



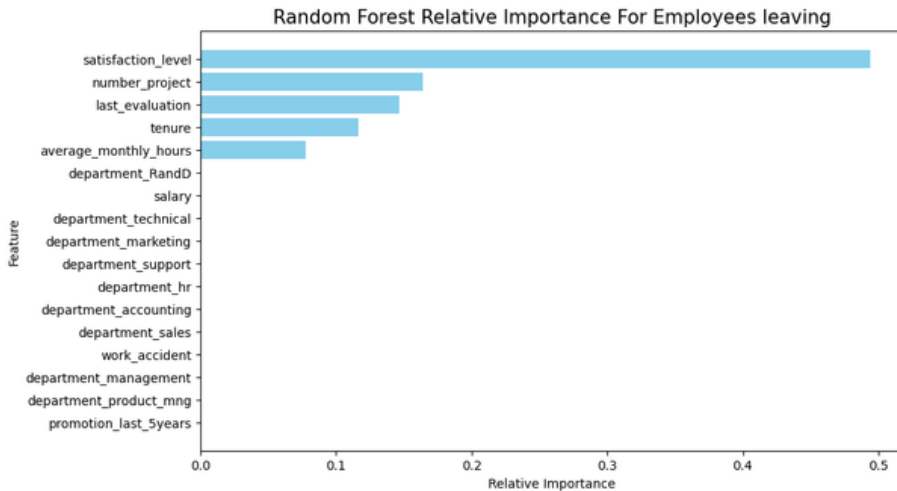
# SALIFORT MOTORS

INSIGHTS AND RECOMMENDATIONS  
ANKITA CHOUDHARY



OBJECTIVE: Analyze recent employee survey data from Salifort Motors to identify factors influencing employee retention and propose strategies for improvement.

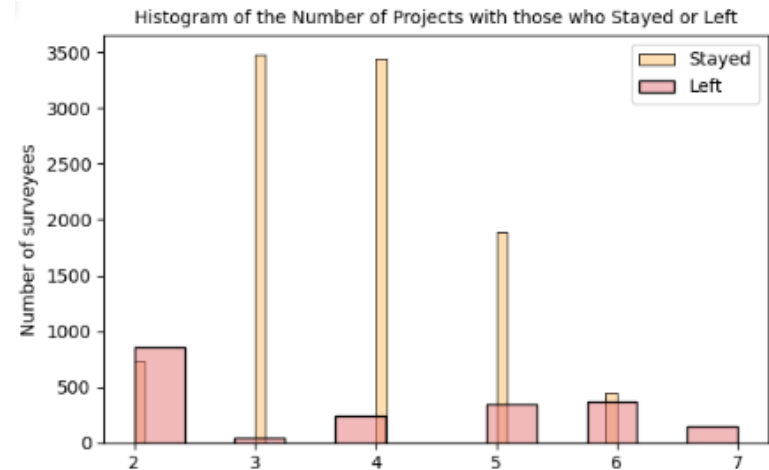
# REASONS FOR LEAVING



- The model predicted that the reasons for the employees leaving the company were
  - satisfaction level
  - number of projects
  - last evaluation
  - tenure
  - average monthly hours

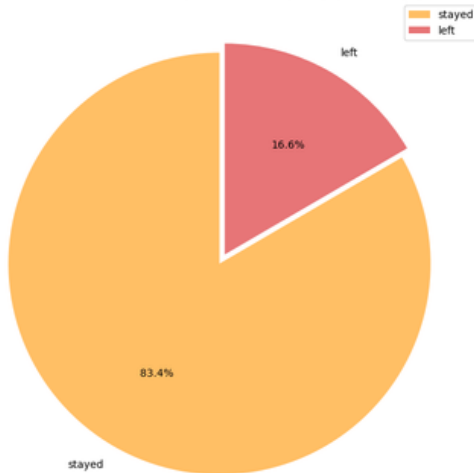


## NUMBER OF PROJECTS



## STAYED VS LEFT

The number of surveyees who stayed (0) vs left (1)



