Salifort Motors Employee Retention Strategy

Build a model to predict employees migrating & come up with a retention strategy

ISSUE / PROBLEM

- High Turnover Rate at Salifort Motors

- Loss of Capital in training repeatedly

- Need of segregation of employees to understand reason of turnover

IMPACT

The satisfaction score or salary does not matter when it comes to the employees decision to leave as they are too burdened with projects and hence take the decisions. Some recommendations to rectify the same would be:

- Impose limits on hours worked per month
- Limit an individual to only contribute to 5 projects
- Increase the work force to handle slack left due to the limtations

RESPONSE

- Use of number of metrics to perform EDA

- Hypothesising overworking as a cause of turnover

- Using a Decision Tree Model to verify hypothesis and classify employees

KEY INSIGHTS

From the graph below it is clear that most employees who leave the organization:

- Either work upwards of 250 hours on a monthly basis
- Or contribute to 7+ projects at a time

* label 1 implies they have left the organization