

Result:

1. Employees left when they are underworked (less than 150hr/month or 6hr/day)
2. Employees generally left when they are overworked (more than 250hr/month or 10hr/day)
3. Employees with high or low evaluations should be taken into consideration for high turnover rate
4. Employees with low to medium salaries constitute for employee turnover
5. Employee satisfaction is the highest indicator for employee turnover.
6. Employee that had 4 and 5 yearsAtCompany should be taken into consideration for high turnover rate
7. Employee satisfaction, yearsAtCompany, and evaluation were the three biggest factors in determining turnover

Suggested Solution:

Learning programs for managers can be organized. Use of analytics can be done afterwards to understand their performance.