

Churn Model For Pilot Program

Departments

Our Employee At Risk Pilot Program

Data-Driven Approaches to Employee Retention

1. Identifying At-Risk Employees :
Churn models can help detect employees who are likely to leave the organization, enabling HR teams to proactively address their concerns before they resign.
2. Understanding the Causes of Turnover :
By analyzing the factors contributing to employee churn—such as management practices, excessive workload, or limited career growth—HR can uncover and resolve systemic organizational issues.
3. Enhancing Retention Strategies : Insights derived from churn models can inform the development of targeted retention programs and policies, ultimately fostering a more engaged and stable workforce.

7%

Supporting Metrics

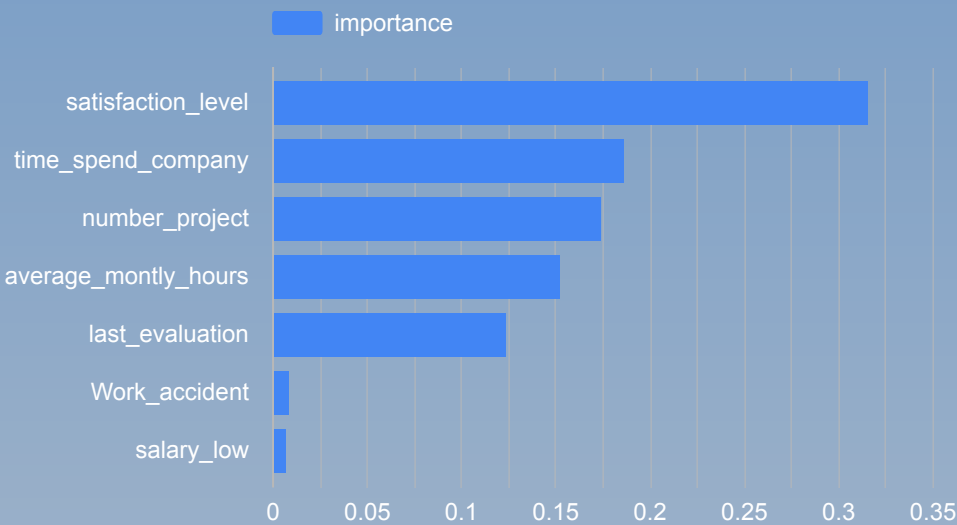
Departments
10

satisfaction_level
0.5

Total Years
3.39

last_evaluation
0.47

What Is Driving Churn



What the Random Forest Model Reveals About Retention

Key Insights from the Random Forest Model on Employee Retention The Random Forest model revealed that job satisfaction is the most critical factor in predicting whether employees will stay with or leave a company. Several elements contribute to this:

1. Tenure: Employees who have been with the company longer are more likely to stay.
2. Project Involvement: A higher number of projects correlates with increased retention.
3. Workload: A moderate number of working hours positively influences retention.
4. Performance Evaluations: Higher performance ratings are linked to longer employee tenure.

Satisfied

Employee
Sentiment

Insights into High-Churn Areas

Interestingly, whether an employee has experienced a work accident does not significantly impact their decision to stay or leave. These findings emphasize the importance of enhancing job satisfaction to improve employee retention. By focusing on the factors that matter most, companies can develop more effective strategies to retain valuable talent.

7

Predicted to
Leave

