

Salifort Motors

Employee retention project



Problem to solve:

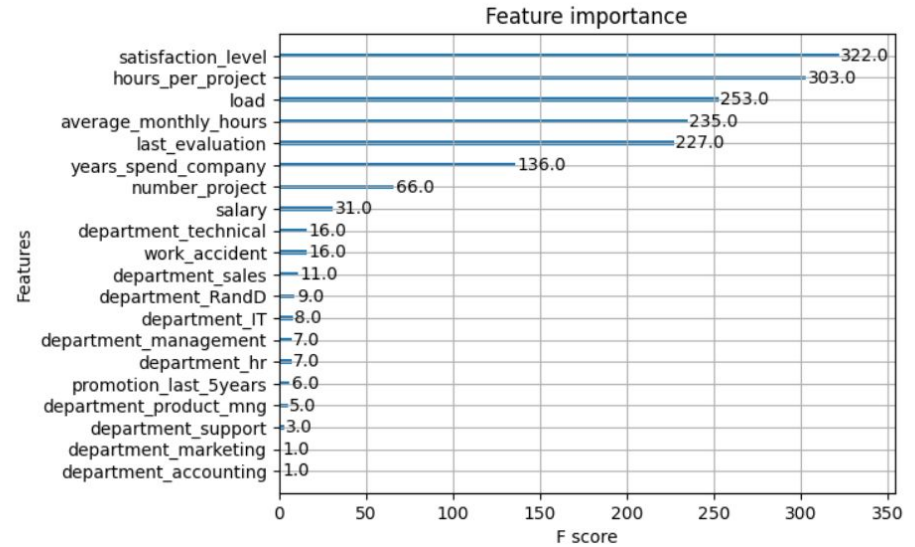
Company seeks to improve employee retention and answer following question:
What's likely to make the employee leave the company?

Response:

Since the variable we are seeking to predict is categorical (whether employee leave or no) we would build tree-based machine learning models

Impact:

This model helps predict whether an employee will leave and identify which factors(variables) influence decision the most. These insights can help HR department make decision to improve employee retention



Barplot above shows the most important features.



Insights/next steps:

The models and the feature importance extracted from the models confirm that employees at the company overwork a lot.

To retain employees company could change their working politics such as:

- Cap number of project that employee can work on
- Reward employees that overwork or create environment so that they couldn't overwork.
- Consider promoting employees who have been working for the company at least four years, or investigate why their satisfaction level is so low.