

Predicting Employee Turnover at Sailfort Motors

Data-Driven approach to Retention and Cost Reductions

Executive Summary by Seungsoon Park

OVERVIEW

Analyzing employee turnover at Sailfort 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

PROJECT STATUS

- Develop a satisfaction level / last evaluation ratio to effectively analyze employee retention rate.
- Identify the significant impact of this ratio on retention rates helping to uncover key factors that influence employee satisfaction and turnover.

NEXT STEPS

- Explore the influencing factors behind the **satisfaction level / last evaluation ratio** to gain deeper insights into employee retention and workplace well-being.

KEY INSIGHTS

1. Employees with Satisfaction/evaluation ratio less than 1 tends to leave the company more.
2. Well balanced Satisfaction/Evaluation ratio encourage employees staying at company

