Sailfort motors

Employee retention project

ISSUE / PROBLEM

The company seeks to improve its employee retention and understand the reason for employees leaving.
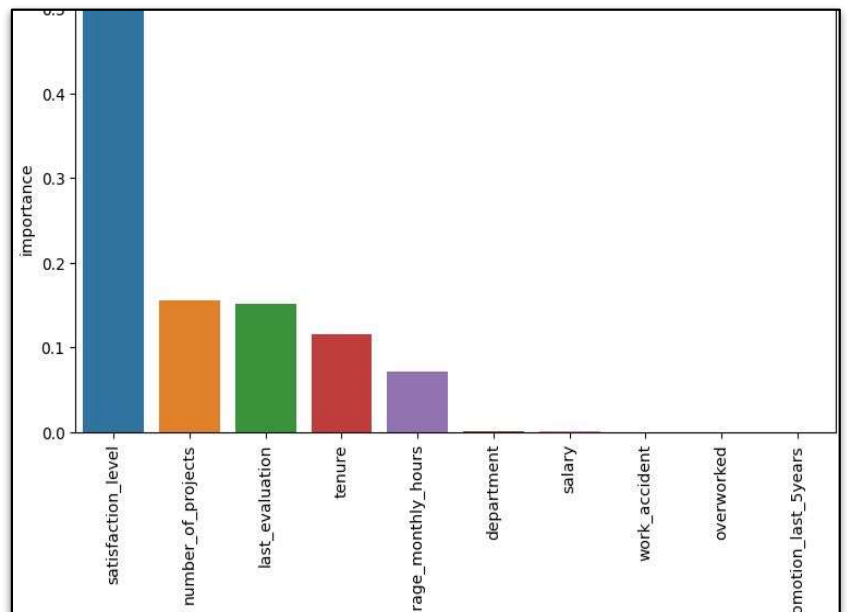
RESPONSE

As the variable we are trying to predict is categorical we can use a tree base model or logistic regression.
We see that random forest model performs better than decision tree model.

KEY INSIGHTS

By the above bar plot we can see that "satisfaction_level" , "number_of_projects", "last_evaluation" , "tenure", "average_monthly_hours" have the highest importance in the given order in predicting if the employee leaves the company or not.

IMPACT

This model will help in predicting if an employee is going to leave and the factors which are important for employee retention.
Using this the HR team can take the required actions, to improve employee retention and also help the company save capital spent on training new employees.