- Out of the 14999 surveyees
  - 83.4% stayed
  - 16.6% left the company

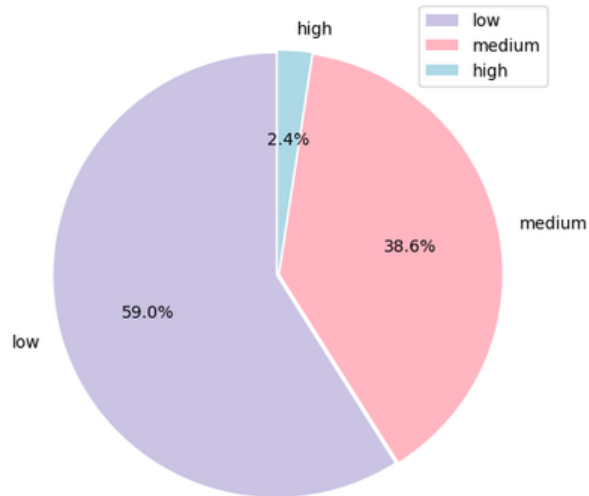
- Out of 14,999 surveyed employees:
  - Those with 2, 6, or 7 projects were more likely to leave.
  - This suggests both too few (2) and too many (6-7) projects impact turnover.
  - Maintaining around 3 projects per employee may optimize retention.
- Recommendations:
  - Reevaluate project allocation:
  - Aim for balanced distribution (around 3 projects per employee).
  - Mitigate turnover by avoiding under or overwhelming workloads.



## SALARY



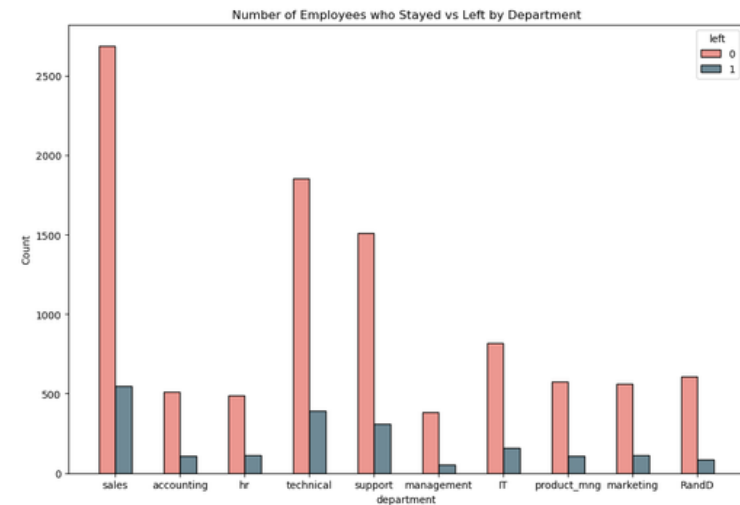
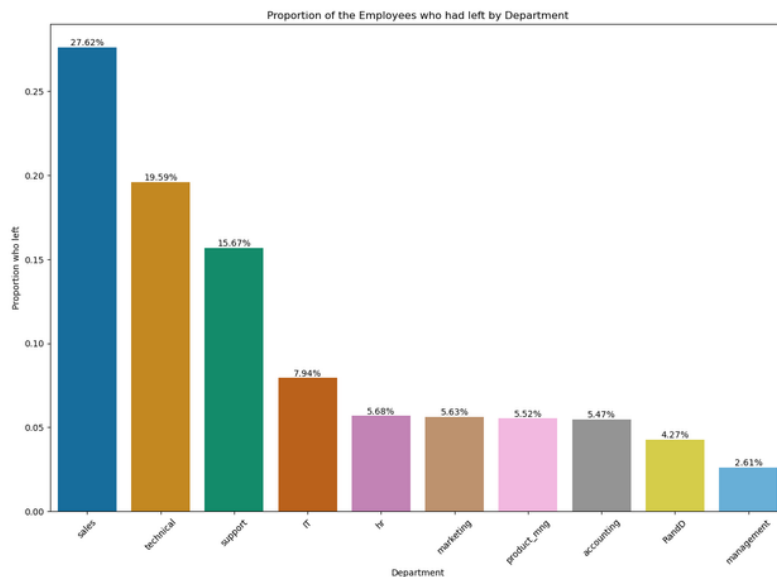
The salary of the employees who left the company



- Among those who left, **16.4%** had a low salary, **59%** had a medium salary, and **2.4%** had a high salary.
  - While this suggests salary may contribute to turnover, predictive importance analysis indicates it's not a significant factor.
- Recommendations:
  - Reconsider salary negotiations:
    - Despite initial indications, predictive analysis suggests other factors drive turnover.
  - Focus on addressing these primary factors to improve retention.

