Churn Model For Pilot Program

Departments ▾

Our Employees At Risk Pilot Program

Identifying At Risk Employees : Churn Model can highlight employees who may be considering leaving ,Allowing HR to take proactive steps to address their concern. Understanding Turnover Causes by analyzing factors that contribute to churn.HR can Identify and address systemic issues in the organization such as management practices , workload or lack of career development opportunities .Enhancing Employee Retention Strategies.: Insight from these models can guide the development of targeted retention program and policies.
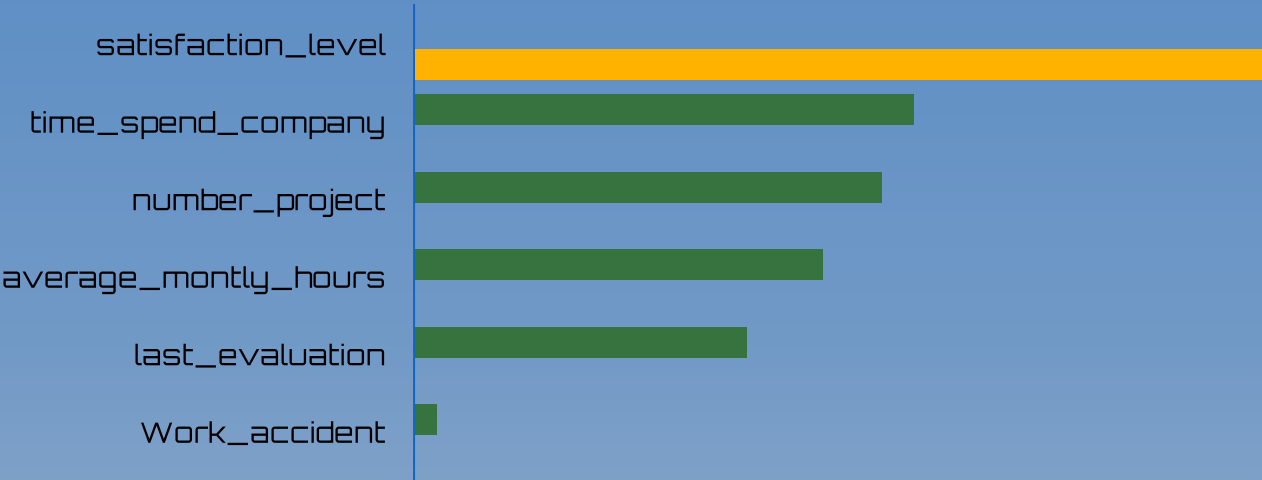
7.0%

Supporting Matrix

10	0.5	3.39	0.47
DEPARTMENT COUNT	SATISFACTION LEVEL	TIME SPEND IN COMPANY	LAST EVALUATION AVG

WHAT DRIVING CHURN

IMPORTANCE BY FEATURES

■ OTHERS   ■ SATISFACTION

satisfaction_level
time_spend_company
number_project
average_montly_hours
last_evaluation
Work_accident

How Our Algorithm Works

The Random Forest Model found that the mount crucial factor for predicting whether employees will stay or leave a company in their job satisfaction .The Longer they've been with the company, The More Projects they have. The Moderate number of hours they work and higher their performance evaluation ,the more likely they are to stay. Surprisingly whether or not they had a work accident doesn't seems to have much impact on their decision to stay or leave. This Information ay help the Company focus on improving job satisfaction to retain valuable employees

Satisfied

Employee Sentiments

WHERE ARE PEOPLE LEAVING

■ Probably Stay   ■ Probably Quit

Department	Probably Stay	Probably Quit
support	13	
sales	12	
product_mng	12	
technical	12	2
hr	9	
management	8	2
marketing	8	
IT	6	1
accounting	7	
RandD	6	

7

Employee Sentiments