

Salifort Motors

Employee Retention Project

ISSUE / PROBLEM

Salifort Motors wants to reduce employee turnover rate. Therefore, they want to understand the reasons for an employee leaving the company.

RESPONSE

Since the target variable is categorical, only models that predict a categorical output are suitable.

A Logistic Regression Model and a Gradientboosting Model were built.

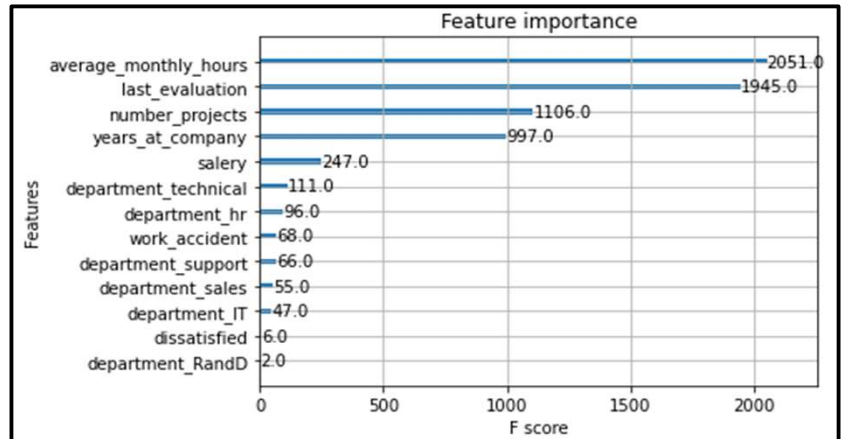
The Gradient boosting Model outperforms the Logistic regression Model.

IMPACT

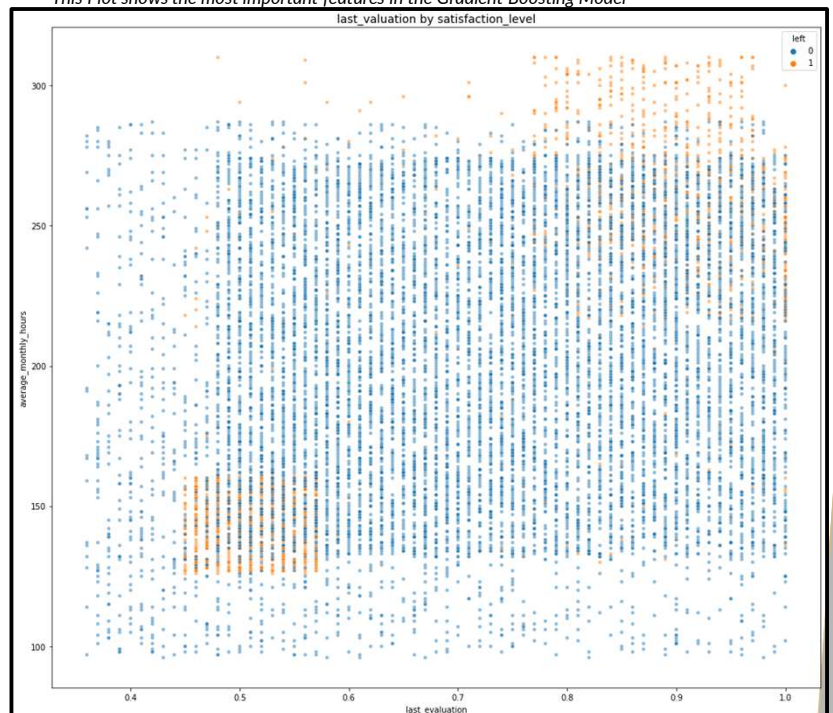
With the Gradientboosting Model it was possible to predict if an employee is at risk of leaving the company. From the Model we get information about which features were the ones that had most impact on the prediction.

KEY INSIGHTS

- cap the number of projects to a maximum of 6
- reward employees that work a lot of hours or don't require them to
- communicate that no one is required to do those long hours if they don't want to
- reward employees not only based on hours they spend also on their evaluation score and make sure that the evaluation score is not linked to time you spend at the company to not frustrate people that work less hours



This Plot shows the most important features in the Gradient Boosting Model



The most important features found out by Gradient Boosting plotted against each other with blue dots for employees that stayed and orange for the ones that left