



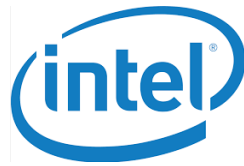
# Organizational Churn: A Roll of the Dice?

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## 苹果谷歌等科技公司被曝签订“互不挖人”协议



**董明珠再斥同行：国家要求创新 不是要你偷人**

**董明珠：创新不是要你偷人 挖人要交转会费**



# What Employees Do





# What HRs Do



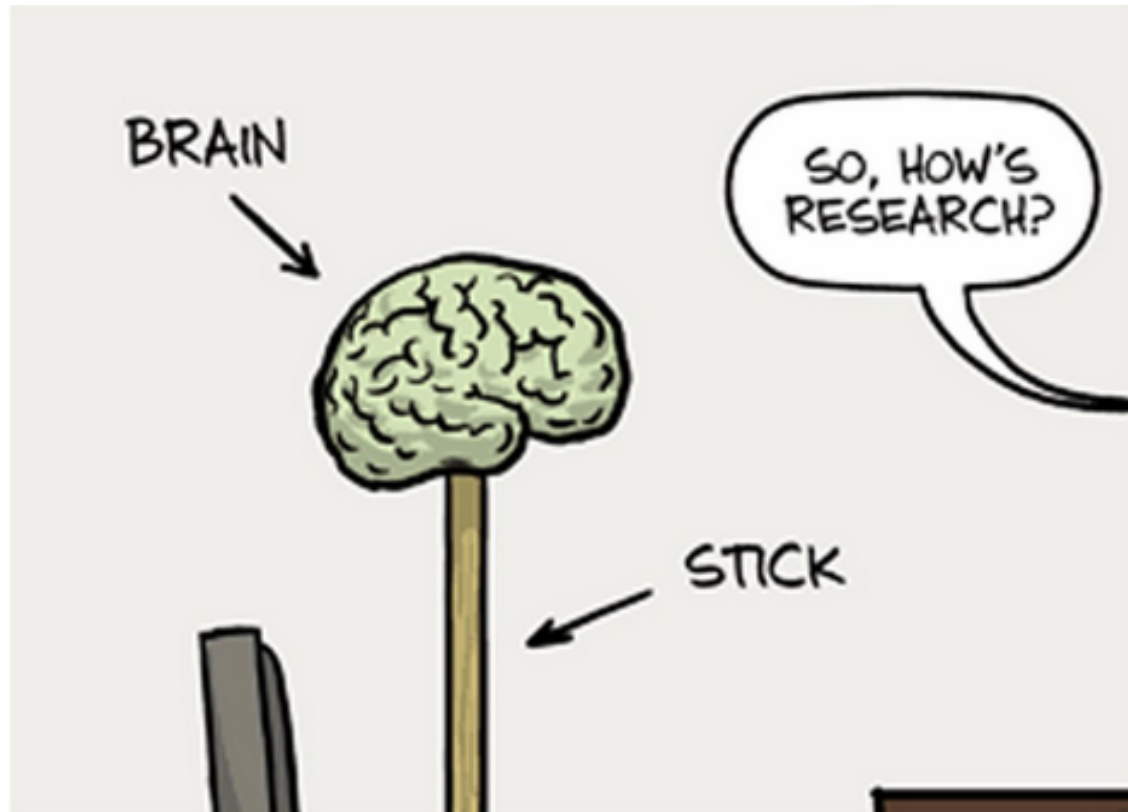


# What Researchers Do





# Why This is Hard





# What We Assume



Magical  
Little  
Coin







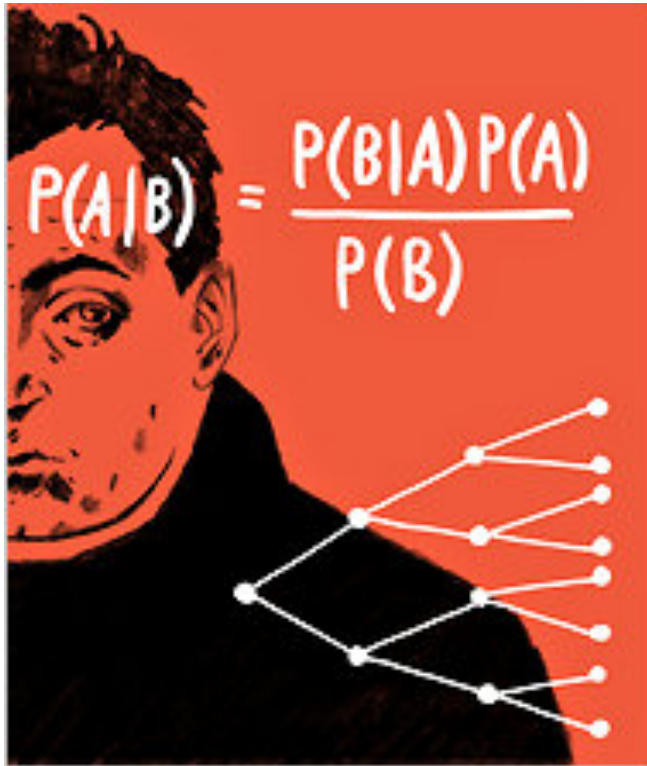
