

Churn Model For Pilot Program

Departments

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 address their concerns. Understanding Turnover Causes: By analyzing factors that contribute to chur, 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

2,00 %

Supporting Metrics

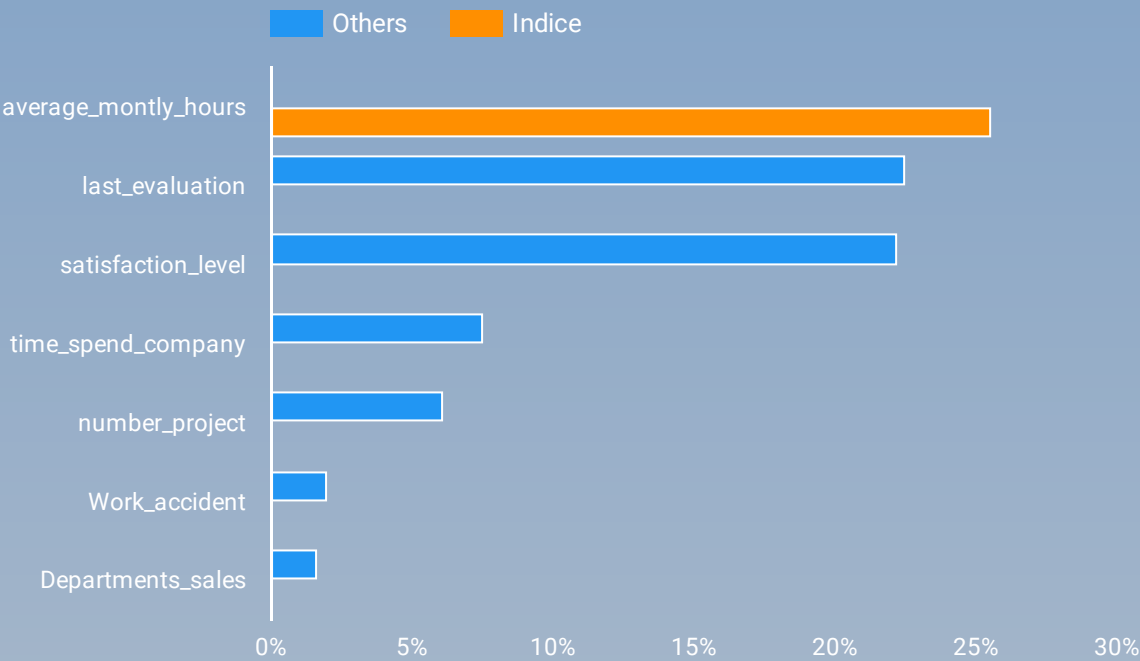
Departments
10

satisfaction_level
0,5

Total Years
3,39

last_evaluation
0,47

What is Driving Churn



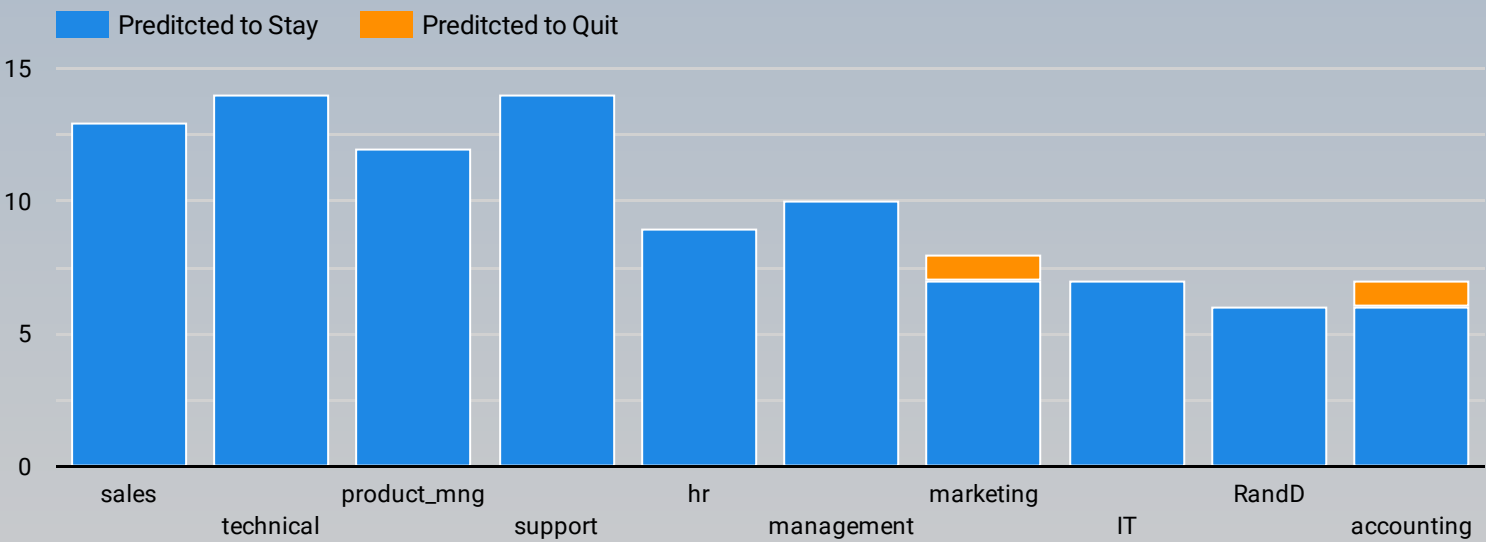
How Our Algorithm Works

The Random Forest model identified that the average number of hours worked per month is the main factor predicting whether an employee will stay with or leave the company. Other key factors include satisfaction levels and last appraisal. This information enables the company to focus on improving employee satisfaction to better retain its talent.

Satisfied

Employee Sentiment

What is Driving Churn



2

Predicted to Leave