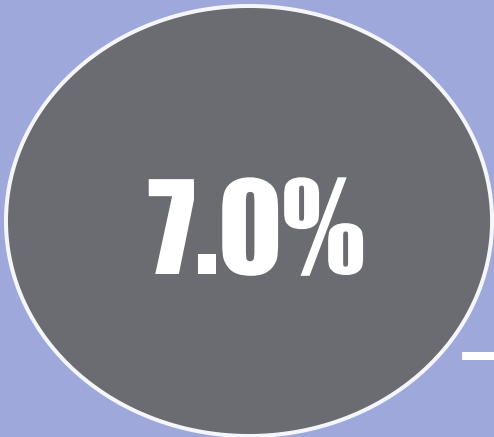# CHURN MODEL FOR PILOT PROGRAM
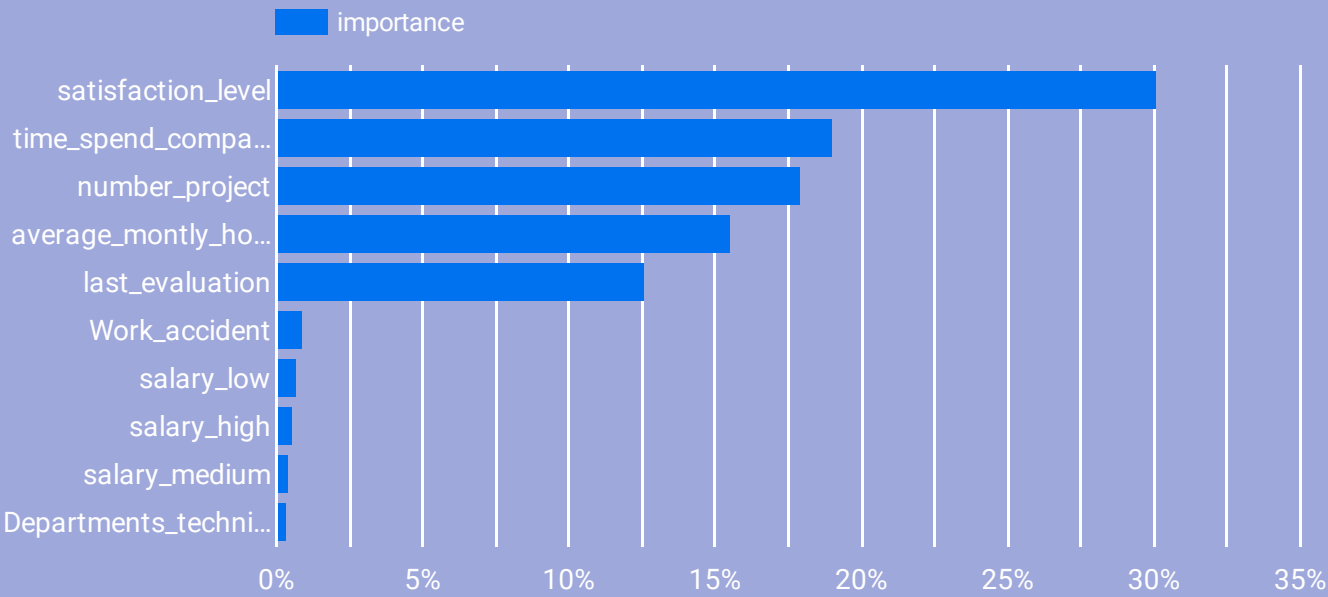
Our Employee At Risk Pilot Program

7.0%

Identifying At-Risk Employees Churn models can identify employees at risk of leaving, enabling HR to proactively address their concerns. By analyzing factors contributing to churn, HR can pinpoint and address systemic issues within the organization, such as management practices, workload, or lack of career development opportunities. This understanding allows for the development of targeted retention programs and policies, ultimately fostering a more stable and satisfied workforce. By taking these steps, organizations can reduce turnover rates, retain valuable talent, and create a more positive work environment.

Supporting Metrics

Departments	satisfaction_level	TOTAL YEARS	last_evaluation
10	0.5	3.39	0.47

What Is Driving Churn

importance

- satisfaction_level
- time_spend_compa...
- number_project
- average_montly_ho...
- last_evaluation
- Work_accident
- salary_low
- salary_high
- salary_medium
- Departments_techni...

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

How Our Algorithm Works

SATISFIED

Employee Sentiment

Where are People Leaving

7

Predicted to Leave

PREDICTED TO STAY — Predicted To Quit

sales, technical, product_mng, support, hr, management, marketing, IT, RandD, accounting