Churn Model For Pilot Program
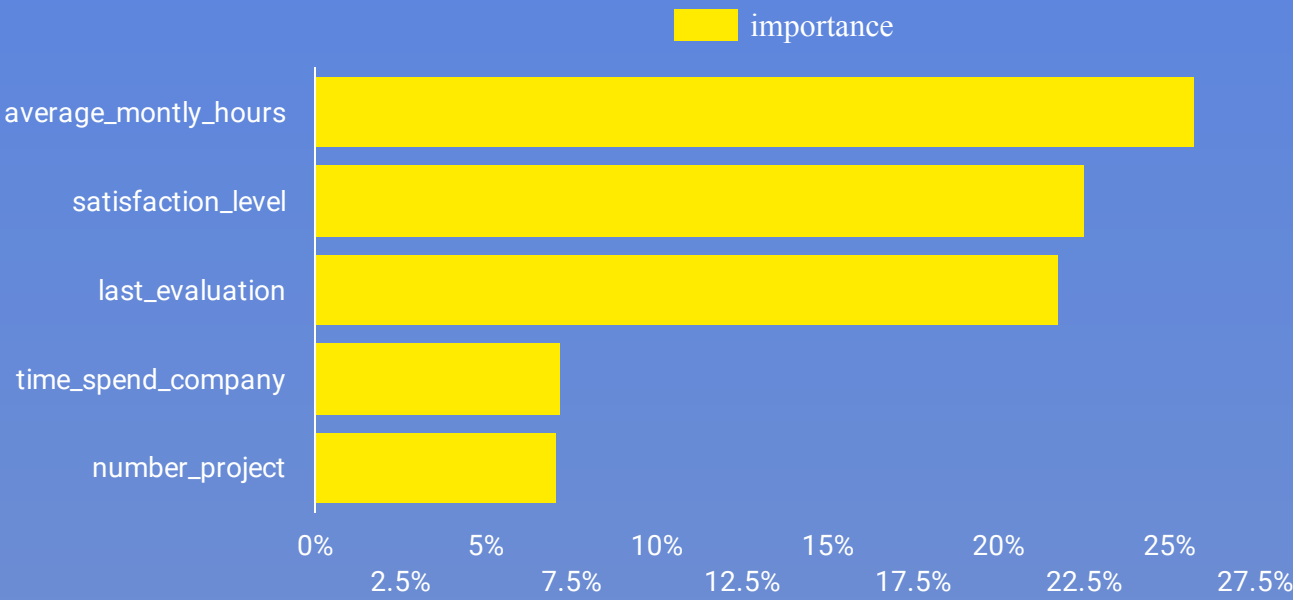
churn percent
1.00%

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 factor that contribute to churn, HR can identify and address systemic issues in the organization, such as management practices, workload, or lack of career development opportunities. Enhancing Employees Retention Strategies: Insight from these models can guide the development of taregeted retention programs and policies

Supporting Metrics

Departments	Satifaction level	Total Years	Last evaluation
10	0.5	3.39	0.47

What is Driving Churn

importance

- average_montly_hours
- satisfaction_level
- last_evaluation
- time_spend_company
- number_project

0% 2.5% 5% 7.5% 10% 12.5% 15% 17.5% 20% 22.5% 25% 27.5%

How Our Algorithm Works

The Random Forest model found that the most crucial factor for predicting whether employees will say 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
the higher their performance evaluation, the more likely they are to say. Surprisingly, Whether or not they had a work accident doesn't seem to have a much impact on their decision to stay or leave. This information can help the company focus on improving job satisfaction to retain valuable employees.

Satisfied

Where are People Leaving

Predicted To Leave
1

Predicted to Stay Predicted to Quit

15

10

5

0

technical — support — sales — product_mng — marketing — management — hr — accounting — RandD — IT