

# Salifort's Employees Turnover Prediction

## Executive Report

### Overview

The HR department at Salifort Motors wants to take some initiatives to improve employee satisfaction levels at the company.

### Problem

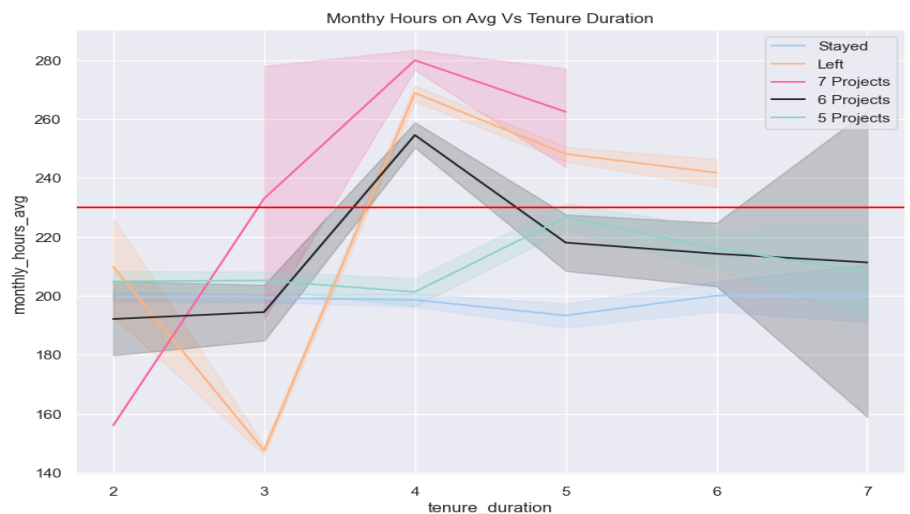
Identify factors that contributing to employees leaving the company.

### Solution

Incentivize tenured employees, through career development programs and hikes, cap maximum project contribution below 4, cap work hours under 250 at maximum, base evaluation rating on project contribution quality over quantity of projects.

### Details

- Employees take up more projects at 4<sup>th</sup> year of their tenure
- A correlating spike in Work hours are witnessed from employees who take more project.
- Which also correlated with lowered satisfaction levels and turnover rates.



### Next Steps

Focusing on work hours and project contribution can help improve satisfaction rating, while there is also a phenomenon experienced at 3rd year tenure causing low evaluation and satisfaction rating which needs further Investigation