Salifort Motors

Employee Retention and Cost Reduction Project

ISSUE / PROBLEM

A lot of resources, both money and time, invested into new employees, from recruitment to training. When an employee leaves, this process have to be repeated again for a suitable replacement.

RESPONSE

To answer the question "What is likely to make an employee leave?", we will explore the features that contribute to this. Then we will use a classification method to predict whether an employee will leave or not. After trying logistic regression and tree based models, the Random Forest was chosen based on its highest evaluation score.

IMPACT

After choosing the best model, we can use its best and influential features to inform HR at Salifort of measures they can take to improve employee retention.
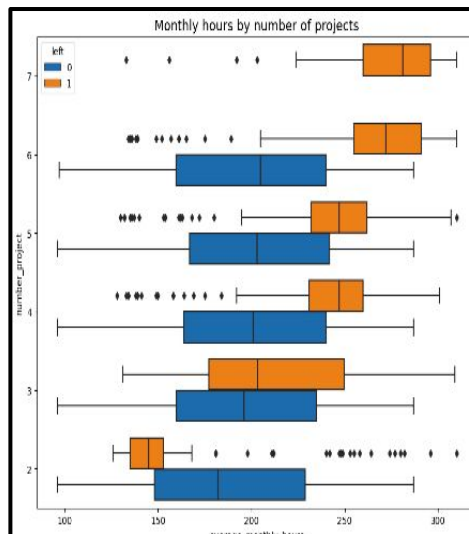

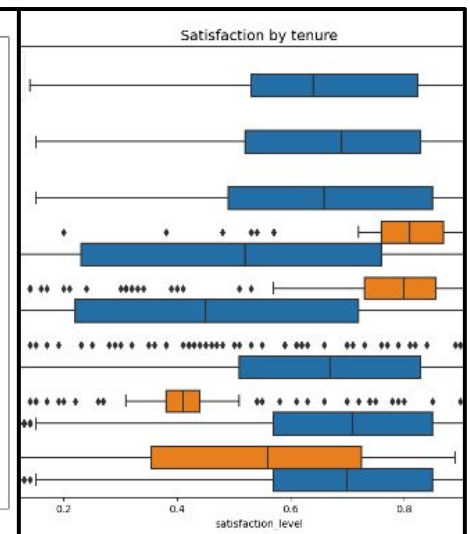Fig 1: Long working hours with multiple project
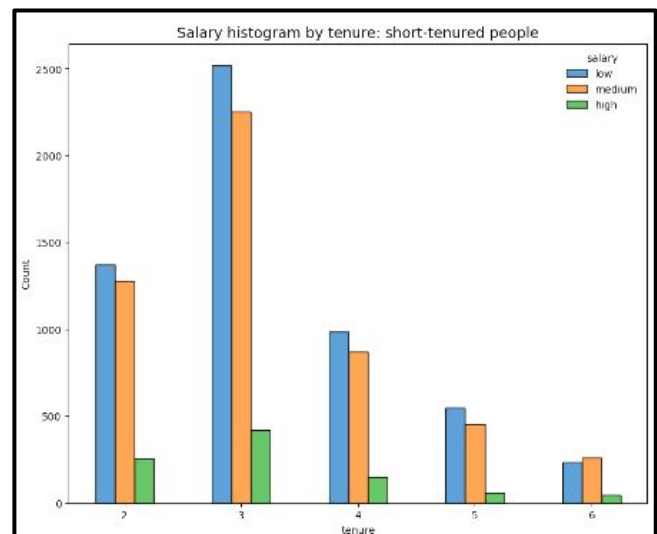
Fig 2: Satisfaction levels of by experience

Fig 3: Salary for short-tenured people

KEY INSIGHTS

❏ Employees should not work on a large number of projects or extend deadlines when multiple projects allotted.
❏ Reward extra time worked, or discourage this extra workload.
❏ After 4 years with the company, promotions should be highly considered, and if a promotion is not warranted, discuss a path to one with the employee to help improve employee satisfaction.
❏ Find a way to have company-wide discussions of company culture.
❏ Conduct surveys to identify dissatisfaction reasons and rectify them.
❏ Be careful with high evaluation scores - scores should be related to quality of work, not quantity of work.