

# Predicting Employee Turnover at Salifort Motors

## A Data-Driven Approach to Retention and Cost Reduction

Executive summary report by Seungsoon Park

### Overview

Satisfaction-to-Evaluation ratio is a key factor to employee retention. Improving satisfaction level will increase the ratio close to 1. This analysis will provide an insight of increasing employee satisfaction level in salary groups.

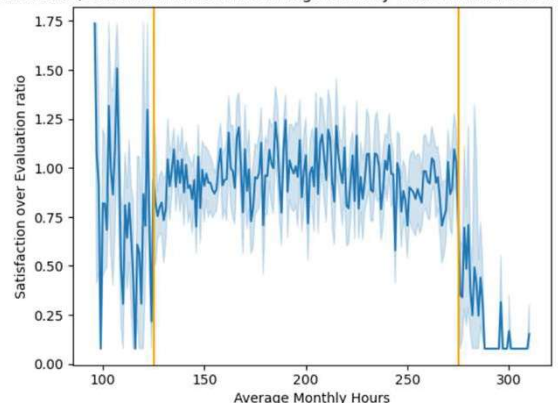
### Objective

Finding feature that affect on satisfaction-to-evaluation ratio as low salary group has relatively low ratio. Other income salary groups will be analysed to increase employee satisfaction level.

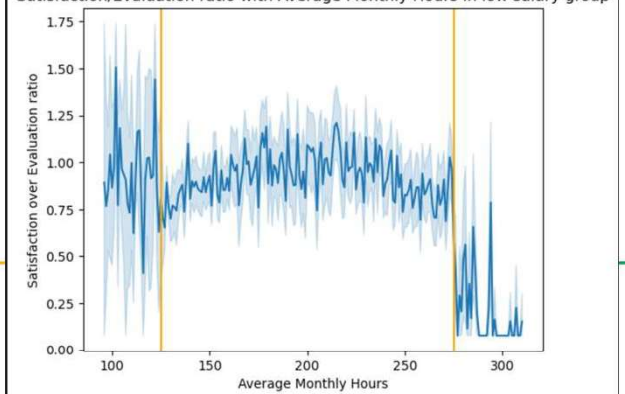
### Results

- Employees in low and medium salary groups work more than 275 hours monthly in average has received insufficient compensation for their efforts. Satisfaction-to-Evaluation ratio of those have low ratio(Low salary: 0.28, Medium salary: 0.33).
- High salary group does not show any patterns.

Satisfaction/Evaluation ratio with Average Monthly Hours in medium salary group



Satisfaction/Evaluation ratio with Average Monthly Hours in low salary group



### Next Steps

I recommend that leadership thoroughly investigate this situation and identify appropriate compensation measures of low and medium salary groups. Additionally, maintaining a balanced ratio can encourage employee retention. To support this goal, offering paid training hours or scholarship funds can help employees enhance their skills and improve their evaluation scores.