Churn Model For Pilot Program

Departments

Our Employee At Riks Pilot Program

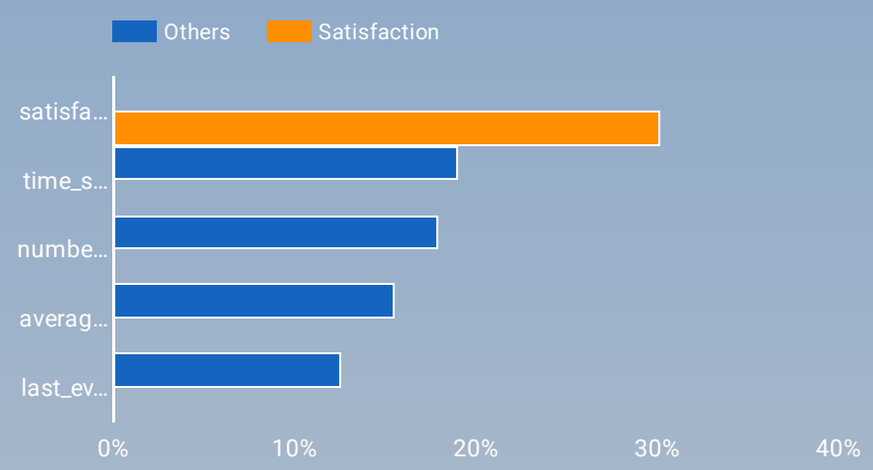
This pilot program aims to proactively identify employees at risk of leaving by using machine learning models trained on historical data. By analyzing patterns and trends, we can predict which new employees are likely to churn, helping HR teams take preventative action. The results provide insights into the factors driving churn, departmental trends, and overall employee satisfaction, enabling data-driven decisions for employee retention.

7.0%

Supporting Metrics

Departments	satisfaction_level	Total Years	last_evaluation
10	0.50	3.39	46.99

What Is Driving Churn ?



How Our Algorithm Works

After setting up the model, we apply multiple classification algorithms to compare their performance, ultimately selecting a Random Forest (RF) model. This model identifies key factors influencing employee churn, generates predictions for new employees, and provides a ranked list of important features, all of which are saved back into our BigQuery database for further analysis and decision-making.

What Trends are Important? Answer: Features that are Causing Churn. e.g An employee that is causing them to leave. The Bar chart shows the various trends as features and their level or degree of importance as causatives to employee churn

Satisfied

Employee Sentiment

Where Are People Churning ?

7

Predicted To Leave