# Salifort Motors

Employee Turnover Project

## Overview

Company leadership at Salifort Motors aim to investigate employee turnover and factors that lead to such. This is to reduce financial loss in training employees who end up leaving the company. As a data professional at Salifort Motors, I have been asked to review the provided dataset and provide insights to company leadership.

## Objective

- Perform EDA on the provided dataset.
- Build, tune and evaluate a XGBoost model.
- Provide actionable insights and recommendations to company leadership.

## Results

- Some workers, especially those who left the company, are exposed to very *long working hours*
- Some workers, especially those who left the company, are exposed to *high project load*
- There is a *low promotion rate* amongst all workers
- Data analysis indicates possible *manipulation of data*
- Evaluation metrics of model with best recall score: precision = 96.59%, recall = 92.90%, f1 score = 94.71%, accuracy = 98.28%
- Top 5 features: average_monthly_hours, satisfaction_score, last_evaluation_score, time_spent_in_company, number_of_projects
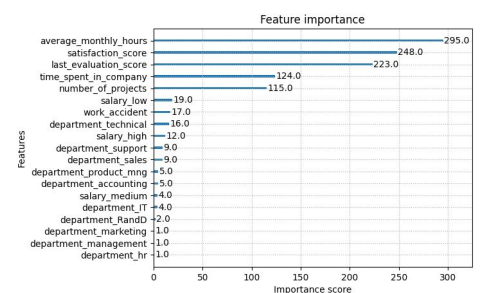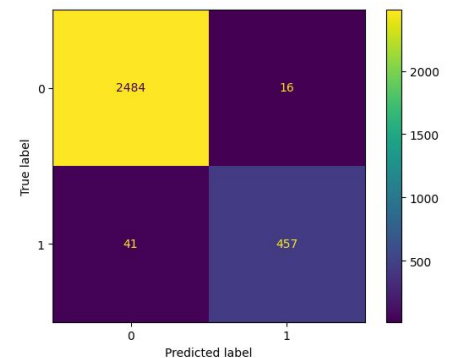


## Next Steps

- Limit the maximum working hours per day according to local labor policies
- Incentivize and educate workers with overtime bonuses according to local labor policies
- Limit the amount of projects assigned to employees
- Incentivize workers with merit/performance based promotions