

Churn Model for Pilot Program

Departments

7.00%

Churn Percentage

Our Employee 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 adress their concerns. Understandig Turnover Causes: By analyzing factors that contribute to churn, HR can identify and adress systemic issues in the organization, such as management practices, workload, or lack of career developmente opportunites. Enhancing Employee Retention Strategies: Insights from these models can guide the development of targeted retention programs and policies.

Supporting Metrics

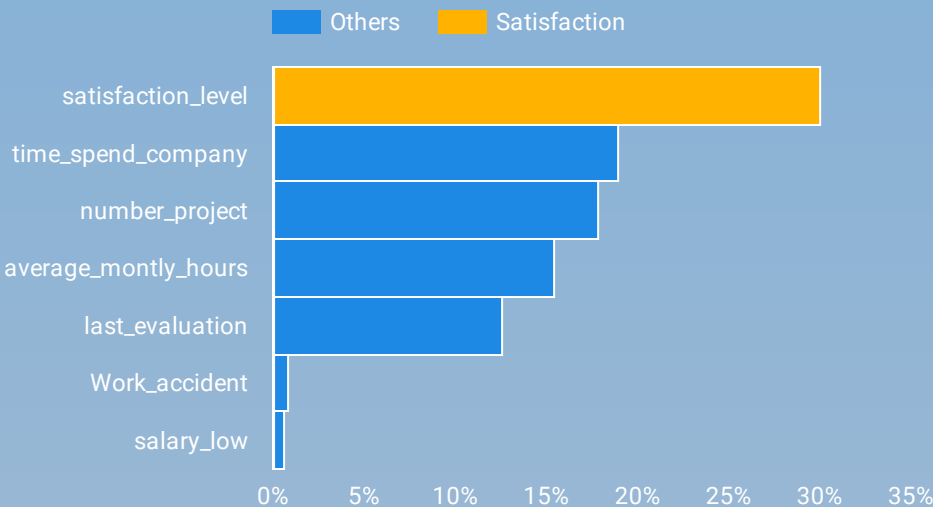
Departments
10

satisfaction_level
0.5

Total Years
3.39

last_evaluation
0.47

What is Driving Churn



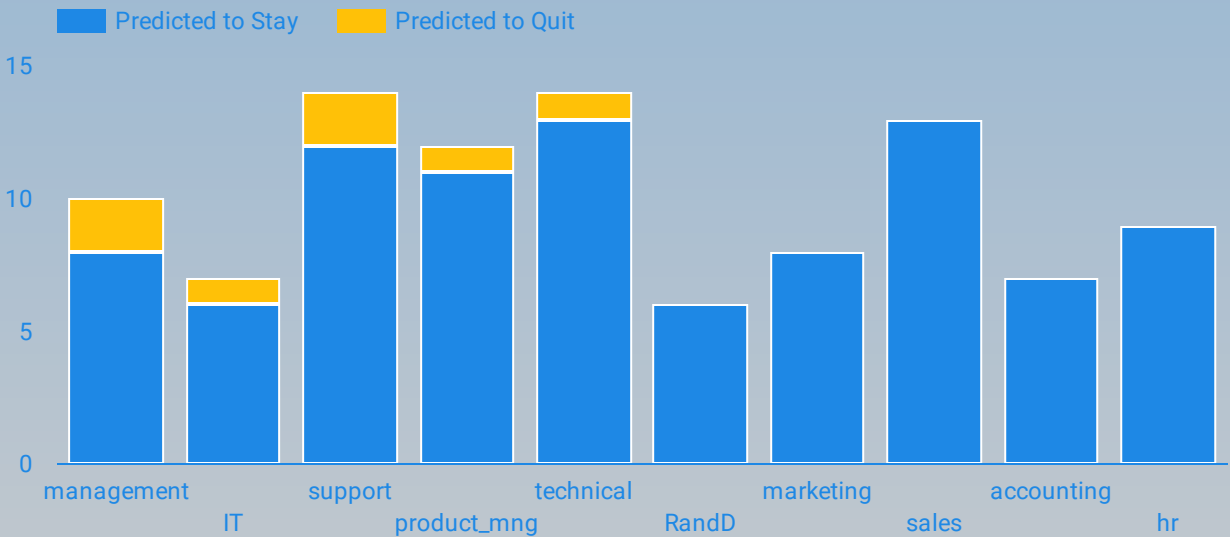
How our Algorithm Works

The Random Forest Model found that the most crucial factor for predicting wheter employees will stay or leave a company is their job satisfaction. The longer the've benn 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, wheter 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.

Satisfied

Employee Sentiment

Where are People Leaving



7

Predicted to Leave