Salifort Motors Employee Retention

Machine Learning Model for Predicting Employee Churn

❯ ISSUE / PROBLEM

Human resources has notice a trend of high employee turnover. Obviously, this is detrimental to the company and leads to expensive hiring costs.

❯ RESPONSE

We have developed a machine learning model that can predict, with 99% accuracy, the employees who will stay and those who will leave.

❯ IMPACT

Deploying this model will allow us to determine high-risk times of employee departures, as well as inform policy changes to prevent employee turnover.
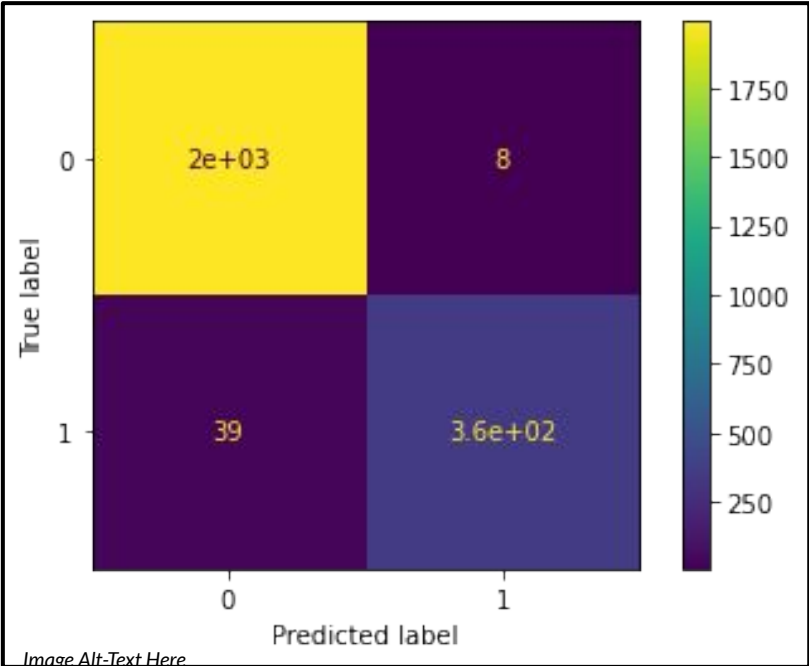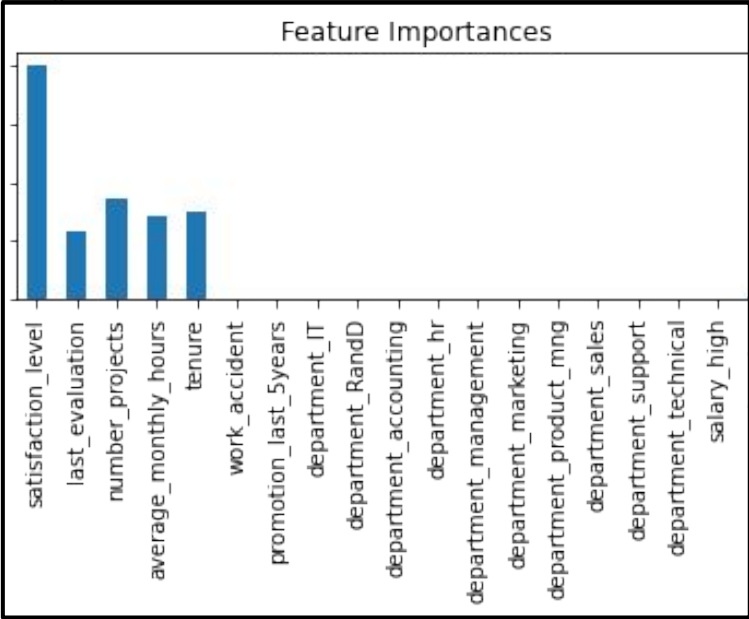

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❯ KEY INSIGHTS

The most crucial insights from this project include:
- Self-reported employee satisfaction is the strongest indicator of turnover.
  - Using the existing framework for employee feedback to gather information on specific employee issues will be the easiest and most powerful strategy for enacting positive change.
- Workload is the second strongest indicator of turnover.
- Compensation/salary does not appear to be a concern.
- No department is suffering more than others from turnover.