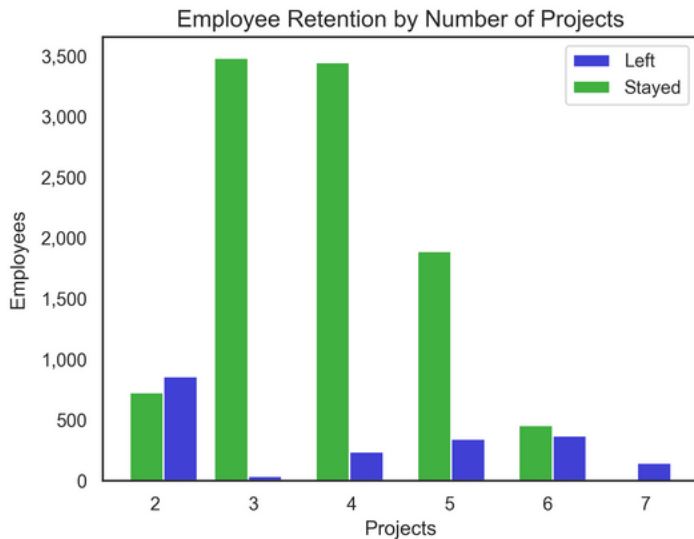


Salifort Motors

EMPLOYEE RETENTION REPORT



SCENARIO

Salifort Motors aims to enhance employee retention by identifying key factors driving high turnover rates.

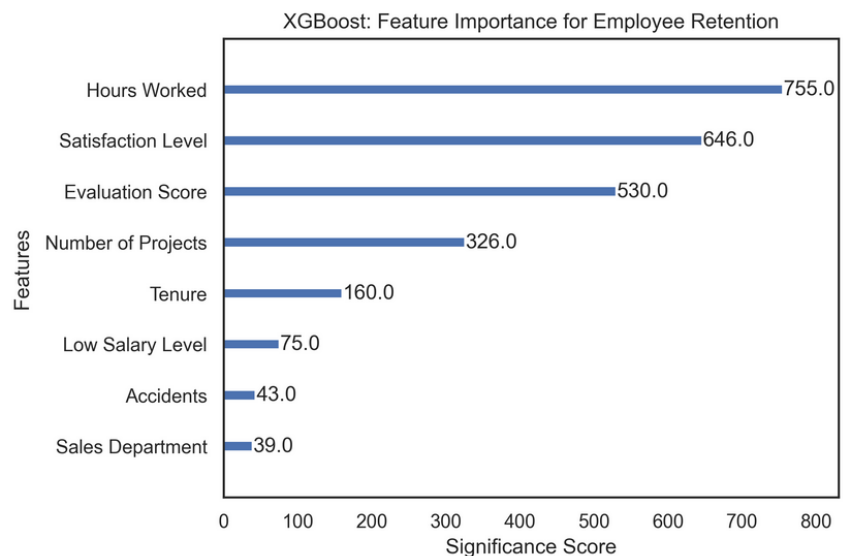
RESPONSE

The HR department surveyed employees to collect data on job satisfaction, workload, and compensation. With this data, we built a predictive machine learning model for employee attrition.

IMPACT

From our analysis we are shown:

- Long work hours (208.2 hours)
- Low satisfaction levels (40%)
- Low evaluation scores (↑ scores leads to ↑ satisfaction)
- Numerous project assignments (> 4)
- Short tenure (70% leave by 4 years)



NEXT STEPS

1. Balance workloads and recognize employees for their commitment

2. Cultivate transparent work culture and provide a positive supportive environment.

3. Reevaluate employees based on their contributions and effort rather than solely the number of hours worked.

4. Optimize project allocation and implement a project cap to avoid overburdening employees.

5. Promote talented and long-term employees who have devoted at least four years to the company.