

Salifort Motors

Employee retention project

Overview

Salifor Motors seeks to improve employee retention and answer the following question:
What's likely to make the employee leave the company?

Problem

The HR department at Salifort Motors wants to take some initiatives to improve employee satisfaction levels at the company. The logic behind the project is that if the resignation of employees can be predicted, it might be possible to identify factors that contribute to they leaving.

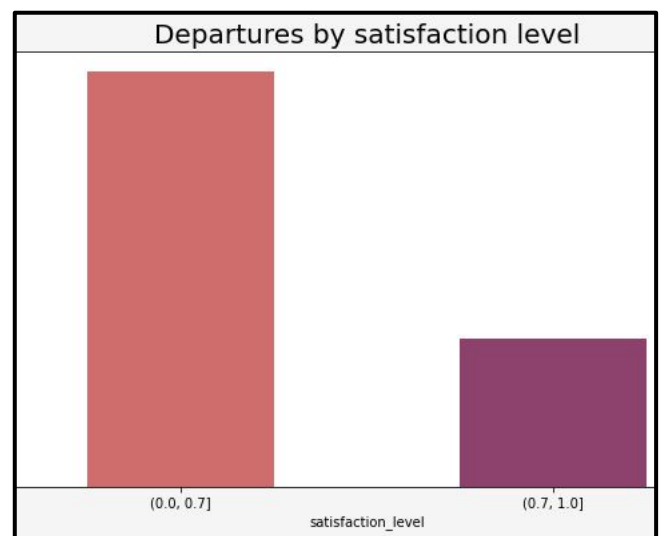
Solution

The objectives are accomplished by:

- Analyzing the data collected by the HR department
- Building a logistic regression model that predicts whether or not an employee will leave.

Details

- There is a relation between the satisfaction level and the decision to leave, in two aspects: employees with low satisfaction levels tends to leave more, but also there's a portion of employees with high satisfaction levels that leaves the company, and they represent about a third of the total leaving workers.
- The quantity of hours worked by month, the number of projects the workers are involved in, the lack of promotions, and the salary level seems to influence the decision to leave.
- The Logistic Regression model have a good performance predicting the employees that won't leave, but a poor performance with the target category of leaving employees.



Next Steps

Reviewing the company politics for the firsts years related to promotions, evaluations, and prospect careers in the company, can help address the problem. Addressing the load of work (hours, project) could help improve the employee retention. The criteria and times of evaluations and promotions should also be revised.