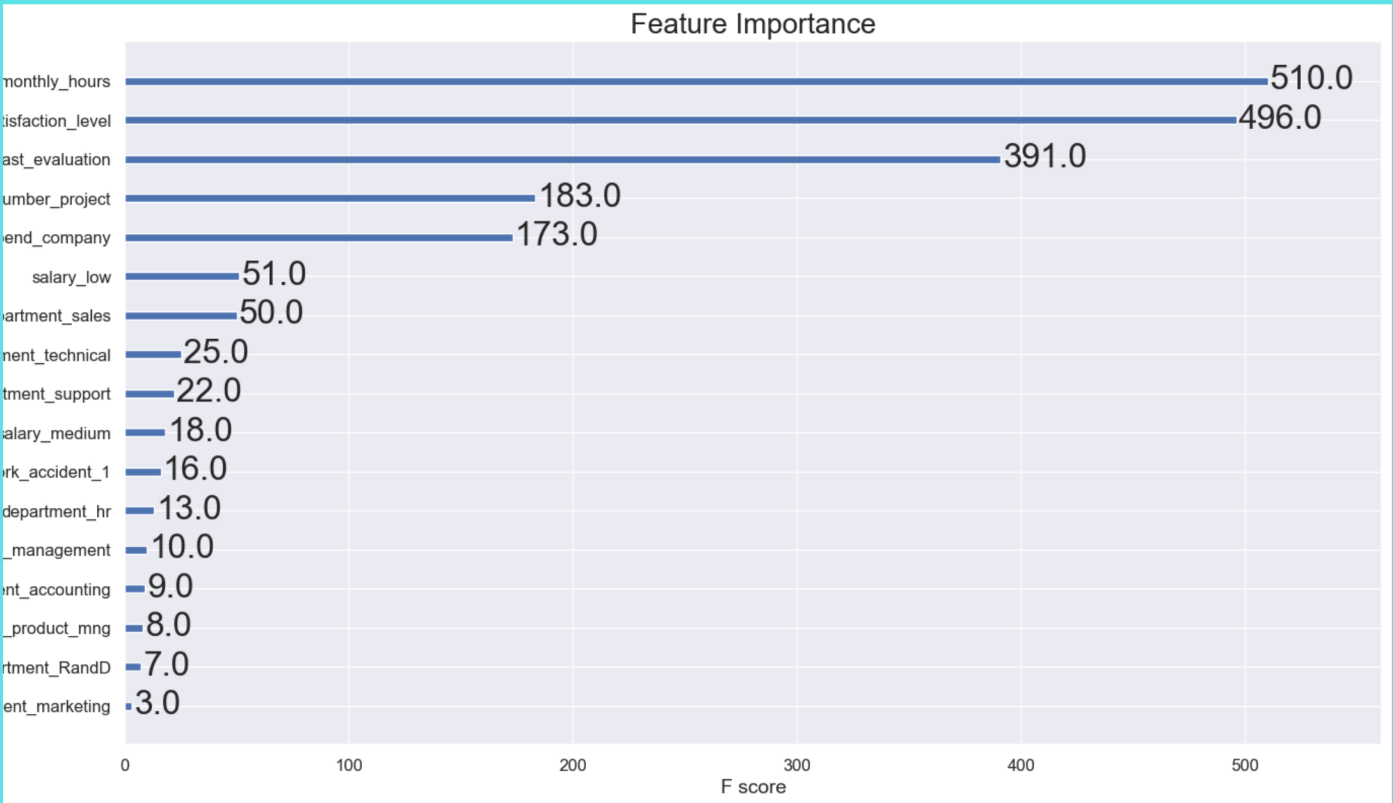
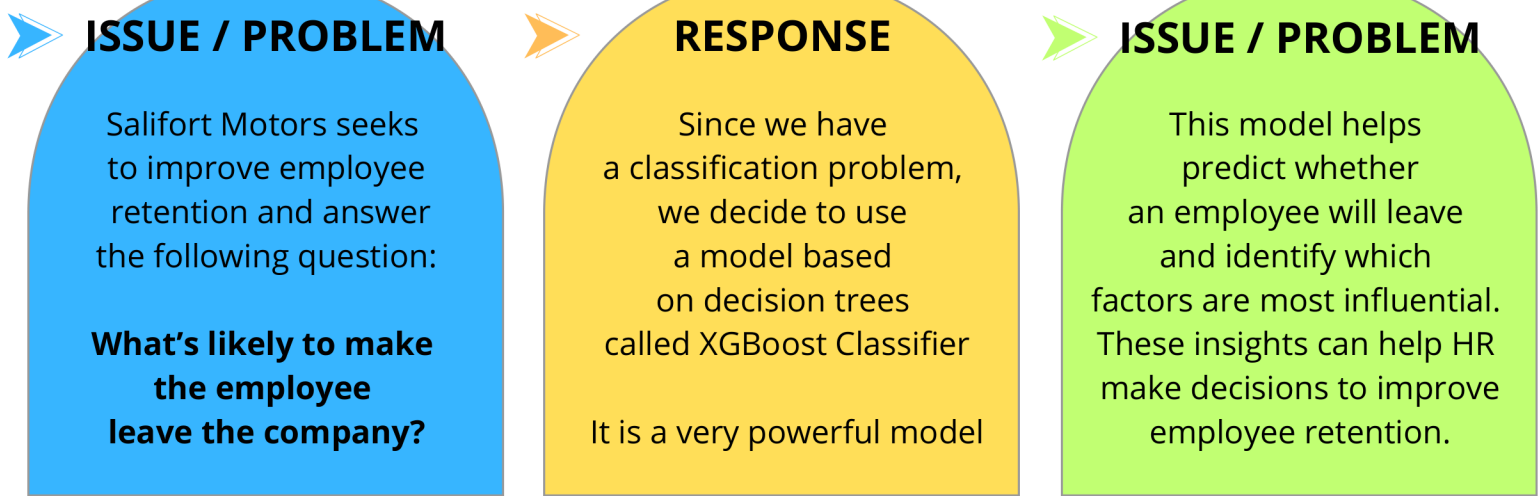
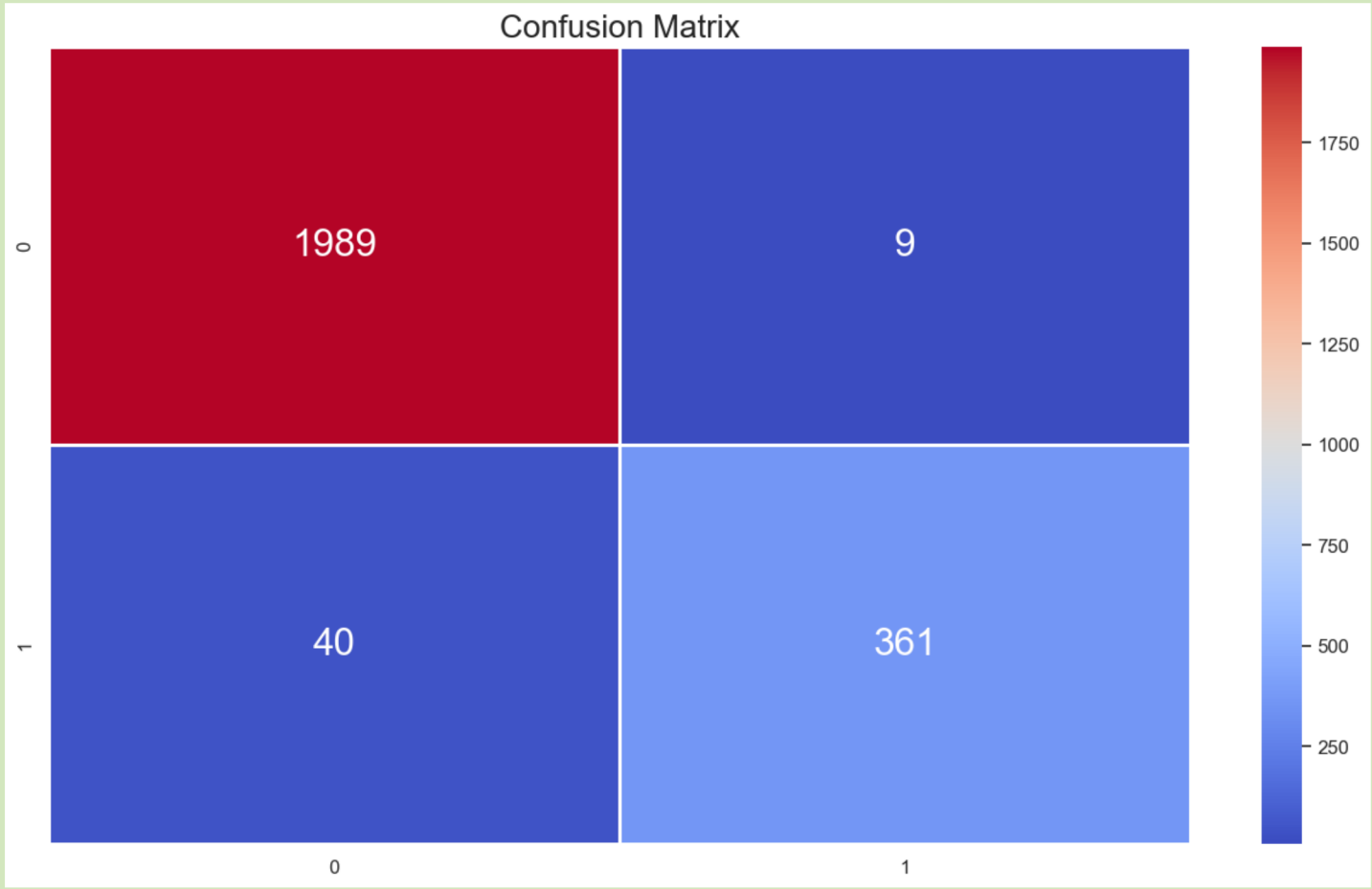


Salifort Motors

Employee Retention Project



The main features that the model finds useful to generate predictions are **"average monthly hours"**, **"satisfaction level"**, **"last evaluation"**, **"number projects"** and **"time spend company"**



The resulting model is capable of specifying with **98% accuracy** whether an employee is at risk of leaving the company.

➤ **INSIGHTS/NEXT STEPS**

- Limit the number of projects employees can work on.
- Consider promoting employees who have been with the company for at least four years, or conduct deeper research into why four-year employees are so dissatisfied.
- Reward employees for working longer hours or don't require them to do so.
- If employees are not familiar with the company's overtime pay policies, inform them. If expectations around workload and time off are not explicit, make them clear.
- Maintain company-wide and intra-team discussions to understand and address the company's work culture, across the board and in specific contexts.
- High evaluation scores should not be reserved for employees who work more than 200 hours per month. Consider a sliding scale to reward employees who contribute more or put in more effort.