



## Project proposal

# Salifort Motors Turnover Project Proposal

## Overview

*Salifort Motors aims to leverage employee data to identify key factors contributing to employee turnover. By understanding these factors, the company seeks to implement strategies to improve employee retention.*

Milestones	Tasks	PACE stages
1	<p><b>Understand the Business Challenge and Define the Problem:</b></p> <ul style="list-style-type: none"> <li>- Identify the business impact of employee turnover. Clarify data availability and quality.</li> </ul>	Plan
2	<p><b>Data Preparation:</b></p> <ul style="list-style-type: none"> <li>- Explore data sources: Identify relevant employee data sets.</li> <li>- Clean and preprocess data: Handle missing values, outliers, and inconsistencies.</li> </ul>	Plan, Analyze
3	<p><b>Model Selection:</b></p> <ul style="list-style-type: none"> <li>- Evaluate potential models: Consider prediction models, logistic regression, decision trees, random forest and XGBoost.</li> <li>- Determine evaluation metrics: Accuracy, precision, recall, F1-score.</li> </ul>	Analyze, Construct



4	<b>Model Development:</b> <ul style="list-style-type: none"><li>- <b>Build and train models:</b> Implement selected models using appropriate algorithms and libraries.</li><li>- <b>Fine-tune hyperparameters:</b> Optimize model performance.</li></ul>	Construct
5	<b>Model Validation:</b> <ul style="list-style-type: none"><li>- <b>Assess model performance:</b> Evaluate model accuracy and reliability.</li><li>- <b>Identify potential biases:</b> Ensure fairness and equity in model predictions.</li></ul>	Analyze, Construct
6	<b>Model Evaluation:</b> <ul style="list-style-type: none"><li>- <b>Interpret model results:</b> Analyze key factors influencing employee turnover.</li><li>- <b>Generate actionable insights:</b> Identify opportunities for improvement.</li></ul>	Analyze
7	<b>Implementation and Communication:</b> <ul style="list-style-type: none"><li>- <b>Develop recommendations:</b> Create a plan to address issues.</li><li>- <b>Communicate findings:</b> Present results to stakeholders and secure buy-in.</li></ul>	Execute