**Project proposal**

**Salifort employee retention project proposal**

**Overview**

The HR department at Salifort Motors wants to take some initiatives to improve employee satisfaction levels at the company. They collected data from employees, but now they don’t know what to do with it. They have the following question: what’s likely to make the employee leave the company?

|  |  |  |
| --- | --- | --- |
| **Milestones** | **Tasks** | **PACE stages** |
| **Gain understanding of the HR department’s needs and sign-off on the project proposal and its scope** | * **Gain understanding of the project need** * **Determine the project scope** * **Determine the project deliverables** * **Get sign-off on the project proposal** | **Planning** |
| **Initial EDA and cleaning** | * **Gain understanding of the data** * **Clean up the data for any inconsistencies** * **Verify whether there are missing, duplicated or outlier values** * **Determine what to do about the aforementioned values** | **Planning** |
| **Data Exploration** | * **Gain further understanding of the data** * **Understand correlations amongst the variables** * **Gain insight about the underlying business problem** | **Analyse** |
| **Model Building** | * **Identify the type of prediction task** * **Identify model most appropriate for the task** * **Build the model** * **Evaluate the model’s performance** * **Verify the model is operating properly** | **Construct** |
| **Results and evaluation** | * **Interpret the model** * **Evaluate model performance with metrics** * **Prepare results, visualizations, and actionable steps to share with stakeholders** | **Execute** |
| **Executive Summary** | * **Summarize the benefits and limitations of regression, or machine learning model(s)** * **Identify the results of analysis** * **Include recommendations or insights based on results** | **Execute** |