Salifort Motors

Employee Retention Project

ISSUE / PROBLEM

Salifort Motors seeks to improve employee retention and answer the following question:

What's likely to make the employee leave the company?

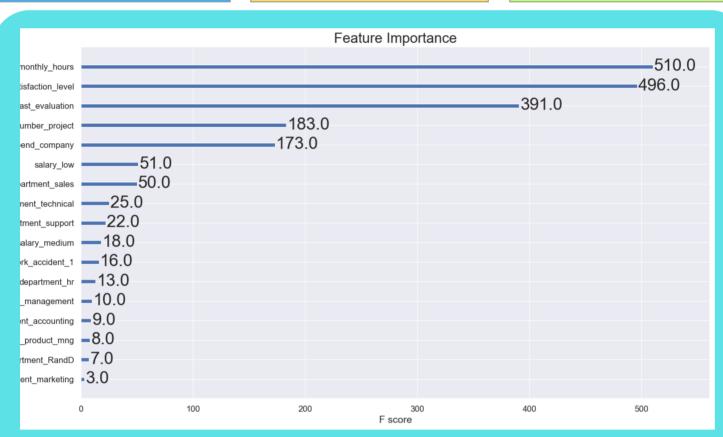
RESPONSE

Since we have
a classification problem,
we decide to use
a model based
on decision trees
called XGBoost Classifier

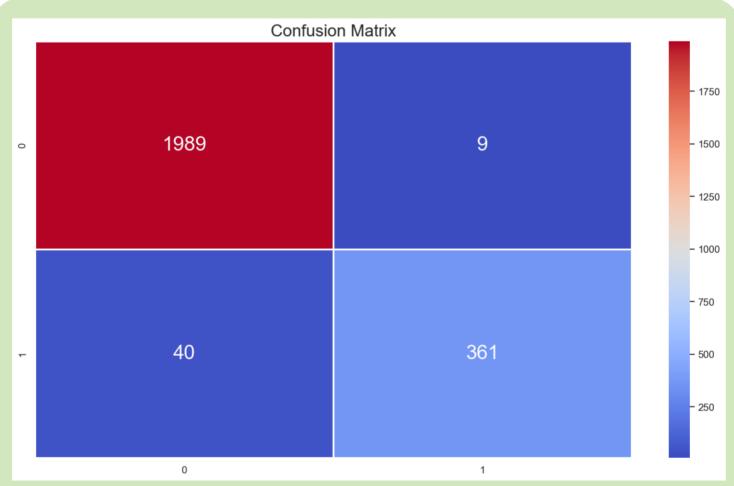
It is a very powerful model

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This model helps
predict whether
an employee will leave
and identify which
factors are most influential.
These insights can help HR
make decisions to improve
employee retention.



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.