# What HRs Do (Now)







# What HRs Do (Now)



For ANY employee:  
Stay inclination parameter  $\alpha$   
Leave inclination parameter  $\beta$

If someone around him/her stays:

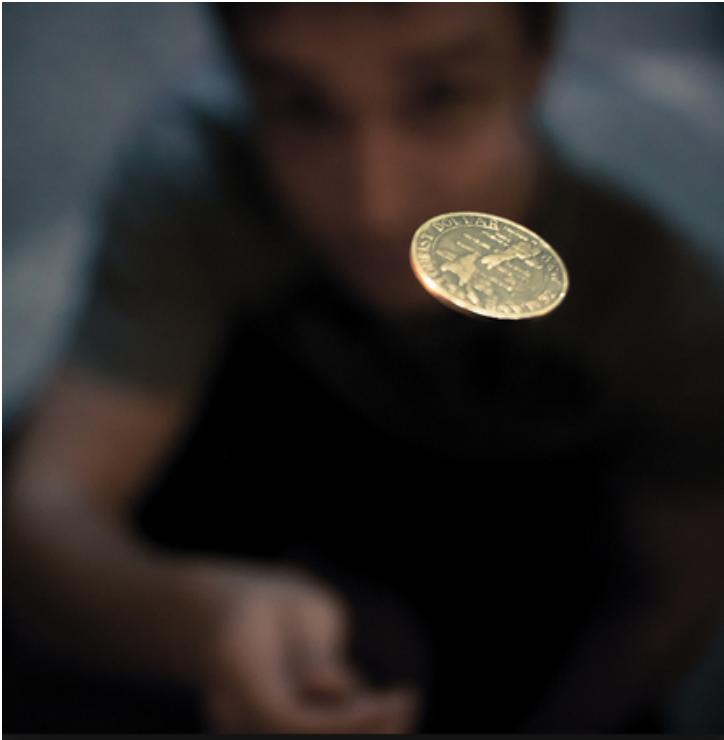
$$\alpha = \alpha + 1$$

If someone around him/her leaves:

$$\beta = \beta + 1$$



# What HRs Do (Now)



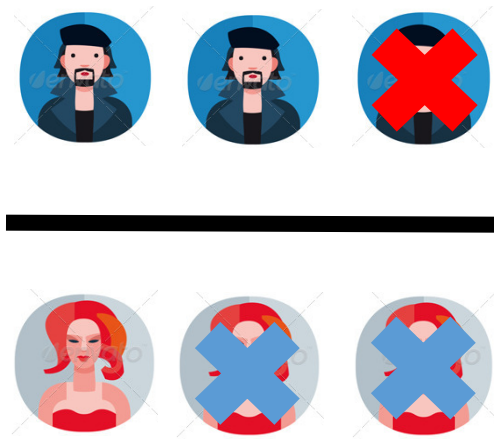
$$P(\textit{leave}) = \beta / (\alpha + \beta)$$

