

Churn Model for Pilot Program

Our Employee At Risk Pilot Program

Departments

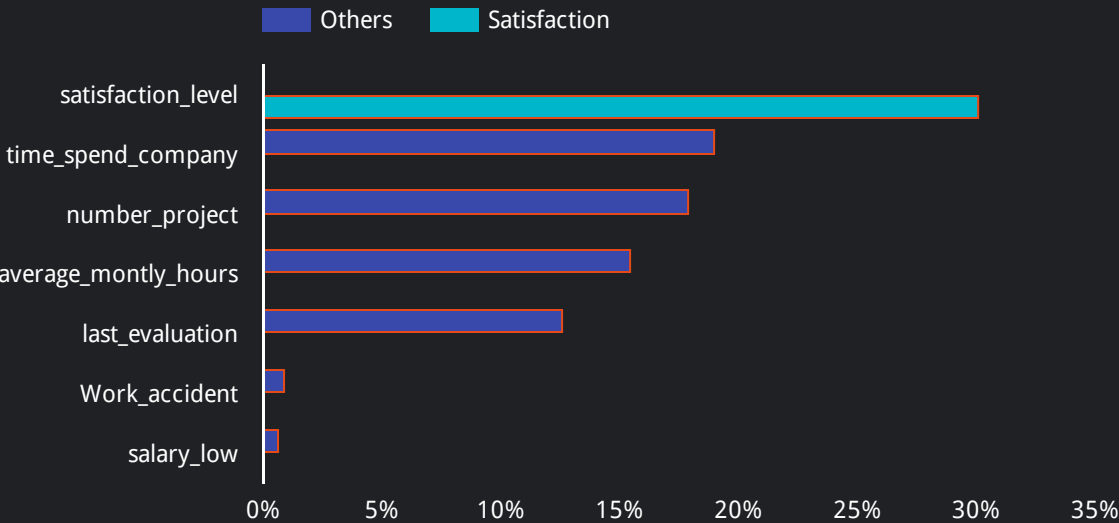


Identifying At-Risk Employees: Churn models can highlight employees who may be considering leaving, allowing HR to take proactive steps to address their concerns. Understanding Turnover Causes: By analyzing factors that contribute to churn, HR can identify and address systemic issues in the organization, such as management practices, workload, or lack of career growth. Enhancing Employee Retention Strategies: Insights from these models can guide the development of targeted retention programs and policies.

Supporting Metrics



What is Causing Churn?



How our Algorithm Works?

The Random Forest algorithm 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 are to stay. Surprisingly, whether or not they had a work accident does not seem to have much impact on the decision to stay or leave. This information can help the company focus on improving job satisfaction to retain value of employees



From Where are people Leaving?

