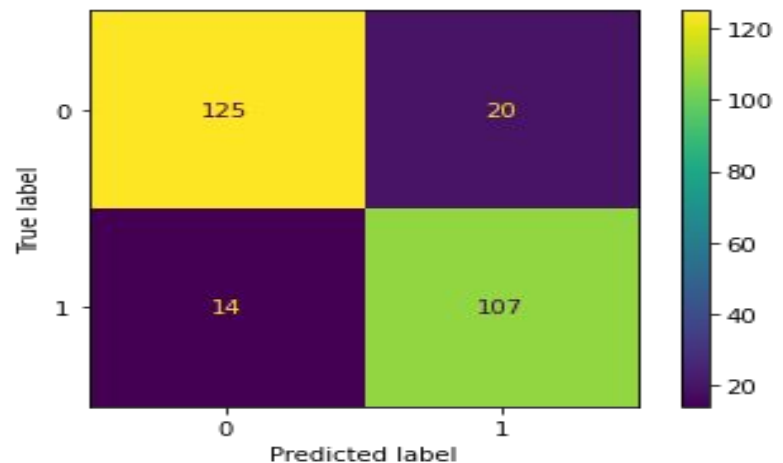
At this time the team has decided to build a logistic regression model.

IMPACT

This model helps predict the likelihood that an employee will leave. These insights can help HR make decisions to improve employee retention.



Heatmap above shows 'number_project', 'average_monthly_hours', and 'tenure' all have a negative relationship with satisfaction level



The top half represents employees the model predicted would stay while the top left represents employees who were predicted to stay and actually stayed. The bottom half represents employees who were predicted to leave while the bottom right represents those who were predicted to leave and actually left.

INSIGHTS/NEXT STEPS

- Place a cap on the number of projects that employees can work on.
- Consider promoting employees who have been with the company for several years.
- Give employees more rewards for working extra hours, or do require them to work extra hours
- Inform all employees about the companies overtime pay policies and the expectations around workload and time off
- Hold company-wide and within-team discussions to understand and address the company work culture, across the board and in specific contexts.