



EMPLOYEE CHURN REPORT

Departments

7.00%

Employee at risk Pilot program:

Employee churn models are mathematical representations of how employee churn affects a business over a specific time period, usually a year. Churn models are based on existing data, such as the number of customers who leave a service during a given time period. A predictive churn model uses this data to show future potential churn rates. By analyzing factors that contribute to churn, HR can identify and address the strategic issues in the organization, such as management practices, workload, or lack of career development opprotunities. Enhancing Employee Retention Strategies: Insights from these models can guide the developement of targeted retention programs and policies.

Supporting Metrics

Departments

10

satisfaction_level

0.50%

time_spend_company

3.39

last_evaluation

0.47

What is Driving the Employee Churn

How Our Algorithm Works?

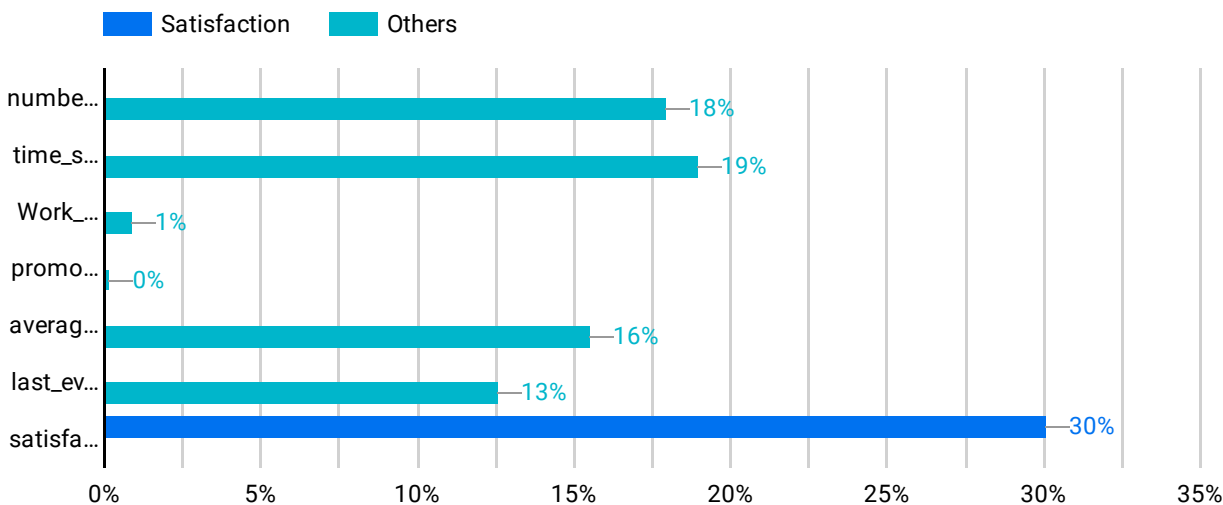
The random Forest Model found that the most crucial factor for predicting whether employees will stay or leave company is their job satisfaction. The longer they have been in the company, the more projects they have , the moderate number of hours they work, and the higher their performance evaluations, the more likely they are to stay. Surprisingly, whether or not they had a work accident doesn't see m to have a 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 Satisfaction

7

Employees Predicted to leave



Where are People Leaving

