

TURNOVER ANALYSIS

YOU CAN'T FIRE ME, I QUIT!

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PEOPLE ARE COMPANIES' MOST IMPORTANT ASSETS

- Higher retention rate
- Better understanding of the factors that cause turnover
- Longterm competitive advantage

A wide-angle photograph of the Chicago skyline at sunset. The Willis Tower (formerly Sears Tower) is the central focus, standing tall against a darkening sky. To its left is the Marina City complex with its distinctive twin towers. To its right is the John Hancock Center. The foreground is a solid dark green color.

DEMO

An aerial photograph of the Chicago cityscape, showing a dense cluster of skyscrapers and buildings. The architecture varies from modern glass and steel structures to older brick buildings. The lighting suggests it might be early morning or late afternoon.

02

DATASET FROM KAGGLE

- 15,000 observations
- 14,000 train set
- 1,000 test set
- Response: binary indicating whether the employee quit or not

MAIN PREDICTORS

- Satisfaction Level
- Last Evaluation
- Salary
- Binary for promotion in last 5 years
- Tenure
- Average monthly hours

RANDOM FOREST CLASSIFIER

- Recall is the main measure of interest
- A false negative is more costly than a false positive

TEST SET
ACCURACY

98%

TEST SET
RECALL

95%

1

2

HIGH PERFORMING EMPLOYEES QUIT MORE

- Average Evaluation in historical data: **0.72**
- Average Evaluation of 10 most-likely to quit current employees: **0.87**

MAIN CAUSES OF HIGH TURNOVER

- Low Satisfaction
- High Tenure
- High workload

THANK YOU

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