

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.

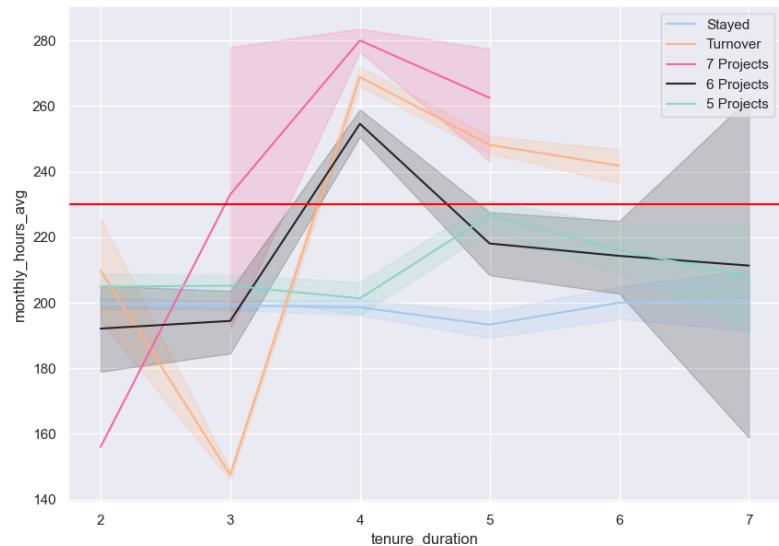
Solution

We should incentivize tenured employees through career development programmes and hikes, cap the maximum project contribution below 4, limit the number of work hours to under 250, and base the evaluation rating on the quality of the project rather than the quantity.

Details

Employees take on more projects in the fourth year of their tenure, which correlates with a spike in work hours, a decrease in satisfaction, and an increase in turnover rates.

Our predictive model can find out if an employee is going to quit or not with a high accuracy of 98%.



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