

Employee Attrition Salifort Motors Project

High workload from assignment to 6 or 7 projects and resulting average monthly hours is associated with decreased satisfaction levels, predicting attrition.

Project Overview

Salifort Motors is experiencing a high turnover rate. To understand why employees are departing, this project aims to investigate the influencing variables that impact employee resignation to help direct corporate decision making towards improving employee retention.

Key Insights

Satisfaction level increase of 0.1 is associated with $\approx 33\%$ lower odds of leaving

Each additional year of tenure is associated with $\approx 30\%$ higher odds of leaving

A promotion in the last five years reduces the odds of leaving by roughly $\approx 76\%$.

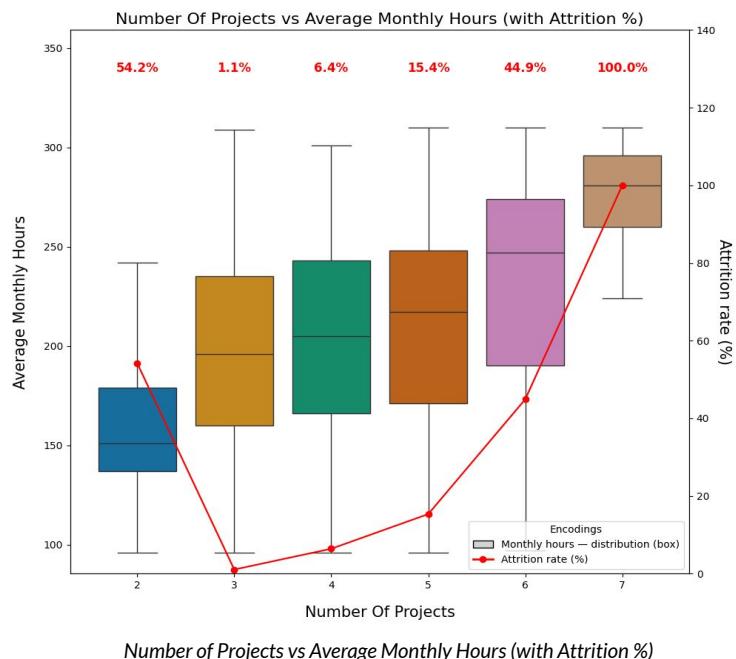
ML (XGBoost) flags top Feature Importance by Gain

- Satisfaction: 44.0%
- Number of Projects: 23.3%
- Tenure: 13.8%
- Previous Satisfaction: 9.6%
- Average Monthly Hours: 6.9%

100% attrition for employees assigned to 7 different projects

Median Satisfaction Level for employees on 6 or 7 projects < 0.2

Details



Limitation: Address limitation of turnover between voluntary vs involuntary departures

Next Steps

Recommendations

Rebalance Project Assignment: Restrict employees to a **maximum of 5 projects**.

Restrict Employee Hours: **Average Monthly Hours ≤ 230**

Further Steps

Identify **Previous Satisfaction Levels** threshold for **at risk employees**