



# TURNOVER ANALYSIS

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## BY PREDICTING THE PROBABILITY EMPLOYEES WILL QUIT, THE APP HELPS TO ACHIEVE

- Higher retention rate
- Better understanding of the factors that cause turnover
- Longterm competitive advantage

The image features a panoramic view of the Chicago skyline, including prominent skyscrapers like the Willis Tower. A solid green rectangular overlay covers the middle portion of the image, serving as a background for the text.

# DEMO

## **DATASET FROM KAGGLE**

- 15,000 observations
- 14,000 train set
- 1,000 test set
- Response: binary indicating whether the employee quit or not

## **MAIN PREDICTORS**

- Satisfaction Level
- Last Evaluation
- Salary
- Binary for promotion in last 5 years
- Tenure
- Average monthly hours

## RANDOM FOREST CLASSIFIER

- False negatives (failing to predict that somebody will quit) are more costly than false positives
- Recall is the main measure of interest

**TEST SET  
ACCURACY**

98%

**TEST SET  
RECALL**

95%



A photograph of a modern dining area with a white table and white chairs. A green semi-transparent overlay covers the middle portion of the image, serving as a background for the text.

# THANK YOU

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