

# CHURN PREDICTION MODEL

## AT RISK EMPLOYEE PROGRAM

**Identifying At-Risk Employees:** This churn model highlights 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 systemic issues in the organization, such as management practices, workload, or lack of career development opportunities.

**Enhancing Employee Retention Strategies:** Insights from this models can guide the development of targeted retention programs and policies.

Departments

### SUPPORTING METRICS

7.0%

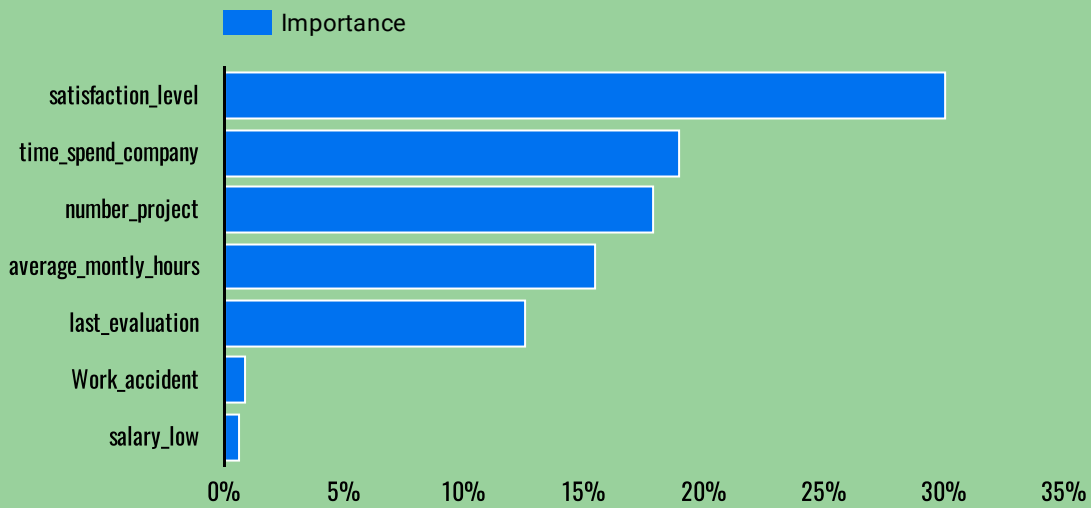
DEPARTMENTS  
10

SATISFACTION LEVEL  
0.5

YEARS IN COMPANY  
3.39

LAST EVALUATION  
0.47

### WHAT IS DRIVING CHURN?



### HOW THE ALGORITHM WORKS

The Random Forest Model found that the crucial factor for predicting whether employees will stay or leave a company is their job satisfaction. The longer they have been at the company, the more projects they have, the more moderate number of hours they work, and the higher their performance evaluations, the more likely they are to stay at the company. This information can help the company focus on improving job satisfaction to retain valuable employee.

SATISFIED  
EMPLOYEE FEEDBACK

### WHAT IS DRIVING CHURN?

7  
PREDICTED TO LEAVE

