

# Employee Attrition Salifort Motors Project

High workload from assignment to 6 or 7 projects and resulting average monthly hours is associated with decreased satisfaction levels, predicting attrition.

## Project Overview

**Salifort Motors** is experiencing a high turnover rate. To understand why employees are departing, this project aims to investigate the influencing variables that impact employee resignation to help direct corporate decision making towards improving employee retention.

## Key Insights

**Satisfaction level increase of 0.1 is associated with  $\approx 33\%$  lower odds of leaving**

**Each additional year of tenure is associated with  $\approx 30\%$  higher odds of leaving**

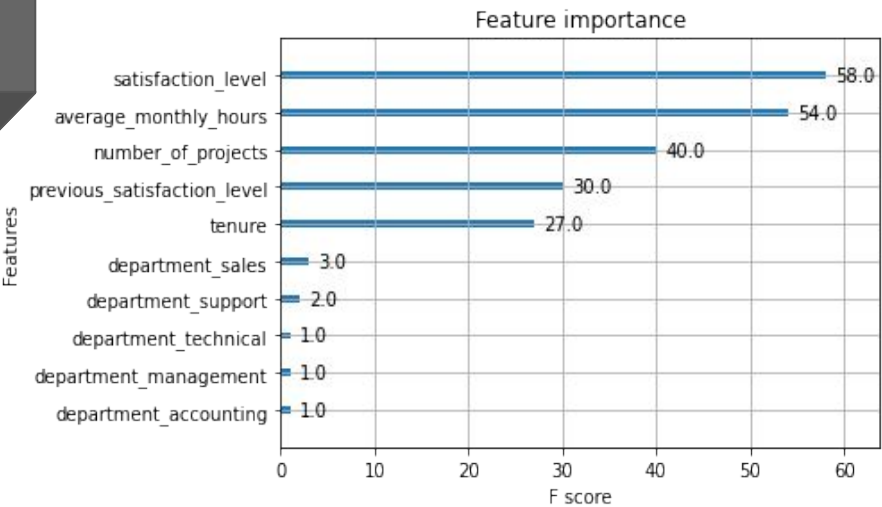
**A promotion in the last five years reduces the odds of leaving by roughly  $\approx 76\%$ .**

ML (XGBoost) flags **Satisfaction Level, Average Monthly Hours and Number Of Projects** as top predictors (F1 Score = 0.95)

**100% attrition for employees assigned to 7 different projects**

**Median Satisfaction Level** for employees on 6 or 7 projects < 0.2

## Details



ML (XGBoost) Prediction Feature Importance

**Limitation:** Add departure type (voluntary/ involuntary) to isolate resignation-led attrition.

## Next Steps

### Recommendations

Rebalance Project Assignment: Restrict employees to a **maximum of 5 projects**.

Restrict Employee Hours: **Average Monthly Hours  $\leq 230$**

### Further Steps

Identify **Previous Satisfaction Levels** threshold for **at risk employees**