$$\textit{Experience} \sim \alpha + \beta$$

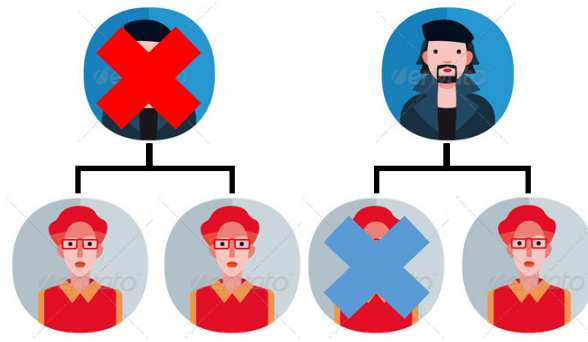
Promote the employee  
with the highest  $P(\textit{leave})$



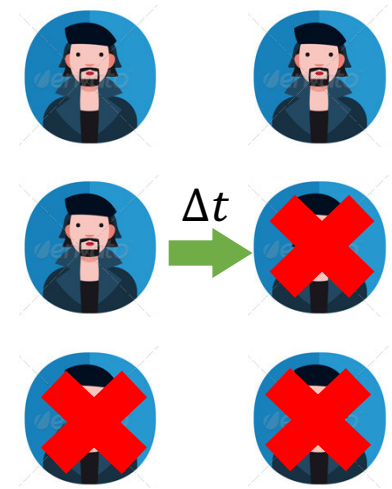
# Modeling impact of different churn rates



Different overall churn rates



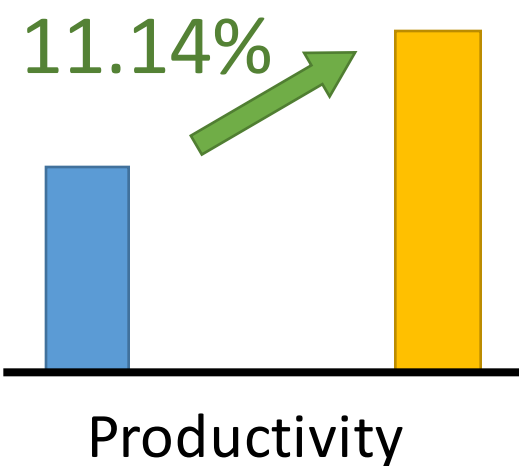
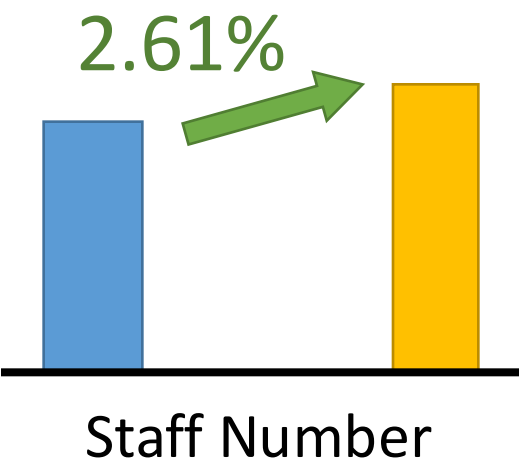
Different churn rates in a company



Increasing churn rates over time



# Modeling different promotion strategies



Different Strategies		Year2	Year4	Year6	Year8	Year10
Experience	Staff Number	313.0	310.7	304.9	298.8	292.9
Likelihood	Staff Number	311.1	309.1	308.4	303.7	300.6
	Increase(%)	-0.62%	-0.52%	1.16%	1.64%	2.61%
Experience	Productivity	2574.9	2706.2	2698.5	2651.7	2612.8
Likelihood	Productivity	2577.8	2759.3	2872.8	2886.0	2904.0
	Increase(%)	0.11%	1.96%	6.46%	8.84%	11.14%



# Applications for HR and Company



Monitor Human  
Resource Activities



Understand  
Employee  
Churn Inclination



Reduce Employee  
Churn