

## Final Project Conclusion

The analysis of the Seliport Motors employee dataset reveals a clear correlation between excessive workload and high attrition rates. The Random Forest model effectively identified that the primary drivers of turnover are not salary or department, but rather **burnout metrics**: specifically, employees working over 240 hours per month or managing more than 6 projects concurrently.

By utilising the **PACE** framework, we have moved beyond simple descriptive statistics to a predictive solution that allows for proactive intervention. However, the implementation of this model must be handled with an ethical mindset. The goal of these insights is not to monitor or penalize at-risk individuals, but to inform systematic organisational changes such as project capping and enhanced wellness monitoring that will improve the work environment for all 100,000 global employees.

Moving forward, Salifort Motors should prioritize:

- **Balancing Workloads:** Reassigning tasks from the “burnout clusters” to underutilized staff.
- **Continuous Monitoring:** Regularly auditing the model for algorithmic bias to ensure equitable treatment across all salary levels and tenures.
- **Proactive Engagement:** Using these data-driven alerts to trigger supportive HR conversations rather than disciplinary actions.