

Churn Model for Pilot Program

Employee at Risk Program

Departments

Identifying At - risk Employees: Churn models can highlight employees who may be considering leaving the organization, allowing HR to take proactive steps to address their concerns. Understanding Turnover Causes: By analyzing factors that contribute to the churn, Enhancing Employee Retention Strategies: Insights from these models can guide the development of the targeted retention program and policies.

7.0%

Supporting Metrics

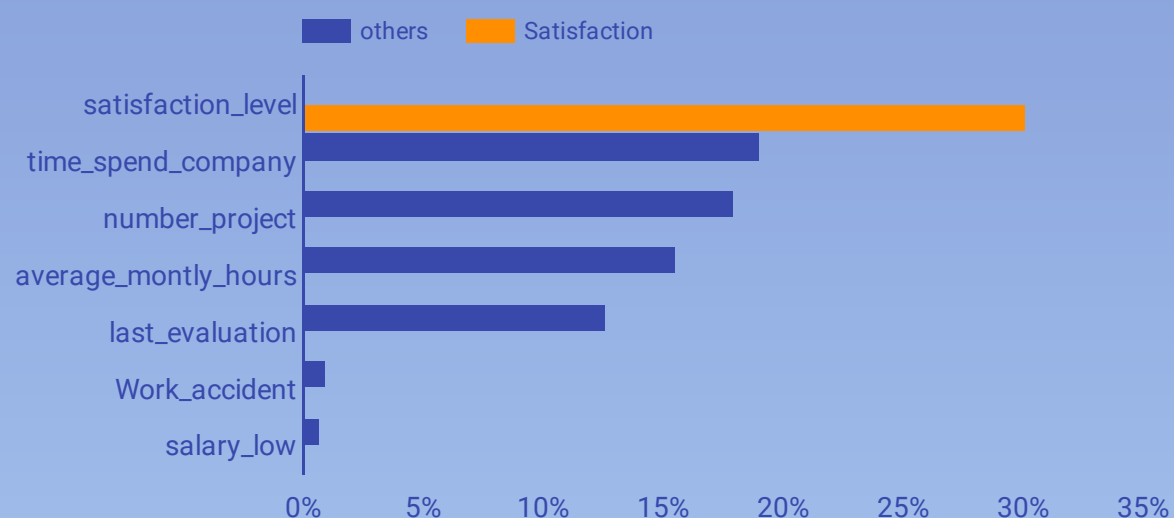
Departments
10

satisfaction_level
0.5

Total years
3.39

last_evaluation
0.47

What is Driving Churn?



How Our Algorithm Works

The random Forest model found that the most crucial factor for predicting whether employees will stay or eave a company is their job satisfaction, the more projects they have, the longer they stay. this information can help the company focus on improving job satisfaction to retain valuable employees.

Satisfied
Employee Sentiment

When are People Leaving?

7
Predicted to Leave

