**Final Report for Stakeholders**

**Executive Summary**

This report provides a comprehensive analysis of employee satisfaction, performance, and turnover within the company. The analysis leverages a dataset containing various employee metrics to identify key insights and provide strategic recommendations aimed at improving employee retention and overall organizational performance.

**Key Findings**

**Employee Satisfaction**

- **\*\*Satisfaction Levels\*\***: Satisfaction levels vary significantly across different departments and job roles. Higher satisfaction levels are generally associated with lower turnover rates.

- **\*\*Promotion Impact\*\***: Employees who received promotions in the last 5 years have higher satisfaction levels and lower turnover rates.

**Turnover Analysis**

- **\*\*Departmental Turnover\*\***: Departments like HR and Accounting have higher turnover rates compared to others. The HR department has the highest turnover rate at 18.9%.

- **\*\*Correlation with Satisfaction\*\***: There is a strong negative correlation (-0.35) between satisfaction levels and turnover rates. Employees with lower satisfaction levels are more likely to leave the company.

**Workload and Performance**

- **\*\*Project Load\*\***: Employees with a higher number of projects tend to have lower satisfaction levels. Overworked employees (high monthly hours and high evaluation scores) are at a higher risk of leaving the company.

- **\*\*Workload Distribution\*\***: Average monthly hours are fairly consistent across departments, ranging from 199 to 202 hours. The number of projects per employee ranges from 3.68 to 3.86.

**High-Risk Employee Profile**

- **\*\*High-Risk Segments\*\***: Sales and Technical departments have the highest number of high-risk employees. High-risk employees typically show very low satisfaction (<0.2), long working hours (>250 monthly), and high performance evaluations (>0.75).

**Strategic Recommendations**

**### Improve Employee Satisfaction**

- **\*\*Regular Surveys\*\***: Conduct regular surveys to identify factors affecting employee satisfaction.

- **\*\*Address Concerns\*\***: Implement programs to address concerns of employees with low satisfaction levels.

**Workload Management**

- **\*\*Monitor Projects\*\***: Monitor and balance the number of projects assigned to employees to prevent burnout.

- **\*\*Work-Life Balance\*\***: Ensure a healthy work-life balance by managing average monthly hours.

**Recognition and Rewards**

- **\*\*Recognize High Performers\*\***: Recognize and reward high-performing employees to boost morale.

- **\*\*Increase Promotions\*\***: Increase promotion opportunities and create clear career progression paths.

**Targeted Retention Programs**

- **\*\*Focus on High Turnover Departments\*\***: Implement retention strategies for departments with high turnover rates, such as HR and Accounting.

- **\*\*Intervention for High-Risk Employees\*\***: Create intervention programs for identified high-risk employees.

**Training and Development**

- **\*\*Enhance Skills\*\***: Provide training and development opportunities to enhance employee skills.

- **\*\*Cross-Departmental Training\*\***: Encourage cross-departmental training to foster collaboration and knowledge sharing.

**Safety and Support**

- **\*\*Implement Safety Measures\*\***: Implement safety measures to reduce work accidents.

- **\*\*Provide Support\*\***: Provide support and resources to employees who have experienced work accidents.

**Expected Outcomes**

By implementing these recommendations, the company can expect:

- Reduced turnover rates

- Improved employee satisfaction

- Better work-life balance

- Increased productivity

- Enhanced talent retention

**Conclusion**

The analysis highlights the importance of employee satisfaction and workload management in reducing turnover rates. By focusing on the identified high-risk areas and implementing the recommended strategies, the company can improve employee retention and overall organizational performance.

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