Salifort Motors Employee Turnover Project

Why Do Employees Leave?

Project Overview

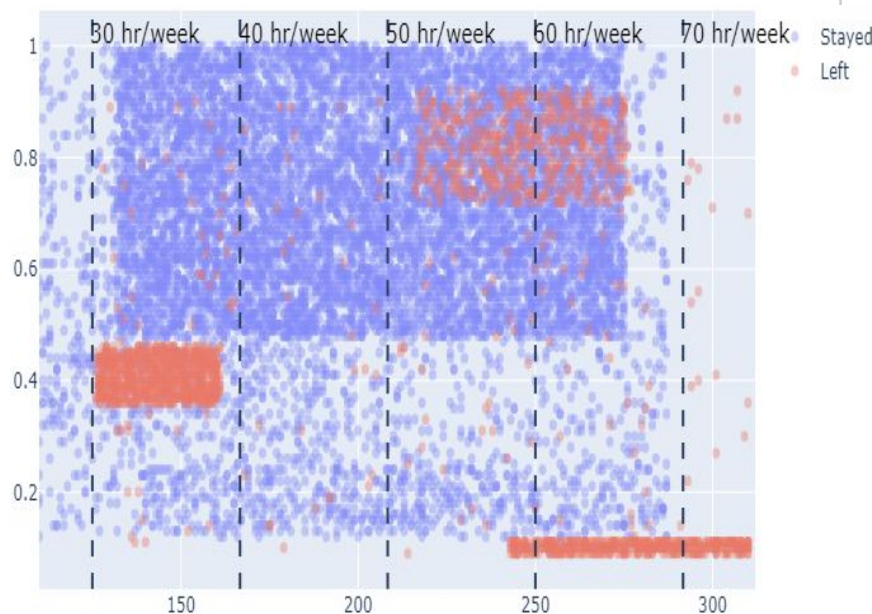Investigating employee satisfaction at Salifort Motors to find possible predictors of leaving the company to help them reduce turnover.

Details

Key Insights

Clusters of Employees (Satisfaction vs. Hours)

- Logistic regression model predicts employees leaving with 90% recall
- Job satisfaction surveys are the single strongest predictor of an employee leaving
- Working on too many projects leads to leaving
- There are three clusters of employees (red datapoints to right) that account for most employees leaving
- Most employees work more than a 40 hour week; working more than 50 makes an employee likely to leave.
- Employees are not consistently rewarded for working long hours or for many years
- At the four-year mark, a significant number of employees have very low job satisfaction and leave

Next Steps

-Collect data on why employees leave
-Depending on needs, either:
  Do more frequent evaluations and job satisfaction surveys
 OR
Develop robust black box model than can predict employee behavior