

SALIFORT MOTORS

Employee turnover – Executive Summary

Overview

Salifort Motors, a French-based alternative energy vehicle manufacturer with over 100,000 employees, is currently experiencing a high rate of turnover. A significant number of employees are either resigning or being dismissed. The HR department aims to predict which employees are at risk of leaving and to understand the main drivers behind this trend.

Problem

The higher-than-expected attrition rate raises two major concerns:

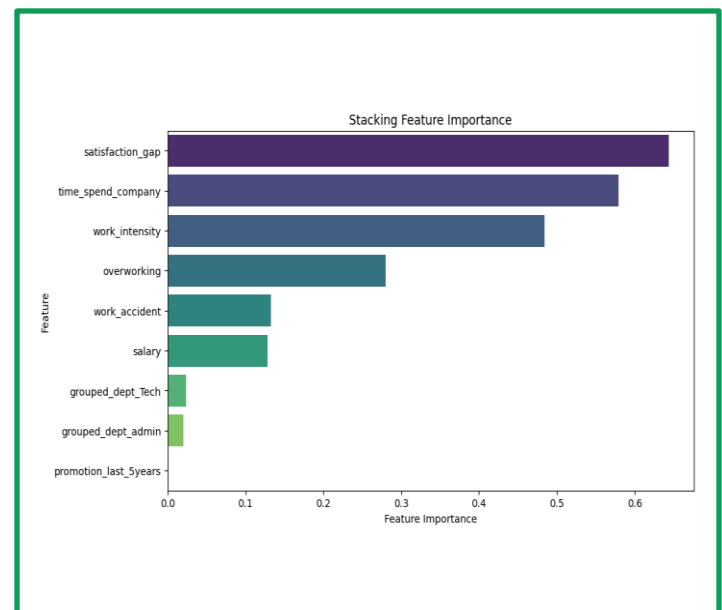
- It undermines efforts to build a strong corporate culture that supports employee success and development.
- It is financially burdensome due to the high cost of recruiting, training, and upskilling new hires.

Solution

- Prioritize health and work-life balance over financial incentives alone
- Maintain high employee satisfaction while promoting continuous learning
- Manage workloads to prevent burnout and optimize project assignments
- Implement targeted retention programs for mid-tenure employees (3–6 years of experience)

Details

- Use the model as a support tool, not a standalone decision-maker. Complement predictions with human insights from day-to-day interactions.
- The satisfaction gap (evaluation – satisfaction) significantly impacts turnover. Offering non-monetary benefits—such as extra days off, holiday packages, team-building events—and professional development opportunities can help reduce attrition.
- Limit working hours to under 174 per month and assign employees 3–5 projects annually to maintain performance and prevent overload.
- Minimize workplace accidents—not only to improve retention but to ensure safety.
- Mid-tenure employees are most likely to resign and are costly to replace—targeted efforts here are essential.
- Department management is performing well, ensuring consistent working conditions across teams..



Next Steps

Implement the recommendations and continue collecting data to track the impact on turnover. This will validate whether these actions effectively reduce attrition. Additionally, enrich the dataset by:

- Collecting data regularly.
- Expanding internal surveys with more targeted questions.

Lastly, ensure ongoing checks for bias and fairness in the analysis. Any skewed input can compromise the accuracy and reliability of future insights.