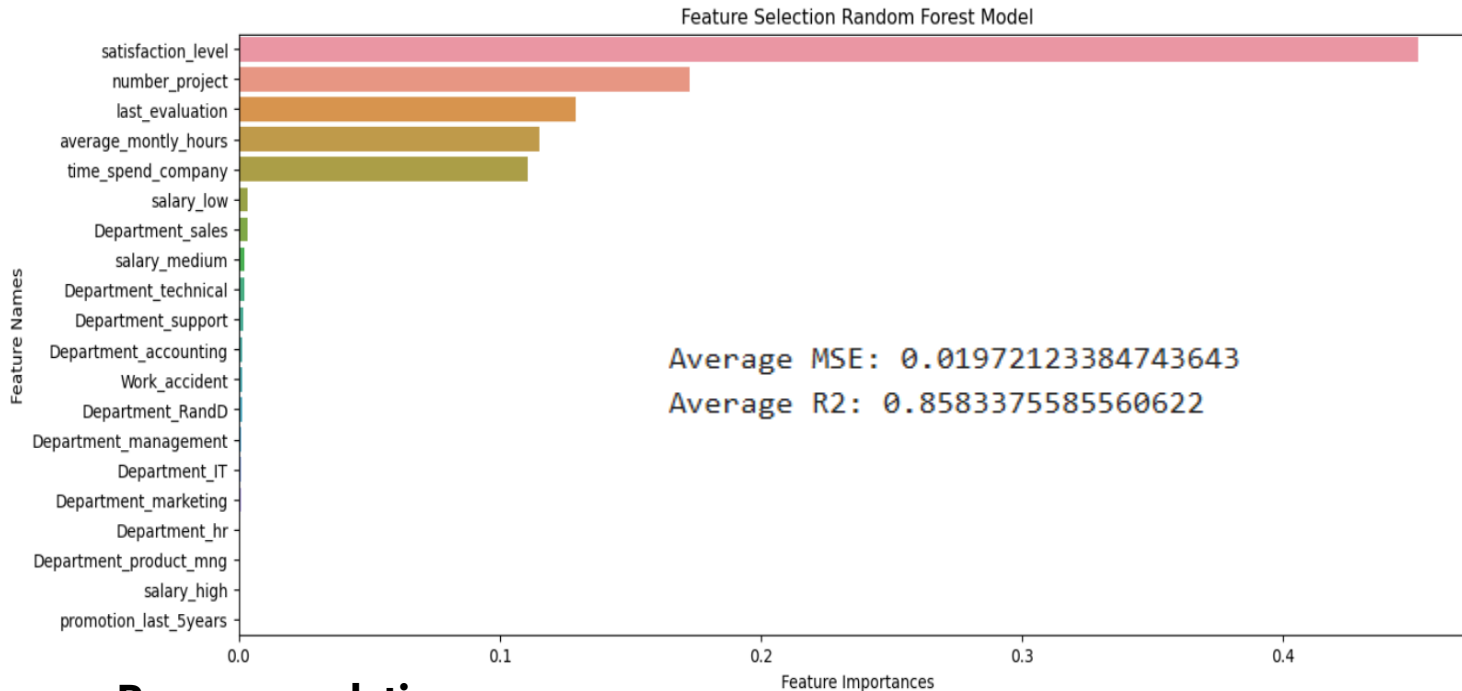


SALIFORT

EMPLOYEE RETENTION PROJECT



Salifort Employee Retention One-Pager



Recommendations

- ➡ Focus on improving employee satisfaction.
- ➡ This can be achieved by implementing career progression strategies with promotions and more frequent performance evaluations.
- ➡ Reduce work load while giving employees more manageable projects. Otherwise increase compensation for those working longer hours.
- ➡ Focus on rewarding those who have spent longer at company. This can include promotions as well or other benefits.

Sig Factor	odds %
satisfaction_level	-98.0
last_evaluation	83.0
number_project	-25.0
average_monthly_hours	0.0
time_spend_company	36.0
Work_accident	-76.0
promotion_last_5years	-77.0
Department_RandD	-29.0
salary_low	525.0
salary_medium	299.0

Odds measure an increase in 1 unit of that variable gives odds of the employee leaving.

Summary

- ➡ Employee satisfaction was identified as the most influential factor in reducing turnover, highlighting its crucial role in retaining employees.
- ➡ Recent promotions were also found to significantly decrease the likelihood of employees leaving, emphasizing the importance of career advancement opportunities.
- ➡ Conversely, factors such as lower salary levels, infrequent performance evaluations, and higher workloads were associated with higher turnover rates, underscoring the negative impact of these conditions on employee retention.
- ➡ Radom Forest Model was very accurate however, it was through combing it with logistic model we can properly evaluate the meaning of the most important variables.

