# Salifort Motors / Employees Likely To Quit

EXECUTIVE SUMMARY

# Overview - Analyzed employee data from Salifort Motors to identify the key drivers of turnover and build a predictive model to flag at-risk employees. Discovered patterns of overwork and distinct turnover profiles, providing HR with targeted, data-driven strategies to boost retention and satisfaction.

# The Problem

Salifort Motors is experiencing employee turnover but lacks a clear understanding of what drives employees to leave. Without this insight, HR cannot effectively address the root causes or proactively retain talent. Turnover impacts productivity increases recruitment and training costs and can lower overall employee morale. This is a **significant problem** because retaining skilled employees is critical to maintaining operational efficiency, protecting institutional knowledge, and sustaining employee satisfaction.

The analysis revealed that, except for employees working on two projects, all groups—including those who stayed—consistently exceeded this benchmark, indicating a pattern of overwork.

The findings highlighted two main profiles of employees who left:

1. **Dissatisfied employees with shorter tenures**
2. **Highly satisfied employees with medium-length tenures**

A scatterplot analysis further identified two turnover risk groups:

* Overworked, high-performing employees
* Employees working slightly below the nominal average monthly hours but with lower evaluation scores

# The Solution

It appears that employees are leaving the company because of poor management. Leaving is tied to longer working hours, many projects, and generally lower satisfaction levels. It can be ungratifying to work long hours and not receive promotions or good evaluation scores. There's a sizeable group of employees at this company who are probably burned out. It also appears that if an employee has spent more than six years at the company, they tend not to leave.

To retain employees, I recommend the following:

* Cap the number of projects that employees can work on.
* Consider promoting employees who have been with the company for at least four years or conduct further investigation into why four-year tenured employees are so dissatisfied.
* Either reward employees for working longer hours, or don't require them to do so.
* If employees aren't familiar with the company's overtime pay policies, inform them about this. If the expectations around workload and time off aren't explicit, make them clear.
* Hold company-wide and within-team discussions to understand and address the company work culture, across the board and in specific contexts.
* High evaluation scores should not be reserved for employees who work 200+ hours per month. Consider a proportionate scale for rewarding employees who contribute more/put in more effort.

