

Churn Model Analysis Report

Departments

Our Employee At Risk Pilot Program

7.0%

Identifying At-Risk Employees: Churn models can highlight employees who may be considering leaving, allowing HR to take proactive steps to address their concerns. Understanding turnover causes, By analyzing factors that contribute to churn, HR can identify and address systematic issues in the organization, such as management practices, work load or lack of career development opportunities.

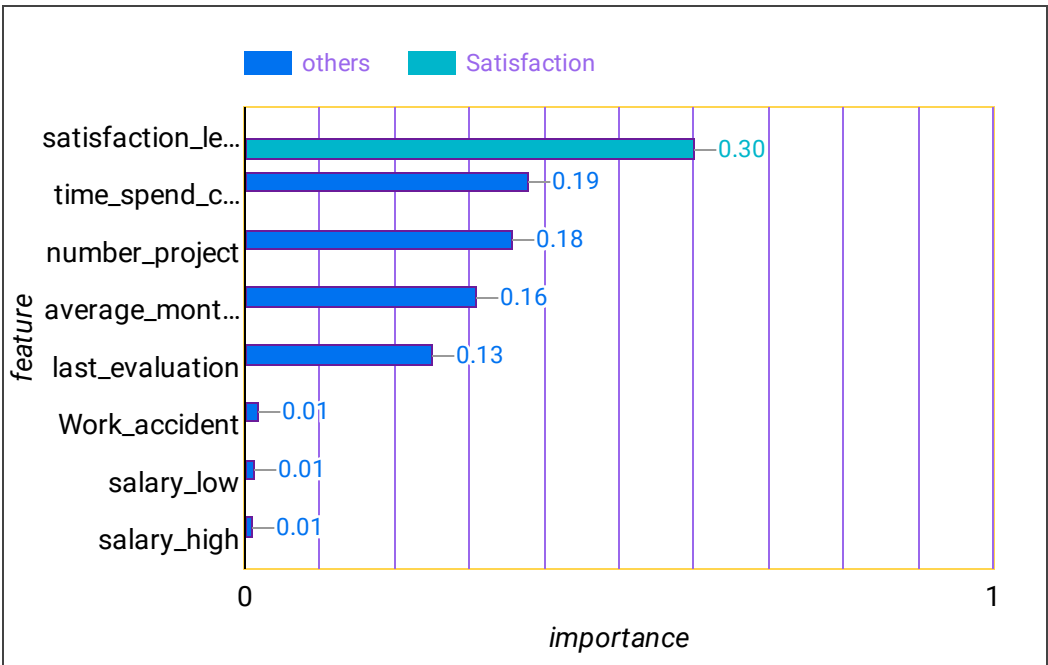
Enhancing employee retention strategies: Insights from these models can guide the development of targeted retention programs and policies.

Departments
10

satisfaction
0.5

spend time
3.39

LastEvaluation
0.47



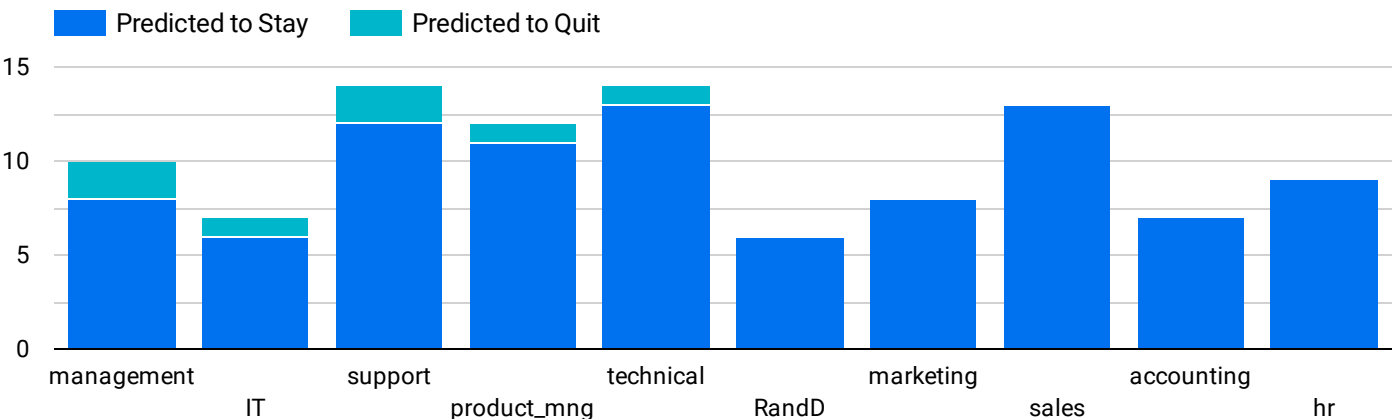
What is Driving Churn

How the Algorithm Works

The random forest model found that the most crucial factor for predicting whether employee will stay or leave a company is their job satisfaction. The longer they have been with the company, the more projects they have, the more number of hours they work, and the higher the performance evaluation, the more likely they are to stay,' surprisingly whether or not they have a work accident does not seem to have much impact on thier decision to stay or leave .This information can help the companny focus on imporbing job staisfaction to rewtrain the valuable employee.

Satisfied
Employee
Sentiment

Where are people Leaving



7
Predicted
to leave