

Salifort Motors

Employee Retention Project

Project Overview

The employee retention prediction model for Salifort Motors was created to reduce employee turnover. It analyzes key factors and provides actionable insights to improve employee satisfaction.

Details

Key Insights

Limit the Number of Projects:

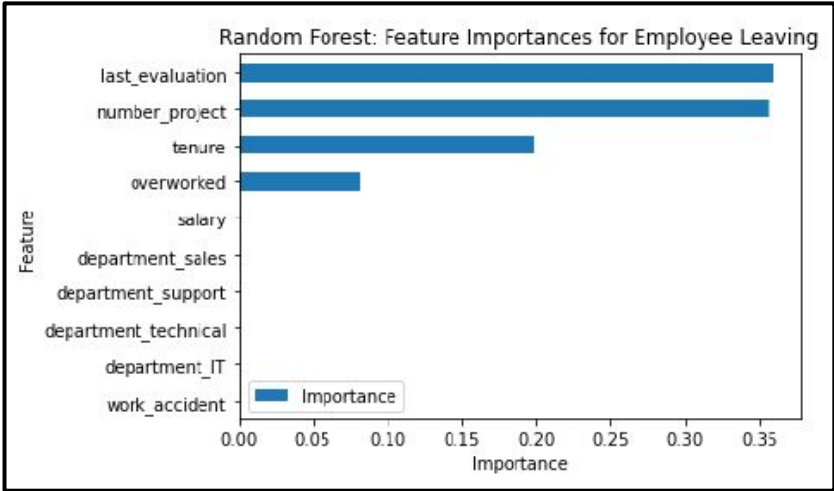
- Set a maximum number of projects per employee.
- Regularly adjust task distribution.
- Implement a project prioritization system.

Promote Employees with Four Years of Tenure:

- Develop a policy for automatic promotions.
- Conduct regular performance evaluations.
- Provide clear career plans and growth opportunities.

Address Corporate Culture Issues:

- Conduct surveys and interviews to identify issues.
- Implement programs to improve work climate.
- Establish open channels for feedback.



The random forest model shows that the latest evaluations, number of projects, tenure, and overwork are important factors. These factors help predict whether an employee will leave the company. The higher the values of these factors on the graph, the higher the likelihood that the employee will leave.

Next Steps

Implement Recommendations:

- Apply the recommendations to reduce workload, ensure promotions, and improve corporate culture.

Continuous Monitoring:

- Regularly monitor the effectiveness of the recommendations and update the model with new data.

Expand Scope:

- Expand the model to include additional factors, such as employee feedback and training opportunities.