Salifort Motors

Employee Retention Project

⟩ ISSUE / PROBLEM

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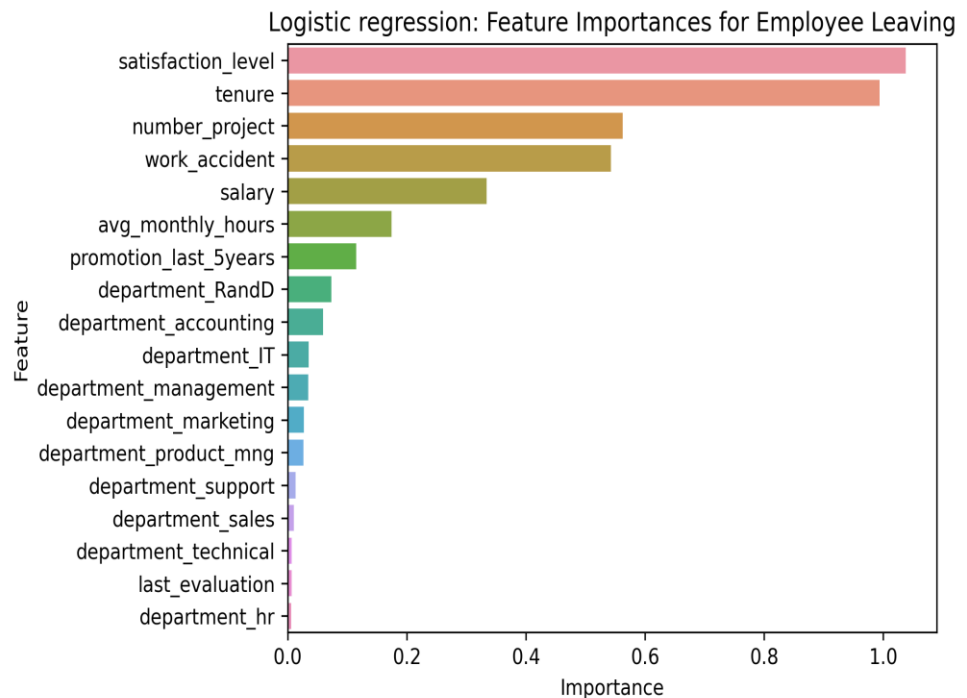
What's likely to make the employee leave the company?

⟩ RESPONSE

Since the variable we are seeking to predict is categorical, the team could build a logistic regression to determine all features explaining why employees may leave the company.

Logistic regression: Feature Importances for Employee Leaving

Barplot above shows the most relevant variables: 'satisfaction_level', 'tenure', 'number_project', 'work_accident', 'salary', avg_monthly_hours and 'promotion_last_5years'.

⟩ IMPACT

This model helps predict whether an employee will leave and identify which factors are most influential. These insights can help HR make decisions to improve employee retention.

⟩ INSIGHTS/NEXT STEPS

- 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 about 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.