

# Title

## Subtitle

### ISSUE / PROBLEM

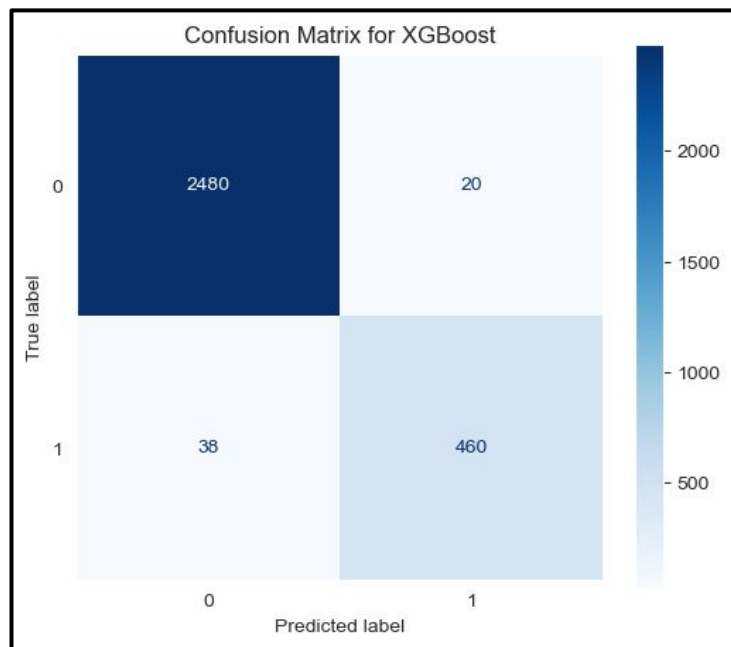
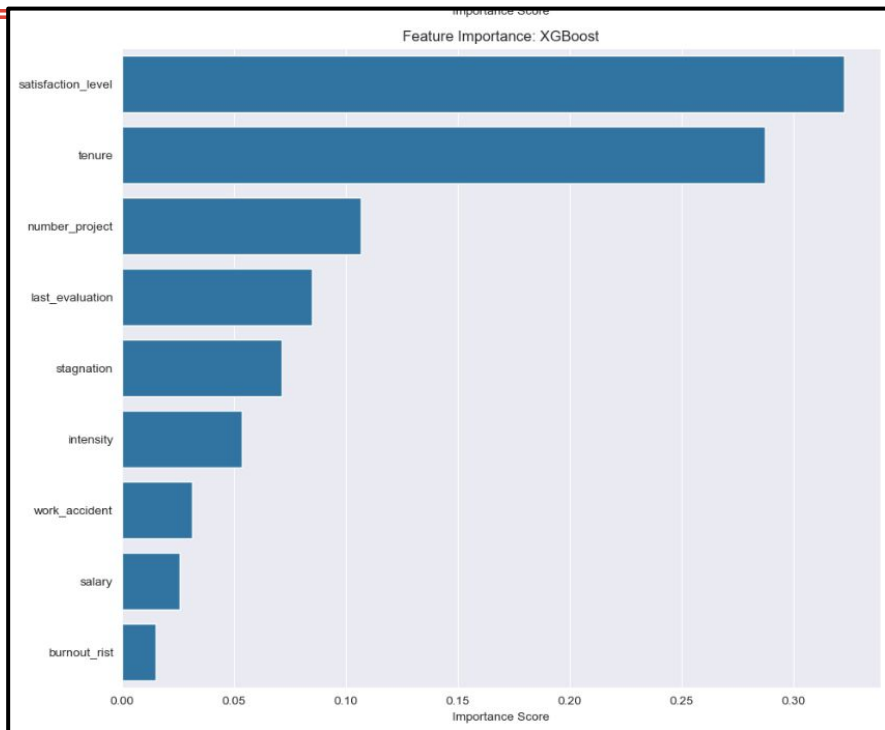
Salifort Motors aims to enhance employee retention by identifying the key factors that drive staff turnover

### RESPONSE

Given that the target variable is categorical, we evaluated Logistic Regression and several tree-based algorithms. The XGBoost model outperformed both the Decision Tree and Random Forest classifiers.

### IMPACT

The model predicts employee turnover and isolates the key driving factors behind it. These insights empower the HR team to make data-driven decisions that effectively enhance retention



### KEY INSIGHTS

The analysis confirms that employee overworking is the primary driver of churn. To improve retention, we recommend:

- Limit Workload: Cap the maximum number of active projects per employee.
- Address Stagnation: Review promotion paths for employees with 4+ years of tenure to address specific dissatisfaction.
- Regulate Overtime: Either explicitly compensate for overtime or strictly enforce standard hours. Ensure policies are transparent.
- Revise Evaluations: Detach high performance scores from excessive working hours (240+/month); reward efficiency over duration.
- Improve Culture: Initiate open discussions to address work culture and expectations at both team and company levels.