Report

Departments:	Support
Salary:	Low
Satisfaction Level:	0.09
Last Evaluation:	0.79
Assigned Project:	6
Monthly Working Time:	293 hours
Time in the Company:	5
Work Accident:	True
Get Promoted:	True

Introduction:

Our analysis focuses on an employee in the Support department who has recently churned with a ML score of 0.96. We will investigate various aspects of this employee's information and evaluate its potential impact on churn. Additionally, we will explore ways to increase the productivity of this employee.

Satisfaction Level:

According to the statistical tests, there is a statistically significant difference in average satisfaction level between employees who left and those who stayed. The churned employee had a satisfaction level of 0.09 which is much lower than the mean satisfaction level of the Support department (0.63) and the non-churned employees in the same department (0.67). This indicates that low job satisfaction was a significant factor in this employee's decision to leave the company.

Last Evaluation:

There is no statistically significant difference in the mean last evaluation score between employees who left and those who stayed. This suggests that the employee's last evaluation score of 0.79 may not have played a significant role in their decision to churn.

Assigned Projects and Monthly Working Time:

According to the statistical tests, there is no statistically significant difference in average values between employees who left and those who stayed for number of projects and monthly working time. Thus, the churned employee's assigned project score of 6 and monthly working time of 293 does not seem to have contributed significantly to their decision to leave.

Time in the Company:

There is a statistically significant difference in the average values between employees who left and those who stayed in terms of time spent in the company. The churned employee had spent 5 years in the company, which is higher than the mean time spent in the Support department (3.29) and by non-churned employees in the same department (3.16). This suggests that the employee was dissatisfied with their growth opportunities or the company culture.

Work Accident and Promotion in Last 5 Years:

According to the statistical tests, there is a statistically significant difference in the average values for work accident and promotion in the last 5 years between the employees who left and those who stayed. The churned employee had a work accident and was promoted in the last 5 years, which indicates that these factors did not contribute positively to employee retention.

Impact of Salary Level:

Statistical tests indicate that there is a statistically significant difference between the salary levels of employees who left and those who stayed. This suggests that low salary was a significant factor in the employee's decision to churn, since they had a low salary.

Increasing Employee Productivity:

To increase the productivity of this employee or any other, we recommend assessing their job satisfaction and increasing their salary where applicable. Our analysis suggests that the employee's job satisfaction and salary could have been significant factors in theirs decision to churn.

Conclusion:

Our analysis concludes that low job satisfaction, low salary, and high time spent in the company played significant roles in the churn decision of the Support department employee. Although the employee had a high last evaluation and had worked on several projects, these factors did not significantly influence their decision to churn. To increase the productivity of an employee, we suggest focusing on improving job satisfaction and increasing salary.