Predicting Employee Turnover at Salifort Motors
A Data-Driven Approach to Retention and Cost Reduction

Executive summary report by Seungsoon Park

Overview

Analyzing employee turnover at Salifort Motors using Python for model building and data analysis. The company is experiencing high turnover rates, and leadership wants to understand the key drivers behind employee departures to improve retention and reduce costs.

Problem

Detect outliers in sat/eval ratio of each salary groups and the boxplots does not show any difference between groups. These outliers might affect on mean value of each group.

Solution

Use IQR method to deal with outliers. After adjusting values, the box plot clearly show there is possible different between salary groups. Anova test confirms that mean of each groups has different values from other as least.

Details

- At least one mean of salary groups is different from other mean of salary groups with 0.05 significant level.
- Employees in the lower income group tend to have a lower mean satisfaction-to-evaluation ratio.
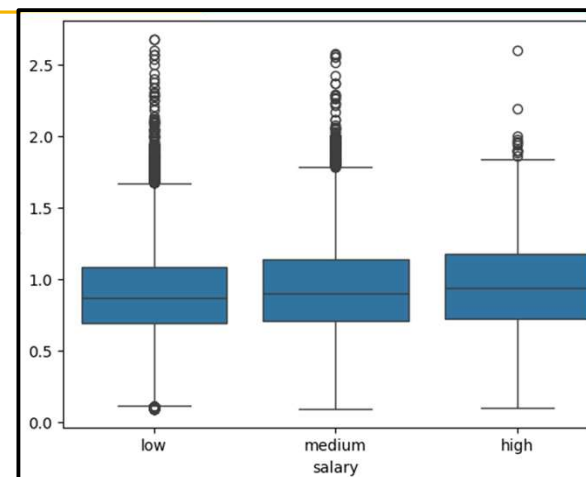
After Dealing with outliers
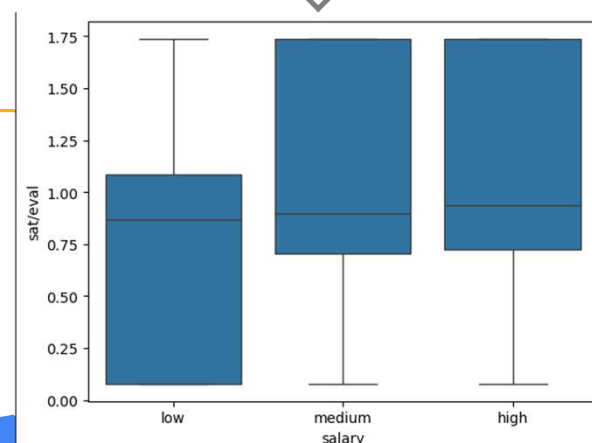
Next Steps

Figure out the reason why low salary group has lower satisfaction-to-evaluation ratio.