

# 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 ≈33% lower odds of leaving**

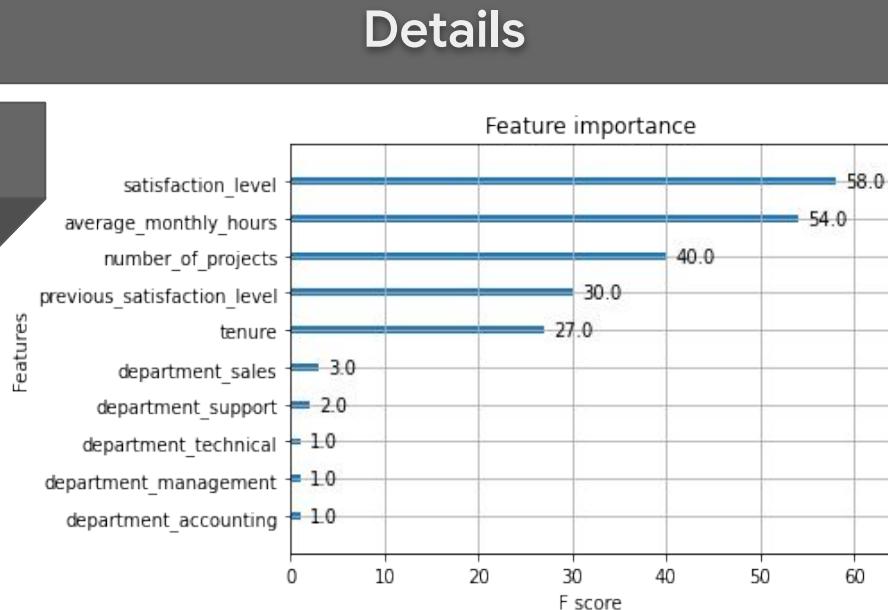
**Each additional year of tenure is associated with ≈30% higher odds of leaving**

**A promotion in the last five years reduces the odds of leaving by roughly ≈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



**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 ≤ 230**

### Further Steps

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