

# Sailfort Motors Executive Summary

## Modelling employee churn with logistic regression

### ISSUE / PROBLEM

Employee churn is very expensive. The hiring process itself, as well as training, costs us a lot of money.

### RESPONSE

We conducted a full logistic regression modelling to predict employee churn as well as identify areas where we can engage employees to prevent churn.

### IMPACT

Identifying those who churn, as well as overall improvements to company policies, helps us lessen churn.

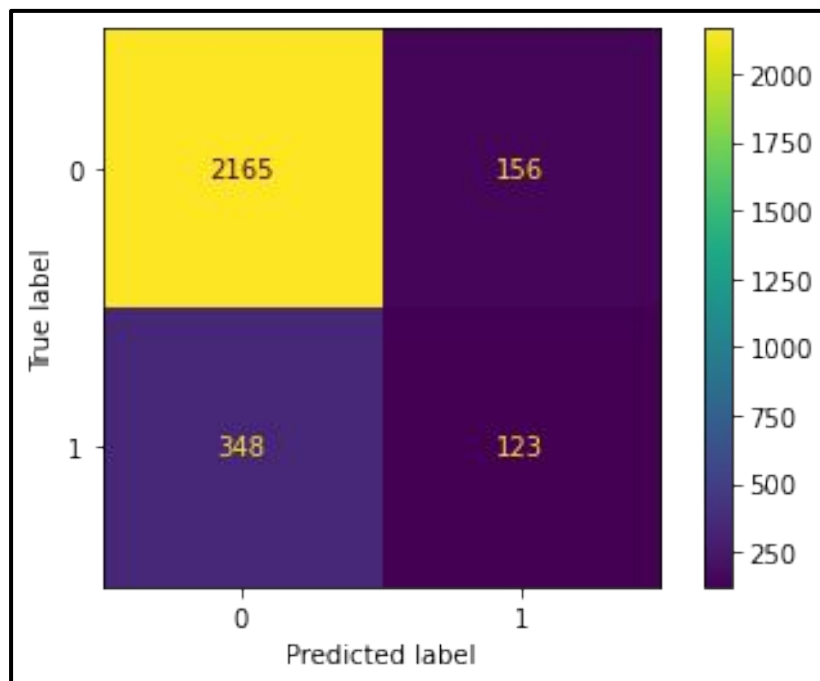
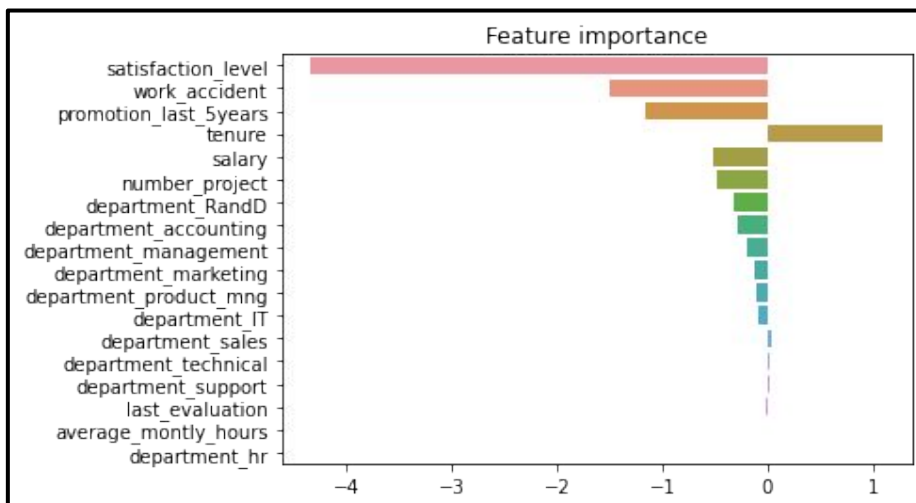


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### KEY INSIGHTS

- Recall is 26%. You should not rely on the model to correctly identify those who left as it is not good.
- The model predicts those that don't leave very well. It doesn't predict those who leave very well. The model should not be relied upon if this is important.
- A higher satisfaction level and salary points to a lesser chance of leaving. Being promoted in the last 5 years points to a lesser chance of leaving. This is to be expected.
- We should cap the number of projects an employee works from 3 or 4.
- We should have higher evaluation scores for everyone, not just those who work 200+ hours.
- Employees work very long hours. We should encourage a better work-life balance.
- Find out why there are a lot of employees leaving at the 4 year tenure mark.
- Make sure we are keeping our high performers and not losing them to other companies.