



Churn Model for Pilot Program



Our Employees at Risk Pilot Program

Departments

Identifying Employees at Risk: Churn models can pinpoint employees who might be contemplating departure, enabling HR to proactively address their concerns. Understanding the Causes of Turnover: By analyzing factors contributing to churn, HR can identify and tackle systemic issues within the organization, such as management practices, workload, or lack of career development opportunities. Enhancing Employee Retention Strategies: Insights from these models can steer the creation of targeted retention programs and policies.

7.0%

Supporting Metrics

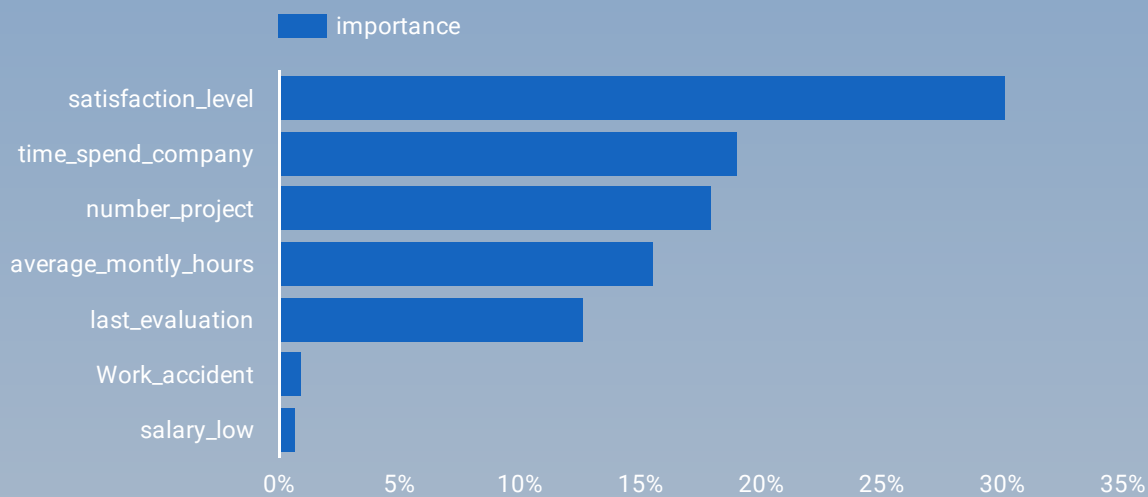
Departments
10

satisfaction_level
0.5

Total Years
3.39

last_evaluation
0.47

What is Driving Churn



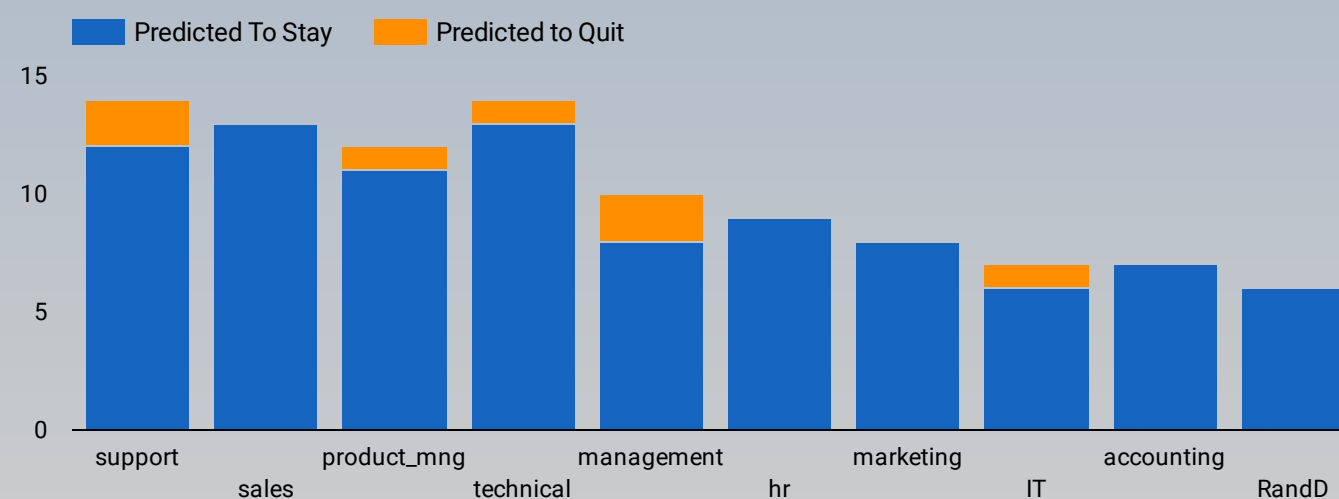
How Our Algorithm Works

The Random Forest model has identified job satisfaction as the most significant factor in predicting whether an employee will remain with a company or leave. The model suggests that the longer an employee has been with the company, the more projects they have undertaken, the reasonable number of hours they work, and the higher their performance evaluations, the more likely they are to stay. Interestingly, whether or not they have had a workplace accident does not seem to significantly influence their decision to stay or leave. This insight can guide the company to concentrate on enhancing job satisfaction as a strategy to retain employees

Satisfied

Employee Sentiment

Where are People Leaving



7

Predicted To Leave