Salifort Motors Employee Retention Project Summary

Overview

Salifort Motors seeks to improve employee retention and answer the following question: Why do employees leave the company? The data team developed a data analytics project aimed at identifying the reasons an employee might leave the company.

Thorough exploratory data analysis (EDA) will enable Salifort to determine why employees leave, take steps to improve overall job satisfaction and increase retention.

Objective

Target Goal: Predict the number of employees who are likely to leave.

Impact: The random forest model is a better predictor of determining if an employee will leave than the decision tree model and identifies which factors are the strongest determinants. Salifort HR will have the information they need to improve employee retention.

Next Steps

- Cap the number of projects that employees can work on.
- Consider promoting employees who have been with the company for at least four years, or conduct further investigation about why four-year tenured employees are so dissatisfied.
- Either reward employees for working longer hours, or don't require them to do so.
- If employees aren't familiar with the company's overtime pay policies, inform them about this. If the expectations around workload and time off aren't explicit, make them clear.
- Hold company-wide and within-team discussions to understand and address the company work culture, across the board and in specific contexts.
- High evaluation scores should not be reserved for employees who work 200+ hours per month.
- Consider a proportionate scale for rewarding employees who contribute more/put in more effort.
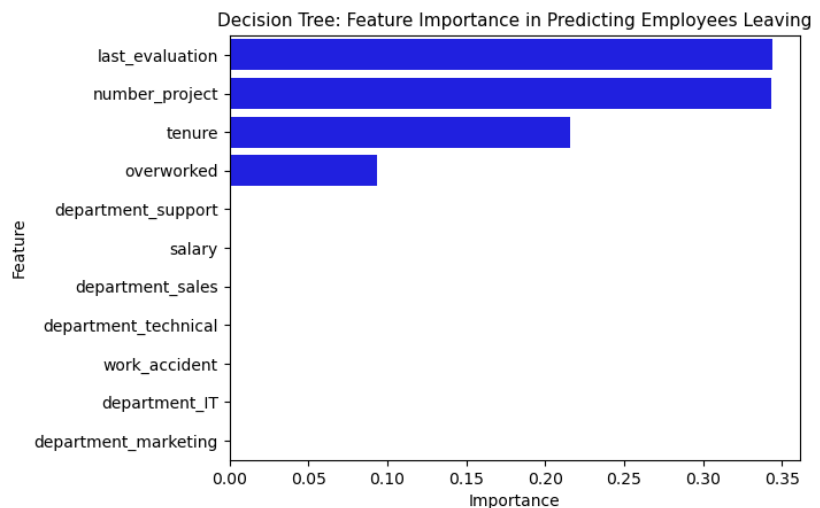
The decision tree features with the greatest importance in predicting if an employee will leave (in the order of importance) are: latest evaluation, number of projects, tenure and if the employee is overworked.
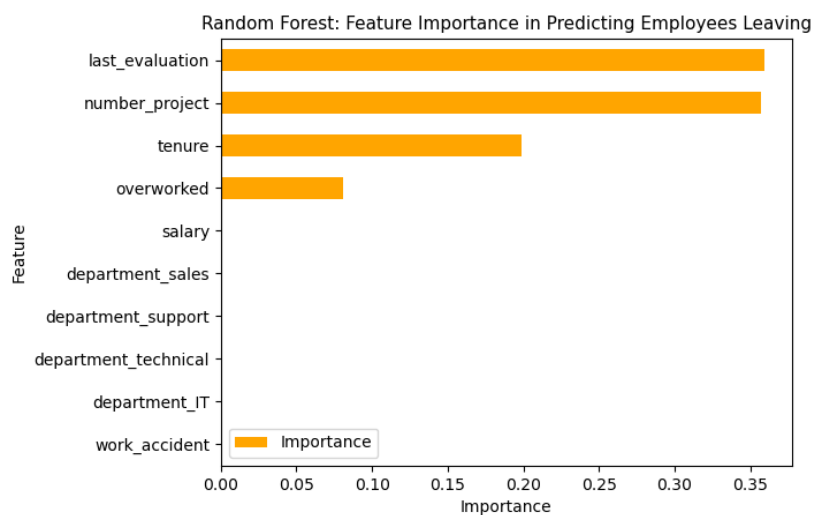
The random forest model features with the greatest importance in predicting if an employee will leave (in the order of importance) are: latest evaluation, number of projects, tenure and if the employee is overworked.