Churn Model For Pilot Program

Our Employee At Risk Pilot Program

Identifying At-Risk Employee: Churn models can hightlight employee who may b considering leaving, allowing HR tp take proactive steps to address their concerns. Understanding Turnover Causes: By analyzing factors that contribute to churn, HR can identify ad addresss systemic isssues in the orgarnization, such as management prcatices, workload, or lack of career development opportunities, Enhacing Employee Retention Strategies: Insight from these models can guide the development of targeted retention programs and policies
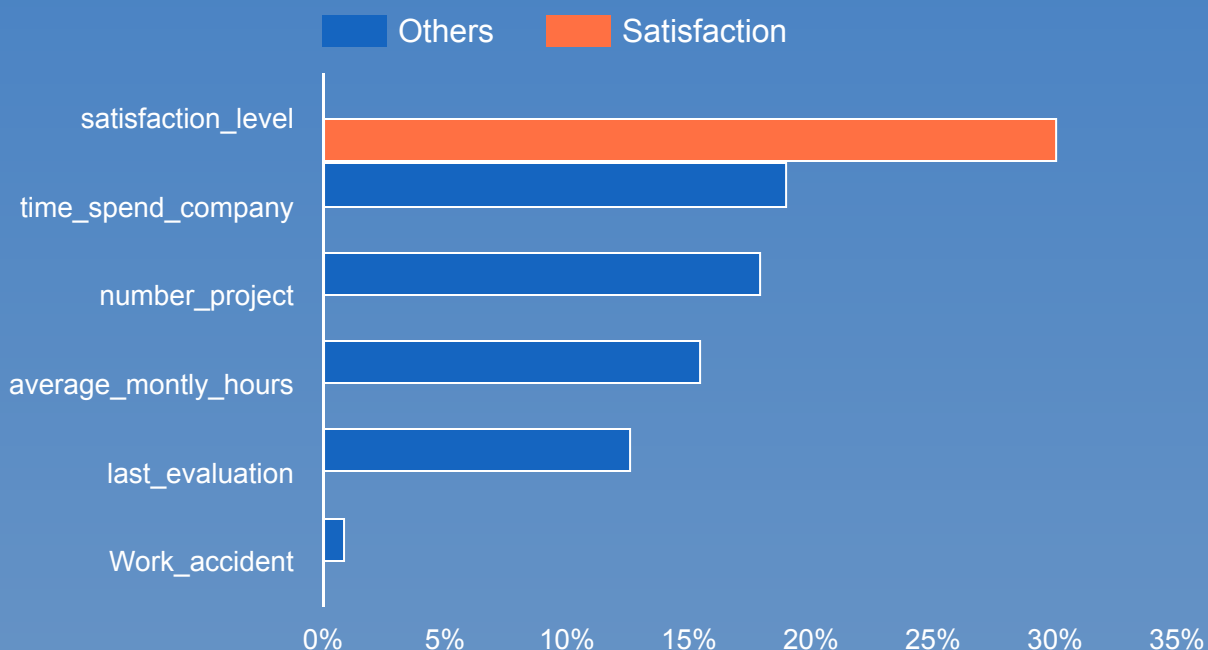
7.0%

Supporting Metrics

Departments	satisfaction_level	Total Years	last_evaluation
10	0.5	3.39	0.47

What is Driving Churn

How Our Algorithm Works

the Random Forest model found that the most crucial factor for predicting whether employees will stay or leave a company is their job satisfaction. The longer they've been with the company, the more projects they have, the moderate number of hours they work, and the higher their performance evaluations, the more likely they to stay. Surpriingly, whether or not they had a work accident doesn't seem to have much impact on their decision to stay or leave. This inofrmation can help the company focus on improving job satisfaction o retain valuable employees

Satisfied

Employee Sentment

Legend: ■ Others ■ Satisfaction

- satisfaction_level
- time_spend_company
- number_project
- average_montly_hours
- last_evaluation
- Work_accident

(x-axis: 0% 5% 10% 15% 20% 25% 30% 35%)

Where are People Leaving

7

Predicted to Leave

Legend: ■ Predicted to Stay ■ Predicted to Quit

(y-axis: 5 10 15)

Departments: management, IT, support, product_mng, technical, RandD, marketing, sales, accounting, hr