



Employee Churn Prediction Model

Our Employee At Risk Pilot Program

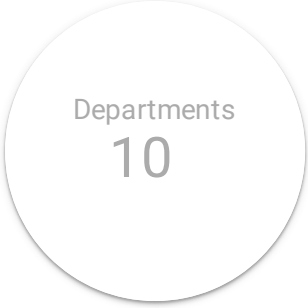
Departments

▼

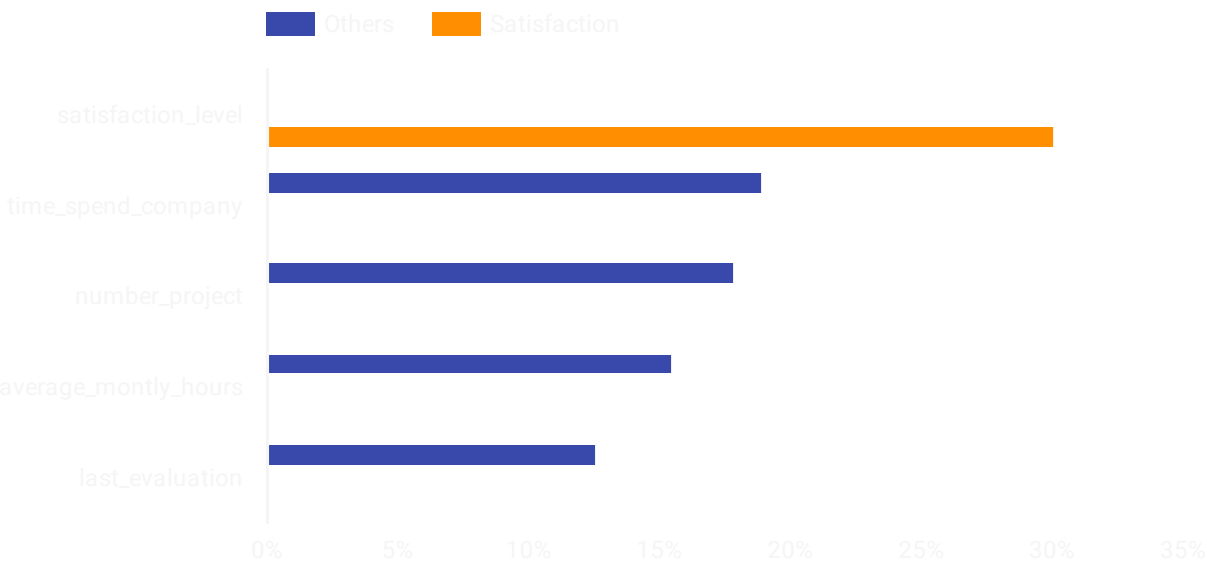
Identifying at-risk Employees: A churn model for employee turnover identifies individuals at risk of leaving their jobs by analyzing factors such as job satisfaction, performance, tenure, and engagement. Understanding Turnover causes: By analyzing factors that contribute to churn, HR can identify and address systemic issues in the organization, such as management practice, workload, or lack of career development opportunities. Enhancing Employee Retention Strategies: Insight from these models can guide the development of targeted retention programs and policies.



Supporting Metrics



What is Driving Churn



How Our Algorithm Works

This 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 that they work on, and the higher their performance evaluation, the more likely they are to stay. Surprisingly, whether or not they had a work accident doesn't seem to have an impact on their decision to stay or leave, this information can help the company focus on improving job satisfaction to retain valuable employees.



Where are People Leaving

