

EMPLOYEE TURNOVER PREDICTION FOR PILOT PROGRAM

Our Employee at Risk Pilot Program

Identifying At-Risk Employees: Churn models can pinpoint employees who may be contemplating leaving, enabling HR to proactively address their concerns.

Understanding Turnover Causes: By examining the factors that contribute to churn, HR can identify and mitigate systemic issues within the organization, such as management practices, workload, or insufficient career development opportunities.

Enhancing Employee Retention Strategies: Insights from these models can inform the creation of targeted retention programs and policies.

Supporting Metrics



What is Driving Churn?



How Our Algorithm Works

The Random Forest model revealed that job satisfaction is the most critical factor in predicting whether employees will stay or leave a company. Employees are more likely to stay if they have longer tenure, a greater number of projects, moderate working hours, and higher performance evaluations. Interestingly, whether or not they experienced a work accident does not significantly impact their decision to stay or leave. This insight can help the company focus on enhancing job satisfaction to retain valuable employees.

Employee Sentiment

Satisfied

Where are People Leaving?