## DEPARTMENT

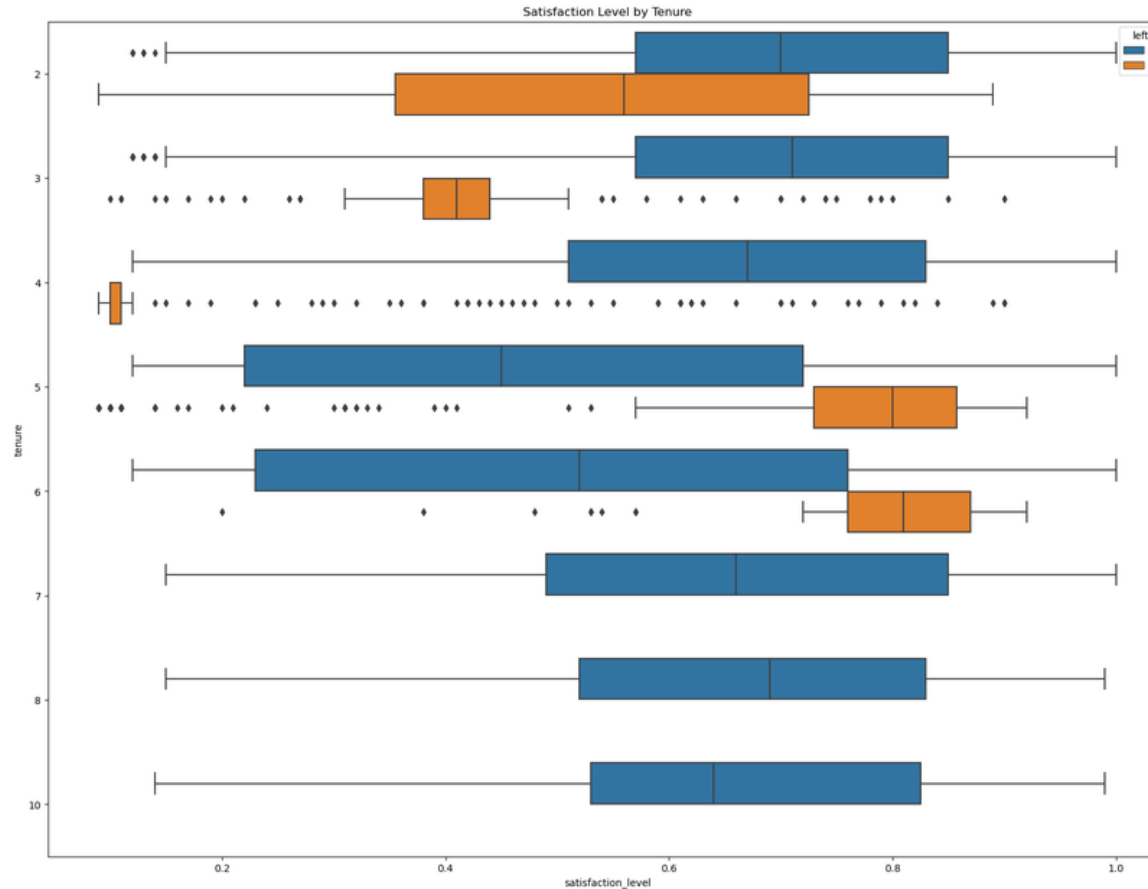
## DEPARTMENT



- Among employees who left (16.6%):
  - **27.62%** were from Sales
  - **19.59%** from Technical
  - **15.67%** from Support
- Recommendations:
  - Investigate specific departments
  - Focus on Sales, Technical, and Support departments.
  - Conduct additional surveys to identify reasons for turnover in these departments.

