

Salifort Motors Executive Summary

Employee retention project

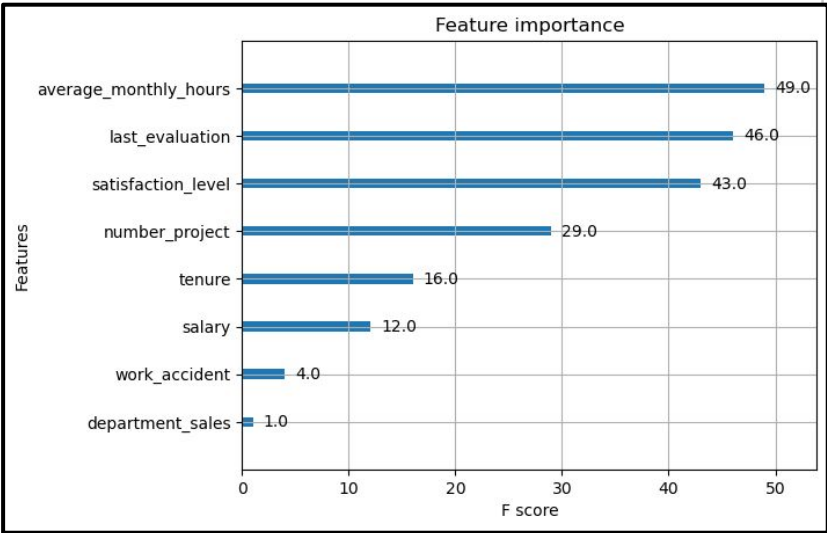
Project Overview

Salifort Motors seeks to better understand and improve employee retention rates. To accomplish this, a machine learning model is deployed to predict whether employees will leave the company or not.

Key Insights

- An XGBoost machine learning model was developed which performed with a 97.3% precision.
- It is found that the hours worked, last evaluation score and satisfaction level are the most indicative features of an employee leaving the company.
- The insights provided by this model will help HR make decisions to improve employee retention.

Details



In the XGBoost model above, 'average_monthly_hours', 'last_evaluation' and 'satisfaction_level' have the highest importance. These variables are most helpful in predicting the outcome variable, 'left'.

Next Steps

- Cease requiring employees to work such long hours, or provide better compensation for them doing so.
- Ensure high evaluation scores aren't reserved for only those employees working 200+ hours per month.
- Place a cap on the number of projects an employee can embark on.