



STEPHAN GRIMM

Predicting Employee Churn

using Logistic Regression

Agenda

- 1 What do we know?
- 2 What determines churn?
- 3 Conclusion

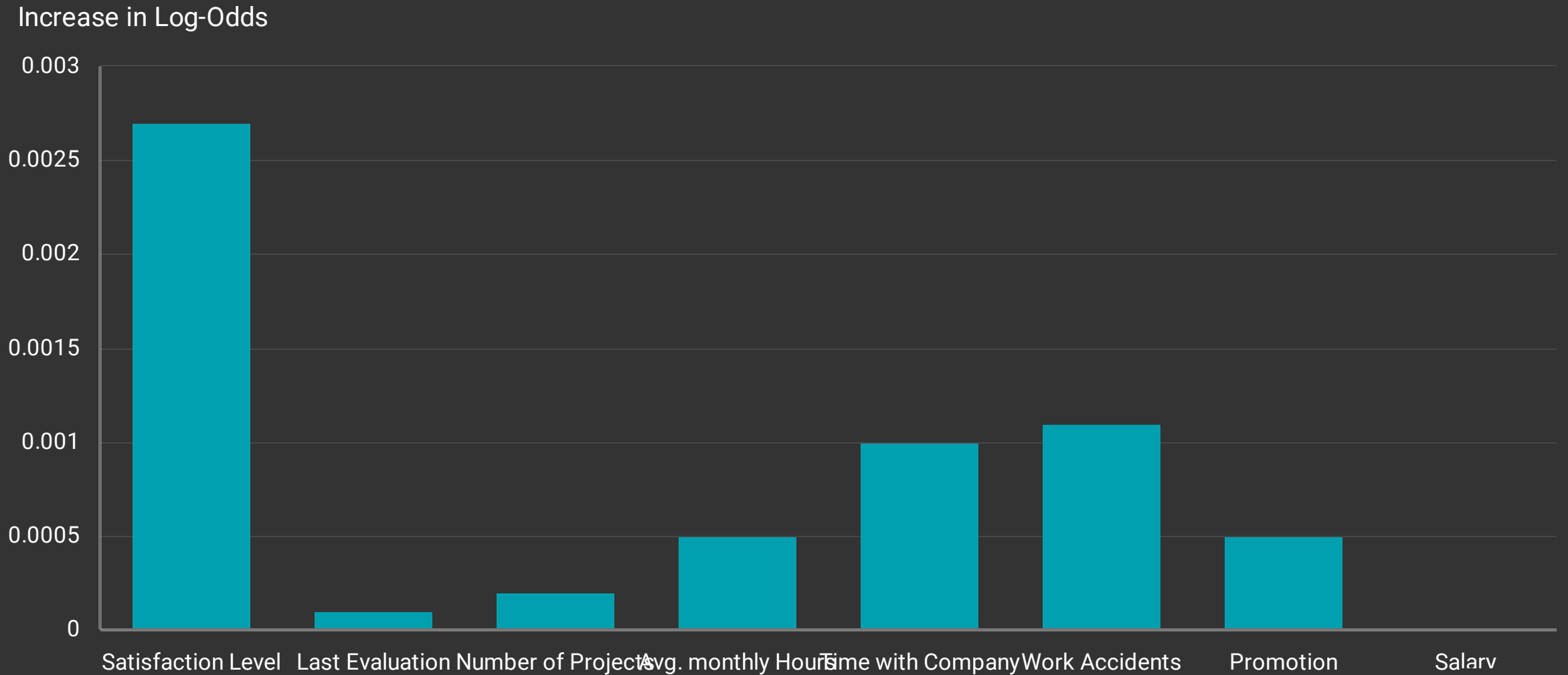
Unhappy employees churn more often

- Satisfaction is lower
- Monthly hours are higher
- Time spent with the company is higher
- Number of promotions are lower
- Accidents are lower
- High-Salary and Management positions churn less

Can we **predict** who will **quit**?

- 14999 employees
- 11 variables
- Logistic Regression

Satisfaction determines churn!



Conclusion

- **Satisfaction** is most determining factor
- Salary doesn't predict churn
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- **75%** of churners are accurately predicted