Employee Churn Analysis

Churn Percentage
7.0%

Churn analysis in employees involves identifying patterns and factors that contribute to employee turnover, enabling HR departments to proactively address issues and retain valuable staff. This analysis helps in understanding the reasons behind employee departures and implementing effective retention strategies.

Benefits to HR:
Proactive retention strategies to keep at-risk employees.
Cost savings from reduced recruitment and training expenses.
Improved employee satisfaction and morale.

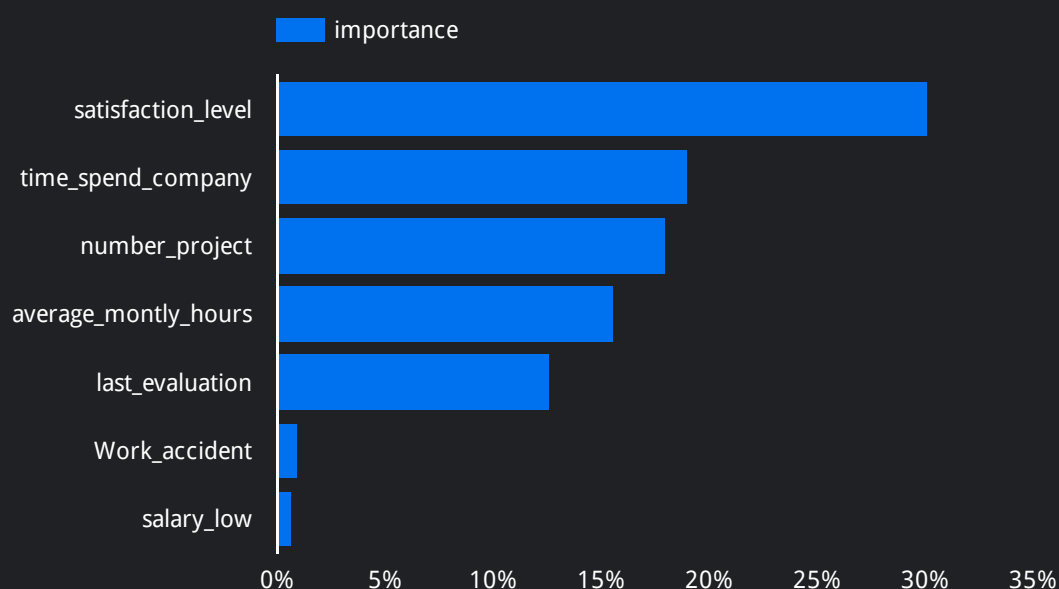| Departments ▼ |
| --- |

Supporting Metrics

Departments	Average satisfaction_level	Total Years	last_evaluation
10	0.5	3.39	0.47

What is Driving Churn

Reason for leaving

■ importance

(satisfaction_level, time_spend_company, number_project, average_montly_hours, last_evaluation, Work_accident, salary_low — horizontal bar chart with x-axis 0% to 35%)
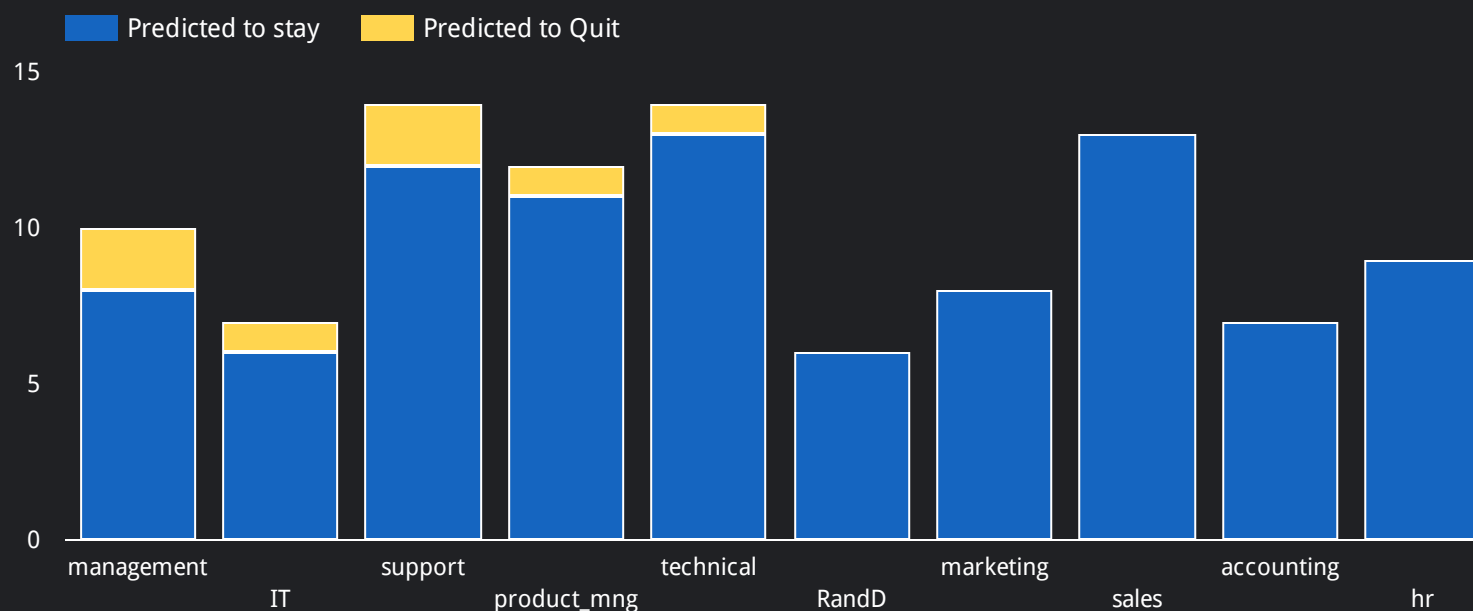
Working of our Algorithm

The Random Forest model revealed that job satisfaction is the most significant predictor of whether employees will remain with the company. Key factors contributing to retention include tenure, the number of projects handled, moderate working hours, and high performance evaluations. Interestingly, the occurrence of work accidents does not significantly influence an employee's decision to stay or leave. These insights suggest that the company should prioritize enhancing job satisfaction to retain valuable employees.

Satisfied
Employee Sentiment

Where are people leaving

■ Predicted to stay ■ Predicted to Quit

(Bar chart with departments: management, IT, support, product_mng, technical, RandD, marketing, sales, accounting, hr — y-axis 0 to 15)

Predicted to Leave
7