7.0%

Leveraging Churn Models to Improve Employee Retention:

 - Spotting At-Risk Employees: Predictive churn models help identify individuals who may be considering leaving the organization, enabling HR to intervene early and address potential concerns.

 - Diagnosing Turnover Drivers: By analyzing the underlying causes of employee churn such as leadership practices, workload imbalance, or limited career growth HR can uncover and resolve systemic issues.

 - Strengthening Retention Initiatives: Insights from churn analysis inform the design of targeted retention strategies, including personalized development plans, improved workplace policies, and enhanced employee engagement programs.
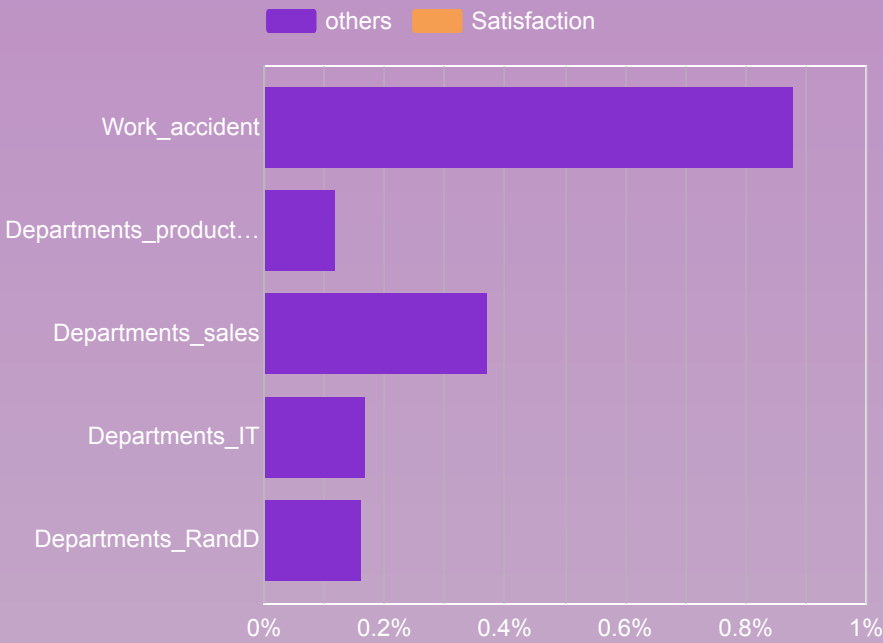
Supporting Matrix

Departments	satisfaction_level	time_spend_company	last_evaluation
10	0.5	3.39	0.47

Satisfied

Employee Sentiment

What is driving Churn...

others ■ Satisfaction ■

Key Insights from the Random Forest Model on Employee Retention:

 - Job Satisfaction as a Primary Predictor: The model identified job satisfaction as the most influential factor in determining whether employees choose to stay or leave.

 - Retention-Boosting Attributes: Employees are more likely to remain with the company if they have longer tenure, are involved in multiple projects, work a moderate number of hours, and receive strong performance evaluations.

- Minimal Impact of Work Accidents: Interestingly, the occurrence of a work-related accident does not significantly influence an employee's decision to stay or leave.

- Strategic Implication: These findings suggest that organizations should prioritize enhancing job satisfaction to effectively retain top talent.

Where are employees churning...

7

Predicted to leave

Predicted to stay ■ Predicted to quit ■