

EXECUTIVE SUMMARY: SALIFORT MOTORS EMPLOYEE RETENTION ANALYSIS

PROBLEM BACKGROUND:

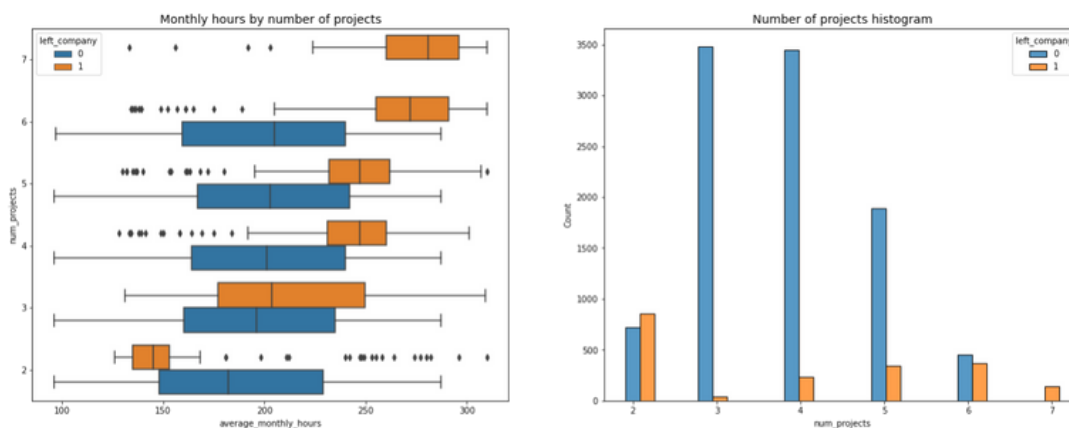
Salifort Motors is grappling with high employee turnover, impacting the company's culture and incurring significant costs in recruiting and training.

RESPONSE:

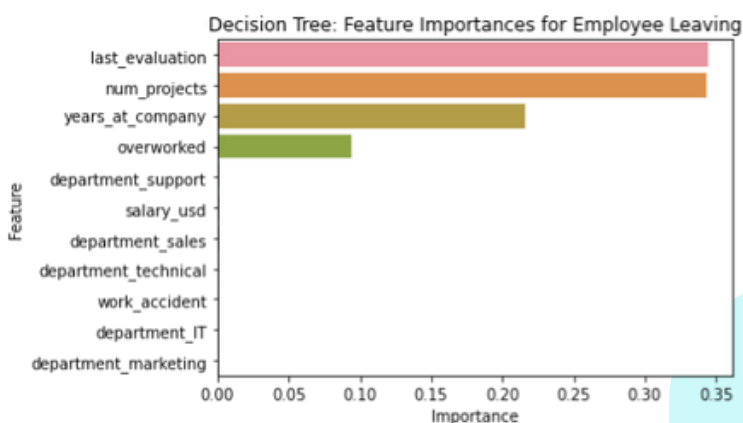
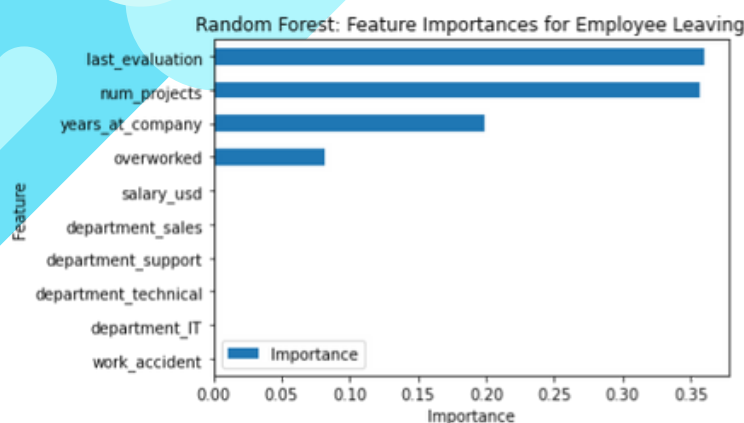
A comprehensive analysis was conducted using employee survey data. Predictive models were developed, including logistic regression and tree-based machine learning models, to identify key factors influencing employee turnover. These models aimed to predict the likelihood of employees leaving the company based on various job-related factors.

IMPACT:

The developed model serves as a tool for forecasting if an employee is likely to depart, pinpointing key determinants that sway this decision. Utilizing these findings, HR can strategize effectively to bolster employee retention.



Employees with the greatest number of projects were certain to work long hours. Furthermore, employees with more projects and hours were far more likely to quit.



In both the Random Forest and Decision Tree models last evaluation, number of projects, years at the company, and overworked were most useful in predicting whether employees would quit.

CRITICAL INSIGHTS:

- A positive correlation between the number of projects, average monthly hours, and evaluation scores. Employees engaged in more projects tend to work longer hours and receive higher evaluations.
- A negative correlation between satisfaction levels and the likelihood of leaving the company, suggesting lower satisfaction leads to increased turnover.
- Employees managing seven projects all left, indicating possible overwork.
- The optimal range for project allocation appeared to be 3-4 projects.
- Employees with a tenure of four years showed a higher tendency to leave, highlighting a potential area of concern.

NEXT STEPS:

- Consider capping the number of projects per employee and adjust workload distribution.
- Investigate the root causes of dissatisfaction among employees, particularly around the four-year tenure mark.
- Enhance employee reward and recognition programs, especially for those who put in extra hours.
- Conduct further research through exit interviews or surveys to gain deeper insights into the reasons for employee turnover.
- Continuous monitoring and updating of the models to align with ongoing organizational changes and employee feedback.

By addressing these areas, Salifort Motors can work towards reducing employee turnover, enhancing job satisfaction, and ultimately creating a more stable and productive work environment.