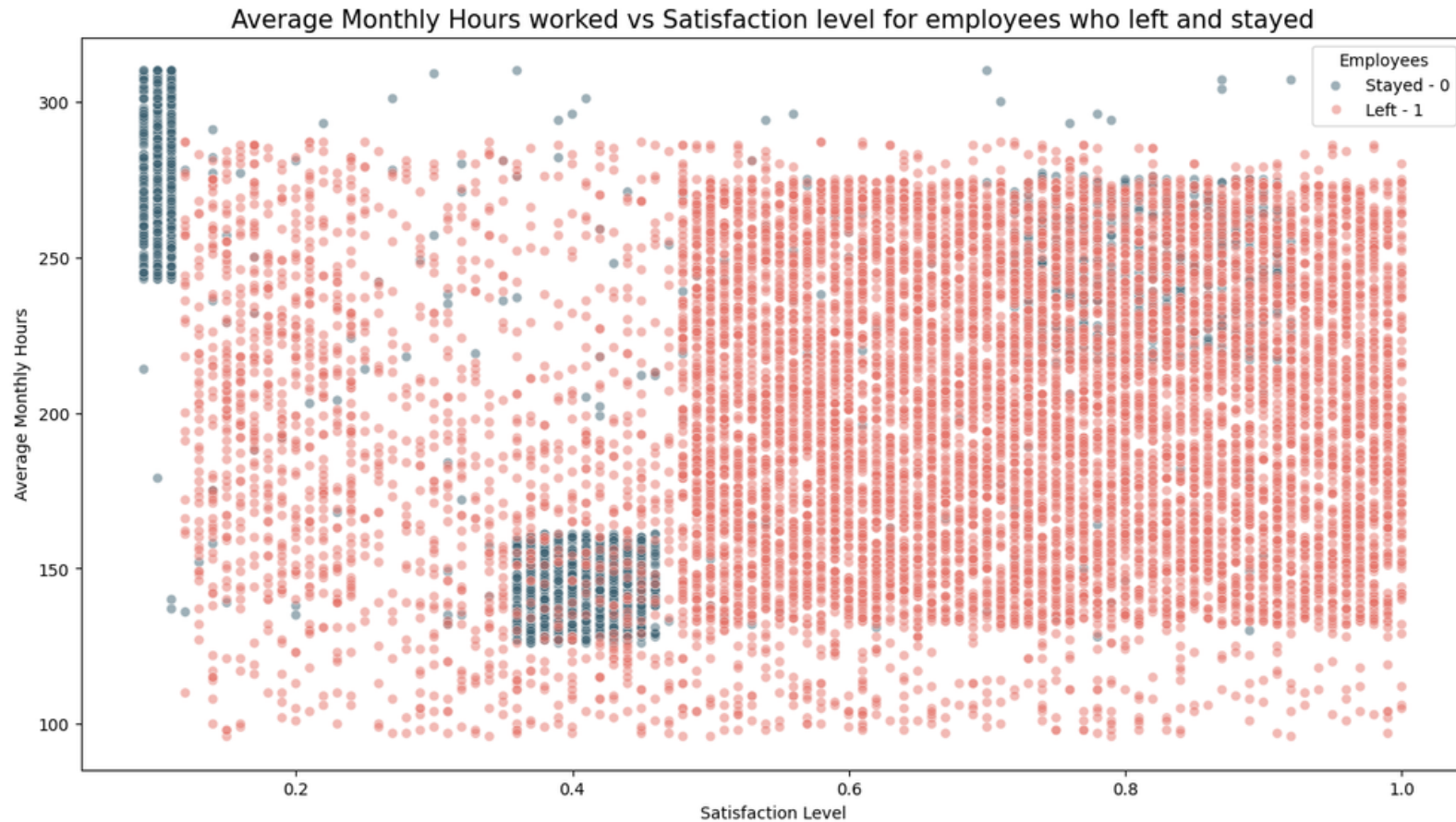


## SATISFACTION BY TENURE



- Employees with over **6 years of** tenure stayed, regardless of satisfaction.
- High-satisfaction employees with 5-6 years left unexpectedly.
- Satisfaction peaks at **2-4 years** but drops for some after **3-4 years**.
- Many with **2 years** of tenure left, despite varying satisfaction levels.
- Recommendations:
  - Implement strategies to retain long-tenured employees, such as recognition programs or career development opportunities.
  - Investigate and address reasons for mid-career departures, focusing on improving job satisfaction and addressing potential sources of dissatisfaction.
  - Develop initiatives to sustain satisfaction beyond employees' initial years, including mentorship programs or regular feedback mechanisms to address evolving needs and concerns.

## AVERAGE MONTHLY HOURS VS SATISFACTION LEVELS



- The company's average monthly hours are around 200h, significantly higher than the standard 173h (assuming working 8 hours a day for 5 days for 52 weeks), with approximately 50% of employees working overtime (7630 employees).
- Employees who worked longer hours despite receiving high last evaluations left the company, as did those working fewer hours with lower last evaluations.
- Last evaluations have some influence on employee turnover, but other factors likely play a significant role.
- Recommendations:
  - Monitor overtime:
    - Assess the impact of long working hours on employee retention and well-being.
  - Evaluate performance metrics:
    - Consider revising performance evaluation criteria to better align with retention goals.

