

Salifort Motors - Workforce Retention Analysis

Executive Summary Report

ISSUE / PROBLEM

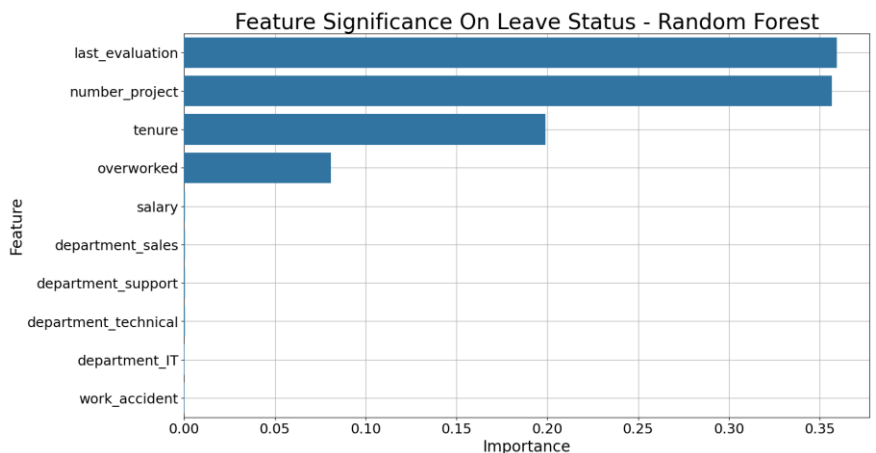
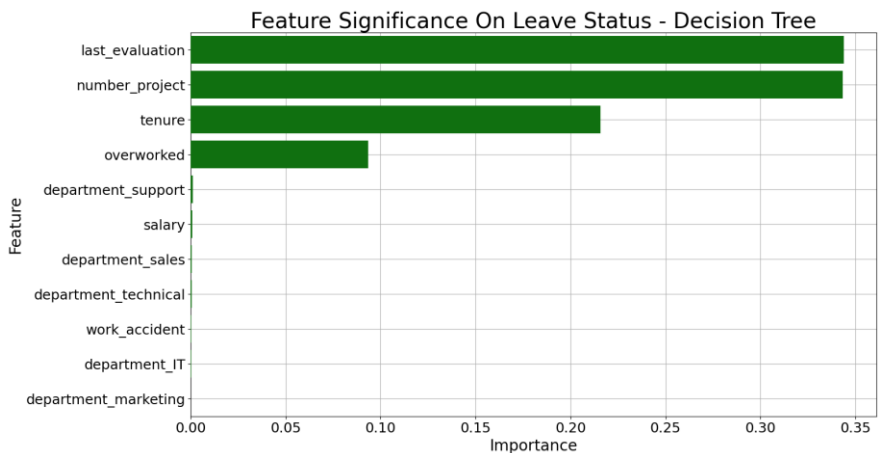
Salifort Motors aims to enhance employee retention by identifying the key factors that contribute to an employee's decision to leave the company.

RESPONSE

Given that the target variable is categorical, the team explored building logistic regression and tree-based models. The random forest model showed better performance compared to the decision tree and substantially outperformed the logistic regression model.

IMPACT

This model offers a way to predict employee turnover and highlights the most significant factors influencing their decision to leave. These insights empower HR to make informed choices to boost employee retention.



The most influential factors identified by both tree-based models include the last evaluation, the number of projects, the tenure and the overworked status, which are crucial in predicting whether an employee will leave.

KEY INSIGHTS

- Limit the number of projects assigned to employees.
- Evaluate the potential benefits of promoting employees with at least four years of tenure or investigate the dissatisfaction among this group.
- Consider compensating employees for longer hours or reducing the expectation for overtime.
- Ensure employees are well-informed about overtime pay policies and clarify expectations regarding workload and time off.
- Facilitate discussions across the organization to address company culture and work dynamics.
- Adjust performance evaluations so that high scores aren't solely tied to working over 200 hours per month. Implement a balanced approach to reward effort and contribution.