Workforce Watch: Employee Churn Prediction

Employees at Risk Pilot Program

Identifying At-Risk Employees: Churn models can highlight employees who may be considering leaving, allowing HR to take proactive steps to address their concerns.

Understanding Turnover Causes: By analyzing factors that contribute to churn, HR can identify and address systemic issues in the organization, such as management practices, workload, or lack of career development opportunities.

Enhancing Employee Retention Strategies: Insights from these models can guide the development of targeted retention programs and policies.
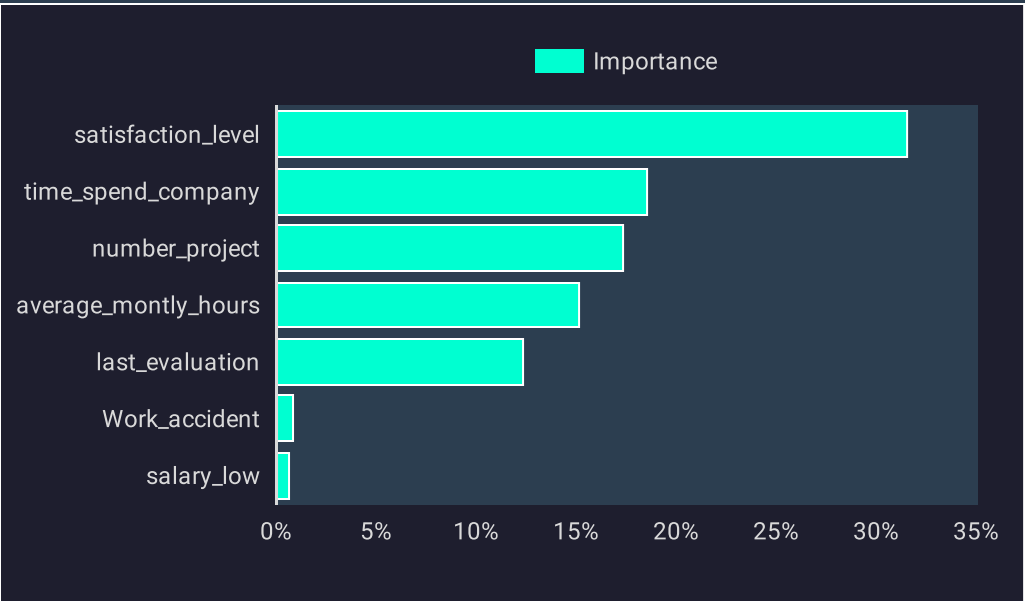
Employee Churn Rate

7%

Supporting Metrics

Departments 10

Satisfaction Level 0.51

Total Years 3.39

Last Evaluation 0.47

What Drives the Churn?

Importance

satisfaction_level
time_spend_company
number_project
average_montly_hours
last_evaluation
Work_accident
salary_low

0% 5% 10% 15% 20% 25% 30% 35%

How Does Our Algorithm Work?

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

Overall Sentiment

Satisfied

Number of People Predicted to Leave

7

From Which Department are People Leaving?

Predicted to Stay   Predicted to Quit

15

10

5

0

technical   support   sales   product_mng   marketing   management   hr   accounting   RandD   IT