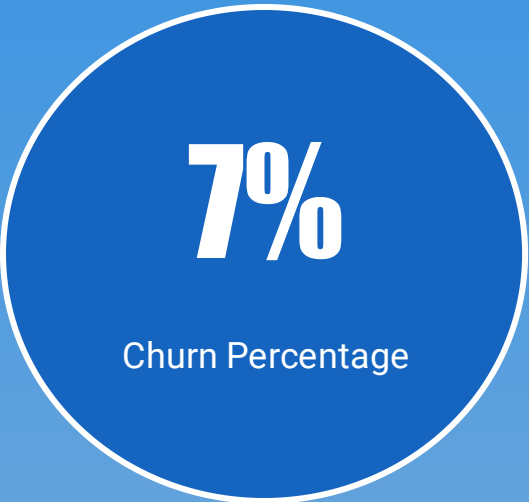# Churn Model For Pilot Program
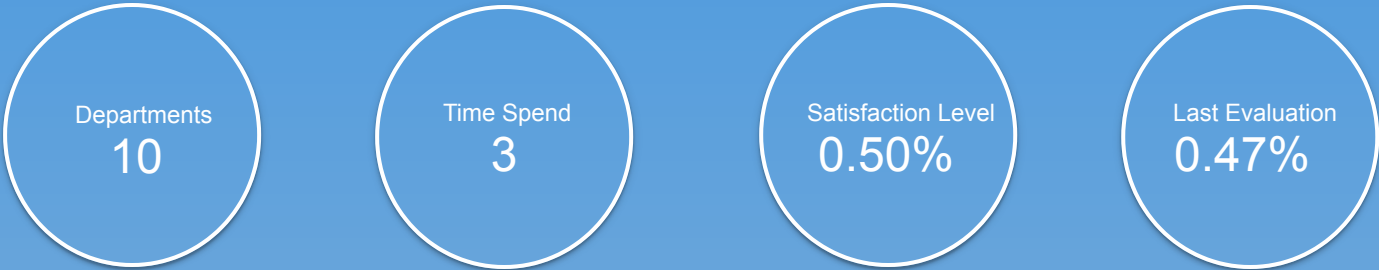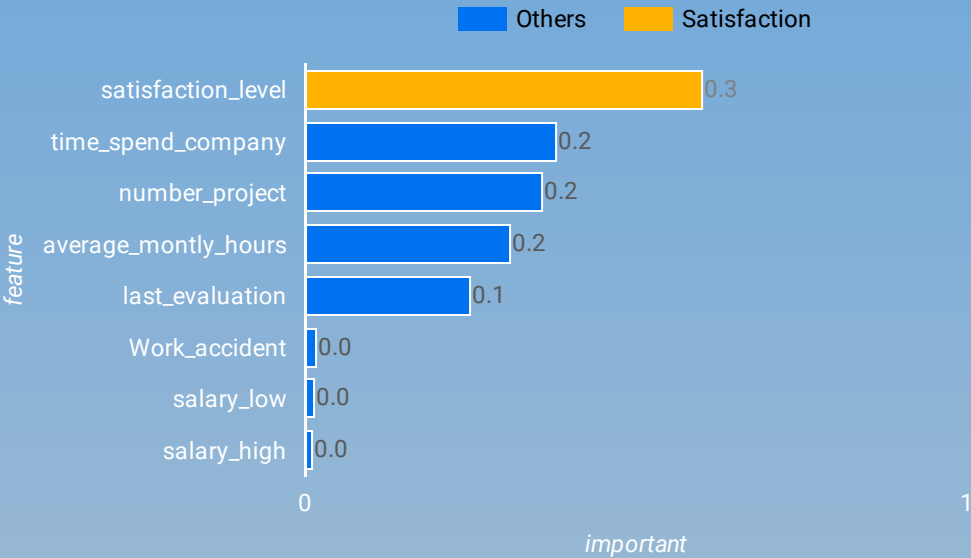
Departments ▾

Our Employee At Risk Pilot Program

Identifying At-Risk Ernployees: Clun models can highlight employees who rnay be leaving allowing HR to take proactive steps to address their comerns. Cause- By analyzing factors that contribute to dun, HR idatify and addresses systemic issues in tip orgarization, such as practics, workload, or lack of career development opportunities. Enhancing Employee Retention Strategies: from these models can guide the development of targeted retention prowams md policies.

7%

Churn Percentage

Supporting Metrics

Departments
10

Time Spend
3

Satisfaction Level
0.50%

Last Evaluation
0.47%

What Is Causing Churn

Others ■ **Satisfaction** ■

feature	important
satisfaction_level	0.3
time_spend_company	0.2
number_project	0.2
average_montly_hours	0.2
last_evaluation	0.1
Work_accident	0.0
salary_low	0.0
salary_high	0.0

How Our Algorithm Works

the Random Forest Model found that the most crucial factor for predicting whether employees will stay or leave a cornpany is their job satisfaction The they've been with the company, the more projects they have, the moderate numbers of hours they work, and the higher their performance evaluations, the more likely they are to stay. Surprisingly, whether or not they had a work accident doesn't seen to have much impact on Their decision to stay or leave. This information can help the company focus on improving job satisfaction to retain valuable employees.

satisfied

Employee Sentiment

Where are People Leaving

7

Predicted To Leave

Prediction to Stay ■ **Prediction to Quit** ■

Departments: management, support, IT, product_mng, technical, accounting, sales, hr, marketing, RandD