Churn Model For Pilot Program

7,0%
Churn Percent

Employee At-Risk Program

The Employee At-Risk Program dashboard provides a data-driven approach to identifying and predicting employee churn. By analyzing key factors such as job satisfaction, workload, performance, tenure, and salary levels, the dashboard highlights employees at risk of leaving the company. A predictive model is applied to forecast retention KPIs, enabling proactive decision-making.

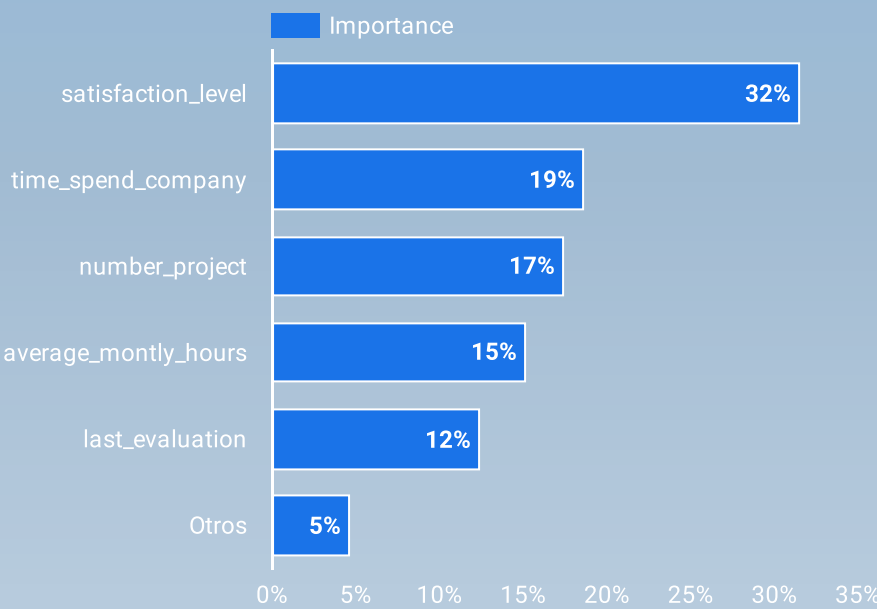### Supporting Metrics

Departments	Last Eval	Avg Time at Cpny	Avg Montlhy Hrs
10	0,47	3,39	212,85

What is causing Churn?

Importance by Feature

- Importance

Feature	Importance
satisfaction_level	32%
time_spend_company	19%
number_project	17%
average_montly_hours	15%
last_evaluation	12%
Otros	5%

0% 5% 10% 15% 20% 25% 30% 35%

How Our Algorithm Works

Random Forest is a machine learning algorithm that builds multiple decision trees using different subsets of data and features, then combines their outputs to improve accuracy and reduce overfitting. Each tree votes on the final prediction (for classification) or averages its results (for regression), making the model robust against noise and non-linearity.

Satisfied
Employee Sentiment

Where are People Leaving?

Predicted to Leave
7

- Predicted to Stay
- Predicted to Leave

Departments (left to right): support, technical, sales, product_mng, management, hr, marketing, IT, accounting, RandD